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# Directory of Executive Search Firms

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**BE STRATEGIC IN  
HOW YOU RECRUIT  
EXCEPTIONAL  
SERVANT LEADERS**

# PLAY CHESS NOT CHECKERS

20

## EXPERIENCE

20 + years in local government recruitment



## INNOVATION

Reputation for providing innovative services and solutions



## 700+ CLIENTS

700 + local government clients in 50 states



## HIGHLY RATED

2018 blind survey of 4,000 City Management professionals by National Research Center, Inc., rated SGR highest overall of 14 national & regional public management search firms

## THE SGR DIFFERENCE

- Recruiters are former local government professionals
- Reputation among rising young professionals as supportive of next generation leaders
- Recruits diverse candidates ensuring inclusiveness
- One of the most robust social media talent recruitment strategies in the industry. SGR's vast network of active and passive candidates + latest social media trends and best practices = ideal candidate pool
- New SGRecruiter® platform anonymously matches prospects with opportunities & reduces implicit bias
- Comprehensive candidate vetting including background investigations & media searches

## SGR IS MORE THAN A RECRUITMENT FIRM

We partner with local governments across the nation to deliver valuable services that promote servant leadership and excellence in service delivery.



ASSESSMENTS



LIVE TRAINING



EXECUTIVE RECRUITMENT



ONLINE TRAINING



LEADERSHIP DEVELOPMENT



ONLINE SERVICES



INTERIM MANAGEMENT



JOBS  
JOB BOARD



**WWW.GOVERNMENTRESOURCE.COM**



### **Services**

Recruitment and Selection Processes  
Human Resources Consulting  
Management Consulting  
Professional Development

### **Outcomes**

Objective, thorough process  
Utilization of best practices  
Satisfaction guaranteed

**Heidi Voorhees, President**  
HVoorhees@govhrusa.com  
847.380.3243



**Joellen J. Cademartori, Chief Executive Officer**  
JCademartori@govhrusa.com  
847.380.3238



### **Services**

Temporary Placements  
Temp-to-Hire Placements  
Outsourced Placements  
Specific Project Placements

### **Outcomes**

Reduce employee costs permanently  
Respond rapidly to service demands  
Eliminate recruitment and selection costs  
Create flexibility in staffing assignments

**GovHRusa.com 847.380.3240**

**ICMA** | strategic partner





# Directory of EXECUTIVE SEARCH FIRMS

The executive search firms in this directory are listed alphabetically by name with this information: website, address, contact email address, phone number, and areas served in the United States. To change your listing or request an addition, contact [advertising@icma.org](mailto:advertising@icma.org). (Note that all of this information may not have been provided by each organization.)

**Affion Public**

[affionpublic.com](http://affionpublic.com)  
2120 Market Street,  
Suite 100  
Camp Hill, Pennsylvania  
17011-4709  
[info@affionpublic.com](mailto:info@affionpublic.com)  
888-321-4922  
Nationwide

**Alliance Resource  
Consulting, LLC**

[alliancerc.com](http://alliancerc.com)  
1 Centerpointe Drive,  
Suite 440  
La Palma, California 90623  
[info@alliancerc.com](mailto:info@alliancerc.com)  
562-901-0769  
California, Florida,  
Washington, Nationwide

**Avery Associates**

[averyassoc.net](http://averyassoc.net)  
3 1/2 N Santa Cruz Avenue,  
Suite A  
Los Gatos, California 95030-  
5916  
[jobs@averyassoc.net](mailto:jobs@averyassoc.net)  
408-399-4424  
California

**Baker Tilly Public Sector  
Executive Recruitment**

(Now joined with Springsted and  
Umbaugh)  
380 Jackson Street, Suite 300  
Saint Paul, Minnesota  
55101-4705  
[information@waters-company.com](mailto:information@waters-company.com)  
214-466-2436  
Nationwide

**Bob Murray & Associates**

[bobmurrayassoc.com](http://bobmurrayassoc.com)  
1544 Eureka Road, Suite 280  
Roseville, California  
95661-3093  
[bmurray@bobmurrayassoc.com](mailto:bmurray@bobmurrayassoc.com)  
916-784-9080  
California, Florida

**Careers in Government**

[careersingovernment.com](http://careersingovernment.com)  
1345 S Sierra Bonita  
Los Angeles, California 90019  
310-403-8022  
Nationwide

**Chris Hartung Consulting, LLC**

[chcpubsectorsolutions.com](http://chcpubsectorsolutions.com)  
2000 E Lamar Suite 600  
Arlington, TX 76006  
[chris@chcpubsectorsolutions.com](mailto:chris@chcpubsectorsolutions.com)  
817-715-9693  
Texas, Oklahoma, and  
New Mexico

**Colin Baenziger & Associates**

[cb-asso.com](http://cb-asso.com)  
2055 S Atlantic Avenue,  
Suite 504  
Daytona Beach Shores, Florida  
32118-5024  
[colin@cb-asso.com](mailto:colin@cb-asso.com)  
561-707-3537  
Nationwide

**CPS HR Consulting**

[cpshr.us/executive-search/  
recruitment-staff](http://cpshr.us/executive-search/recruitment-staff)  
2450 Del Paso Road, Suite 220  
Sacramento, California  
[resumes@cpshr.us](mailto:resumes@cpshr.us)  
916-263-1401  
California, Colorado, and Texas

**DDA Human Resources, Inc.**

[ddahumanresources.com](http://ddahumanresources.com)  
5029 Upton Avenue S  
Minneapolis, Minnesota  
55410-2244  
[Gary@DavidDrown.com](mailto:Gary@DavidDrown.com)  
612-920-3320  
Minnesota

**Eaton Peabody  
Consulting Group**

[eatonpeabody.com/consulting](http://eatonpeabody.com/consulting)  
77 Sewall Street, Suite 3000  
Augusta, Maine 04330-6334  
207-622-3747  
Maine

**Edward J. Collins, Jr.**

Center for Public Management  
[umb.edu/cpm](http://umb.edu/cpm)  
100 William T Morrissey  
Boulevard  
Boston, Massachusetts  
02125-3393  
[collins.center@umb.edu](mailto:collins.center@umb.edu)  
617-287-4824  
Massachusetts

**GovHR USA**

[govhrusa.com](http://govhrusa.com)  
630 Dundee Road, Suite 130  
Northbrook, Illinois  
60062-2749  
[info@govhrusa.com](mailto:info@govhrusa.com)  
847-380-3240  
Nationwide

**HC Smith, Ltd**

[hcsmith.com](http://hcsmith.com)  
24000 Mercantile Road, Suite  
7  
Beachwood, Ohio  
44122-5964  
[hcsmith@hcsmith.com](mailto:hcsmith@hcsmith.com)  
216-752-9966  
Nationwide

**HueLife, LLC**

[hue.life](http://hue.life)  
5775 Wayzata Boulevard,  
#700  
St. Louis Park, Minnesota  
55416  
[info@hue.life](mailto:info@hue.life)  
651-204-0441  
Minnesota

**JDGray Group, LLC**

[jdgraygroup.com](http://jdgraygroup.com)  
11625 Custer Road,  
Suite 110-281  
Frisco, Texas 75035  
[info@jdgraygroup.com](mailto:info@jdgraygroup.com)  
972-885-6472  
Nationwide

**Jersey Professional  
Management**

[hjerseyprofessionalmgmt.com](http://hjerseyprofessionalmgmt.com)  
23 North Avenue E  
Cranford, New Jersey  
07016-2196  
[info@jerseyprofessionalmgmt.com](mailto:info@jerseyprofessionalmgmt.com)  
908-276-2777  
New Jersey

**Kansas League Executive/  
Administrative Position Search  
(LEAPS)**

[lkm.org/page/LEAPS](http://lkm.org/page/LEAPS)  
300 SW 8th Avenue  
Topeka, Kansas 66603-3951  
[info@lkm.org](mailto:info@lkm.org)  
785-354-9565

**The Lee Group**

[theleegroup.com](http://theleegroup.com)  
11838 Rock Landing Drive,  
Suite 150  
Newport News, Virginia  
23606-4232  
757-873-0792  
Virginia

**Management Partners, Inc.**  
managementpartners.com  
1730 Madison Road  
Cincinnati, Ohio 45206-1865  
2107 North First Street, #470  
San Jose, CA 95131  
atrimpe@management  
partners.com  
513-861-5400  
*Nationwide*

**Mathis Group**  
mathisgroup.net  
11660 Church Street, #714  
Rancho Cucamonga, California  
91730-8917  
Dr.Bill@MathisGroup.net  
909-322-9045  
*California*

**McGrath Consulting  
Group, Inc.**  
mcgrathconsulting.com  
P.O. Box 190  
Wonder Lake, Illinois  
60097-0190  
info@mcgrathconsulting.com  
815-728-9111  
*Nationwide*

**The Mercer Group, Inc.**  
mercergroupinc.com  
Corporate Offices: 5579B  
Chamblee Dunwoody Road,  
#511  
Atlanta, Georgia 30338  
Executive Offices: 1000  
Cordova Place, #726  
Santa Fe, New Mexico 87505  
mercerc@mindspring.com  
505-466-9500  
*Nationwide from 21 offices*

**Municipal Resources, Inc.**  
mrigov.com  
120 Daniel Webster Highway  
Meredith, New Hampshire  
03253  
all@mrigov.com  
866-501-0352  
*New England*

**Murphy, Symonds, &  
Stowell Search**  
msssearch.com  
1001 SW 5th Avenue,  
Suite 1100  
Portland, Oregon  
97204-1127  
503-244-2126  
*Oregon*

**Municipal Solutions LLC**  
municipalsolutions.org  
845 S. Estrella Parkway,  
#5038  
Goodyear, Arizona 85338  
888-545-7333 (U.S.); s39 327  
938 6493 (International)  
*Canada, Europe, United States*

**The Novak Consulting Group**  
thenovakconsultinggroup.com  
26 E Hollister Street  
Cincinnati, Ohio 45219-1704  
info@thenovakconsulting  
group.com  
513-221-0500  
*Nationwide*

**Odgers Berndtson**  
odgersberndtson.com  
Royal Bank Plaza  
200 Bay Street  
Toronto, Ontario M5J 2J3  
Canada  
toronto@odgersberndtson  
.com  
416-366-1990  
*Canada*

**Peckham & McKenney, Inc.**  
peckhamandmckenney.com  
300 Harding Boulevard, Suite  
203D  
Roseville, California 95678  
866-912-1919 Toll Free  
bobbi@peckhamand  
mckenney.com  
*All U.S. offices in Northern and  
Southern California, Colorado,  
and Texas*

**Prothman**  
prothman.com;  
prothman-jobboard.com  
371 NE Gilman Boulevard,  
Suite 310  
Issaquah, Washington  
98027-2901  
info@prothman.com  
206-368-0050  
*National*

**Public Administration  
Associates, LLC**  
public-administration.com  
P.O. Box 282  
Oshkosh, Wisconsin  
54903-0282  
920-235-0279  
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Minnesota, Wisconsin*

**Ralph Andersen & Associates**  
ralphandersen.com  
5800 Stanford Ranch Road,  
Suite 410  
Rocklin, California 95765  
info@ralphandersen.com  
916-630-4900  
*National*

**Randi Frank Consulting, LLC**  
www.randifrank.com  
7700 Hoover Way  
Louisville, KY 40219  
randi@randifrank.com  
203-213-3722  
*Nationwide*

**Resource Management &  
Acquisitions**  
rmasearchfirm.com  
government@rmasearchfirm.  
com  
888-646-2607  
*Asia, Canada, Europe,  
United States*

**RJA Management  
Services, Inc.**  
rjamanagement.com  
2719 South Mayflower  
Avenue, Suite A  
Arcadia, California 91006  
rgarcia@rjamanagement.com  
626-447-3318  
*California*

**Roberts Consulting  
Group, Inc.**  
robertsrcg.com  
P.O. Box 1127  
Rancho Mirage, California  
92270-1127  
robertsrcg@msn.com  
424-522-2251  
*California*

**S. Renée Narloch &  
Associates**  
srnsearch.com  
2910 Kerry Forest Parkway,  
D4-242  
Tallahassee, Florida 32309  
info@srnsearch.com  
850-391-0000  
*Nationwide*

**Slavin Management  
Consultants**  
slavinweb.com  
3040 Holcomb Bridge Road,  
Suite A1  
Norcross, Georgia 30071  
info@slavinmanagement  
consultants.com  
770-449-4656  
*Nationwide*

**Spencer Stuart**  
spencerstuart.com  
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Suite 1200  
Dallas, Texas 75240  
214-672-5200  
*Nationwide*

**Strategic Government  
Resources**  
governmentresource.com  
P.O. Box 1642  
Keller, Texas 76244-1642  
CourtneyWare  
@GovernmentResource.com  
817-337-8581  
*Florida*

**Teri Black & Company, LLC**  
tbcrecruiting.com  
3510 Torrance Boulevard,  
Suite 209  
Torrance, California  
90503-4829  
info@tbcrecruiting.com  
424-296-3111  
*Western United States*

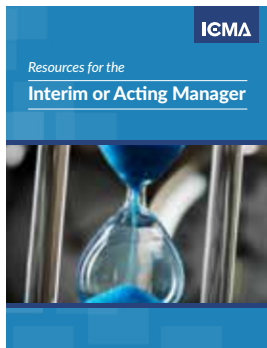
**Waldron**  
waldronhr.com  
101 Stewart Street,  
Suite 1200  
Seattle, Washington  
98101-2449  
info@waldronhr.com  
206-441-4144  
*Arizona, California, Oregon,  
Washington*

**WBCP Inc.**  
WBCPinc.com  
698 Lynn LN  
Central Point, OR 97502  
wendi@wbcpinc.com  
866-929-9227  
*Nationwide*

*ICMA maintains this  
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firms that know the  
local government  
management profes-  
sion. This list is for your  
convenience but it  
is not an endorsement  
of any firm.*

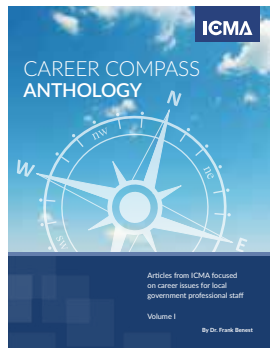
# ICMA CAREER GUIDES

ICMA's Career Guides are local government professional toolkits to help you thrive, from finding a position to succeeding as a first-time manager, or how to break into the profession from another field, and preparing the next generation through internships and Fellowships. Find all these guides at [icma.org/careerguides](https://icma.org/careerguides).



**Acting Manager's Handbook** is a guidebook to help the acting manager make the most of a sometimes-unexpected opportunity. (Member Resource)

[icma.org/actingmgr](https://icma.org/actingmgr)



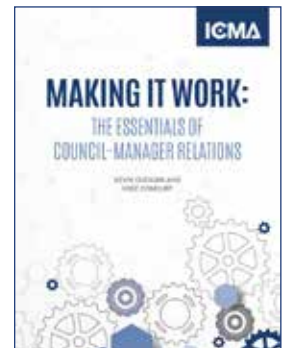
**Career Compass** is a monthly column from ICMA focused on career issues for local government professional staff that appears in the ICMA Newsletter and online.

[icma.org/careercompass](https://icma.org/careercompass)



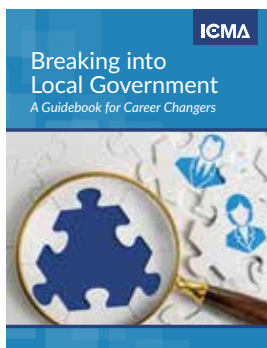
**First-Time Administrator's Handbook** covers items that should be considered before an interview, during an interview, before accepting a position, and before starting a new position. (Member Resource)

[icma.org/newmanager](https://icma.org/newmanager)



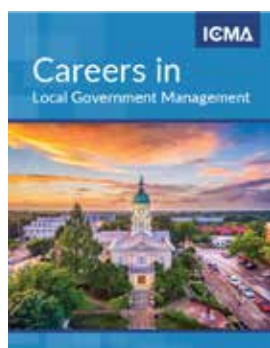
**Making It Work: The Essentials of Council-Manager Relations** provides the competencies needed to build a relationship that is based on mutual respect, understanding of roles, and open communication.

[icma.org/councilrelations](https://icma.org/councilrelations)



**Breaking into Local Government** will help career-changers enter the local government sector. Cases include private sector, military, and other government sectors.

[icma.org/breakingintolg](https://icma.org/breakingintolg)



**Careers in Local Government Management** is an introduction to local government as a career, what city/town/county management is, what managers do, and tips on education, skills, and job opportunities related to the profession.

[icma.org/careersinlg](https://icma.org/careersinlg)



**Job Hunting Handbook** is a resource that covers topics ranging from mapping out your job search to negotiating compensation. (Member Resource)

[icma.org/jobhandbook](https://icma.org/jobhandbook)



**Management Internships: A Guidebook for Local Governments** helps local government managers and MPA programs work together to create meaningful internship experiences.

[icma.org/internships](https://icma.org/internships)



## FIND ALL YOUR CAREER RESOURCES NEEDS AT ICMA.ORG!

Find a Job at ICMA's  
Job Center:

[icma.org/job-center](https://icma.org/job-center)

Find a Coach at ICMA's  
Coaching Program:

[icma.org/coaching](https://icma.org/coaching)

Search for Internships and  
Fellowships: [icma.org/find-  
internships-fellowships](https://icma.org/find-internships-fellowships)

Explore hosting an ICMA  
Management Fellow:  
[icma.org/host-fellow](https://icma.org/host-fellow)

Consider teaching or lecturing  
to inform students about the  
profession: [icma.org/teach](https://icma.org/teach)

Visit an ICMA  
student chapter:  
[icma.org/student-chapters](https://icma.org/student-chapters)

Learn about the ICMA  
Credentialed Manager  
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professional development:  
[icma.org/university](https://icma.org/university)

ICMA Veterans programs:  
[icma.org/veterans](https://icma.org/veterans)

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questions!

- To post a job ad:  
[advertising@icma.org](mailto:advertising@icma.org)
- Questions about the  
ICMA Management  
Fellowship:  
[lgmfprogram@icma.org](mailto:lgmfprogram@icma.org)
- Questions about  
ICMA Coaching:  
[coaching@icma.org](mailto:coaching@icma.org)



**Manager Evaluations Handbook** is a template for new or tenured managers to help elected officials design an effective evaluation tool.

(Member Resource)

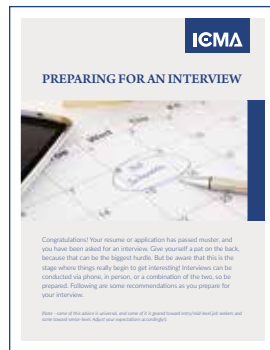
[icma.org/evaluation](https://icma.org/evaluation)



**Model Employment Agreement** is a template for municipal government administrators to use in crafting terms of hiring and employment.

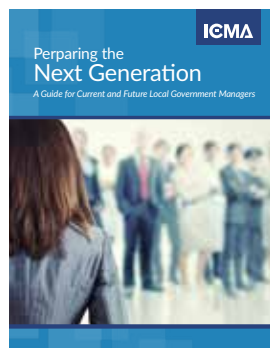
(Member Resource)

[icma.org/  
employmentagreement](https://icma.org/employmentagreement)



**Preparing for an Interview** offers helpful hints once you've passed the resume screening and have been called in for a discussion.

[icma.org/interviewguide](https://icma.org/interviewguide)



**Preparing the Next Generation Case Studies** highlights programs being used by local governments that believe it is their responsibility to mentor young and mid-career professionals.

(Member Resource)

[icma.org/nextgencases](https://icma.org/nextgencases)



**Recruitment Guidelines for Selecting a Local Government Administrator** presents guidelines to help local governments and executive search firms conduct a successful recruitment for a local government administrator/chief administrative officer.

[icma.org/  
recruitmentguidelines](https://icma.org/recruitmentguidelines)



**Veterans Guide to Finding a Job in Local Government** offers tips and tactics to help veterans get the job they want in local government.

[icma.org/veterans-  
jobs-guide](https://icma.org/veterans-jobs-guide)

Explore more career resources at [icma.org/careerguides](https://icma.org/careerguides)

**ICMA** | membership



Alliance Resource Consulting is considered one of the premier public sector executive recruiting firms in the country. Our company motto "The Power of Partnership" is taken seriously at ALLIANCE and carries a reputation of providing service and building lasting relationships by placing the highest quality candidates throughout the United States.

Our mission is to provide value-added service to our clients in an ethical, efficient, transparent and timely manner. We are committed to providing our clients and candidates with the highest caliber of service in the industry.

For questions and inquiries, please contact:

Sherrill Uyeda, *Founding Partner*  
Cindy Krebs, *Regional Director*  
David McDonald, *Regional Director*

*Our consultants are based in Palo Alto, California;  
Seattle, Washington and Tallahassee, Florida.*



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1 Centerpointe Drive, Suite 440  
La Palma, CA 90623

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F: (562) 901-3082

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[twitter.com/GoAllianceRC](https://twitter.com/GoAllianceRC)

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