



THE BYERS GROUP

EXECUTIVE SEARCH AND C-SUITE CONSULTING

CITY OF OAKLAND CHIEF OF POLICE

EXECUTIVE SEARCH TIMELINE

Overview of Proposed Tasks and Timeline

	Proposed Tasks	Proposed Timeline
6.	Candidate research and recruitment by search consultants (6 weeks).	September 5 – September 30, 2023
7.	Shortlisted candidate evaluations by search consultants.	October 2 – October 6, 2023
8.	Presentation of Recruitment Report to the Police Commission Ad-Hoc Committee to include top (5-7) candidates for consideration for on-site interviews. Semi-final candidates participate in on-site interviews with the Police Commission Ad-Hoc Committee (consultants provide suggested interview questions). Final candidates selected.	Week of October 9, 2023
9.	Top candidates participate in final interviews with the full Police Commission. Commission makes recommendation of the top 3 candidates to the Mayor.	Week of October 16, 2023
10	Top candidates participate in final interviews with the Mayor. Final candidate selected for salary negotiation, and final referencing.	Week of October 23, 2023

Adjustments May Be Made To This Timeline As Needed.