



## Project: Executive Director Search

**Client: Citizens Police Oversight Commission (CPOC), City of Philadelphia**

### Project Objectives:

- CPOC, an independent oversight body of the Philadelphia Police Department, sought a new Executive Director during a critical period of transition.
- The role required leadership across strategy, community engagement, investigations, and internal operations.
- Amid prior instability, the goal was to identify a leader who could build trust, stabilize operations, and advance CPOC's impact.

### IMPACT

- Successfully placed a mission-aligned Executive Director to lead CPOC into its next phase of impact and community accountability.
- Ensured an inclusive and high-integrity process that reflected well on the City and the Commission, even amidst a sensitive public backdrop.
- Strengthened community confidence and board cohesion around the selected leader.

### Scope of Work Performed:

- **Stakeholder Alignment:**  
Conducted discovery sessions with CPOC Commissioners to define success for the ED role, document lessons learned from the previous search, and align on a selection framework.
- **Recruitment & Candidate Sourcing:**
  - Reframed the public materials to emphasize mission, challenge, and leadership opportunity.
  - Executed tailored sourcing to engage a diverse, values-driven talent pool.
- **Candidate Evaluation:**
  - Built scorecards aligned to CPOC's goals.
  - Managed interviews, feedback loops, reference checks, and offer negotiations.
- **Candidate Experience & Employer Brand:**  
Managed all candidate communication with professionalism, transparency, and care, knowing the process reflected directly on the City's commitment to civilian oversight and equity.



## The Leadership you seek.

An organization is only as good as its people, and that starts with leadership.

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