

Subject: [Fwd: Hiring New Manager]
Date: Fri, 13 Jun 2003 15:49:55 -0700
From: Brian Platts <bplatts@shaw.ca>
To: Corrie Kost <kost@triumf.ca>

Subject: Hiring New Manager
Date: Fri, 13 Jun 2003 15:18:37 -0700
From: Bill Tracey <bill_tracey@telus.net>
Reply-To: systek@engineer.com
Organization: Systek Engineering Ltd.
To: dnvCouncil@dnv.org
CC: "FONVCA (E-mail)" <fonvca@fonvca.org>, David Moulton <bigdmoulton@hotmail.com>

Further to my earlier email on this subject, I would like to pass on another thought re the possibility of hiring an "interim" manager, followed by a "permanent" manager:

Although there is some merit in hiring a clean-up manager, it has some pitfalls, too. One is that the permanent manager may very well want to put his own management team in place, rather than simply accept a team that someone else has chosen. If that were to happen, the District could be faced with two significant upheavals within the space of a couple of years -- not good.

On balance, I think it probably better to make sure you hire the very best person possible at this time. If that person is suitable and available as a permanent manager, go for it. But if the best person available is not interested in a long-term commitment, hire that person on a contract to clean up, and perhaps to help you find and hire a suitable permanent person. Having that in mind, the interim manager may be more sensitive to the possibility of the permanent manager wanting to have his own choice of team.

Sincerely,
Bill Tracey
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