

Holden Beach Executive Search Firm for Town Manager Recommendation

While all the firms we considered have their strengths, we recommend [S. Renee Narloch & Associates](#) as the best choice for Holden Beach, given our specific needs and the town's uniqueness as a coastal tourist town. Here are the main reasons why:

1. Deep Experience in Local Government Executive Search:

- S. Renee Narloch & Associates has conducted over 400 executive searches specifically for local government positions. This extensive experience means they have a deep understanding of the unique challenges and opportunities facing municipalities like Holden Beach.
- They have worked with numerous coastal communities and can provide insights into the specific issues relevant to our location, such as tourism management, environmental concerns, and hurricane preparedness.
- Their experience also suggests they have a strong network of potential candidates within the local government sector, including those who might not be actively seeking new opportunities.
- National Reach: While their focus might be more regional, their extensive network and experience in local government can still yield a strong pool of candidates from across the country.
- We would be working directly with Renee - she would be our 'point of contact'.

2. Focus on "Fit" and Long-Term Success:

- S. Renee Narloch & Associates emphasizes finding candidates who are not only qualified but also a good "fit" for the town's culture, values, and leadership style. This is crucial for long-term success and a smooth transition for the new Town Manager.
- They have a strong understanding of the dynamics between the Town Manager and the Board of Commissioners and can help identify candidates who can build collaborative relationships and navigate the political landscape effectively.
- Their focus on "fit" suggests they will prioritize candidates who are genuinely interested in serving Holden Beach and committed to the town's long-term well-being.

3. Thorough and Transparent Process:

- Their 11-step process is comprehensive and demonstrates a methodical approach to the search. This will provide reassurance that all essential aspects of the search will be covered thoroughly.
- Their process includes multiple opportunities for communication and feedback, ensuring that the town is involved throughout the search and has a voice in the selection process.

4. Competitive Cost - When all additional costs are added to the Base costs, S. Renee Narloch & Associates' ended up being the least expensive option.

Tracey Thomas' Interview Notes

S. Renee Narloch & Associates (#1)

- Extensive Experience: The firm has conducted over 400 searches, demonstrating a strong track record in the field.
- Focus on Fit: They emphasize understanding our town's specific needs and culture to ensure a good fit with the candidate.
- Detailed Process: Their 11-step process is thorough and covers all aspects of the search.
- We will be working directly with Renee - she will be our point of contact
- Smaller Firm: Their smaller size might limit their national reach but their personalized service will outweigh this

Baker Tilly (#2)

- National Reach: Their size and resources allow them to conduct a truly national search.
- Strong DEI Commitment: They provide specific data and examples of their commitment to diversity and inclusion.
- Comprehensive Process: Their 5-phase process is well-structured and includes unique elements like video interviews.

Sumter LGC (#7)

- Local Government Focus: They have direct experience working in local government
- Limited National Reach: Their smaller size and local focus may limit their ability to conduct a broad national search.
- Less Information on DEI: They don't provide as much detail on their DEI efforts as some other firms.
- Strong emphasis on community involvement

Raftelis (#6)

- Strong DEI Commitment: They emphasize DEI and provide specific statistics on their efforts.
- Good Experience: They have conducted over 350 searches and have experience with coastal communities.
- Moderate National Reach: Their reach might not be as extensive as the larger firms. Seemed focused on NC

Mercer Group Associates (#3)

- Extensive Experience: They have conducted over 2000 searches, demonstrating significant experience.
- Unique Features: They offer recorded interviews, which can be helpful for review and comparison.
- Regional Focus: Their focus seems to be more regional (Southeast) than truly national.

MGT Impact Solutions (#4)

- DEI Expertise: They have a strong emphasis on DEI and offer DEI consulting services.
- Large Team: Their large team and national presence allow for a broader search.
- Less Specifics on Executive Search Experience:

Colin Baenziger & Associates (#5)

- Strong 11 step process
- Experience in the area (Topsail Beach/ N Myrtle)
- While Colin had extensive experience, he would not be our contact and the other team members had much less experience
- They recently won a contract to search for a Town Manager for N Myrtle Beach. I worry that we would be competing for the same candidate, and that they would be getting paid by both towns for the same work.

Tom Myer's interview notes:

Key Decision Criteria:

1. Who can bring us the best-fit candidate
2. What team would be the best to work with
3. Who can best help us through the process
4. Cost

Firm	Provide us the Best Candidate	Team Members	Help us through the process	Cost	Notes
Raftelis	No	Moderate	Yes	\$46k	
Sumter	No	Moderate	No	\$33k	
MGT	No	Moderate	Yes	\$30k	
S Renee Narlock	Yes	Very good	Yes	\$26k	Renee would be our contact
Baker Tilly	No	Good	Yes	\$34.5k	
Colin Baenxiger	Yes	Good	Yes	\$34.5k	Colin would not take the lead
Mercer	Yes	Good	Yes	\$35k	Georgia based team

Raftelis

Lead recruiter located in Charlotte, but mostly city experience vs recruiting

Headquarters in Charlotte; Catherine Parrish based in DC

Public sector focus; significant NC experience and references; large national list of clients

Broad range of consulting services, not just executive search

Heavy emphasis on diversity

Virtual interviews; Virtual candidate review meeting

Four-month timeline from NTP to decision

\$35,900 fixed fee + \$10k

Sumter

Title is wrong: South Carolina

Lead recruiter from Georgia; former City Manager at Daraville and Tybee Island

Firm was founded in 2021 by Warren Hutmacher

Predominantly Georgia clients; few outside Georgia

Database of city managers

8 week timeline

\$18,000 fixed fee + \$15,000

MGT (formerly GOV HR)

Lead recruiter from Salisbury, NC

Heavy NC emphasis

Focus on DEQ

Broad range of services, not just executive search

Social media emphasis

14- week timeline

\$25,000 fixed cost

Large national client list; limited NC clients

Seem too database focused

S. Renee Narloch

Lead recruiter from Tallahassee, Florida; small woman-owned business

Good client list from Florida and SE USA, limited (4) NC clients, mostly County-level

Very focused on relationships with the candidates.

16 week timeline; aggressive schedule; one month screening

Provides very personalized service – by Renee

Aggressive personal outreach outside NC

Baker Tilly

Large national database of candidates

Use NeoGov online application system. One-way video interview system; access to applicant list

Reach out to passive job seekers

Deep background checks

Commitment until we select a finalist; 12-month guarantee

100-120 day timeline

Huge list of clients (1,770); twelve NC clients;

Six person recruiting team; lead from TX, team from KS, Chicago,

\$29,500 fee + 5,000 significant variety of add-on services available

Colin Baenziger & Associates

Solely owned by Colin Baenziger; Florida based

Relevant NC experience; including Wilmington NC and North Topsail (in 2018 – need to research) and currently North Myrtle Beach

Focused search, refuse to use newspapers and generic websites.

Rigorous vetting process – very thorough

Scott & Steve are the team – not Colin

Strong emphasis on candidates

\$34,500

Mercer

LocalGov HR Solutions

Proprietary database of candidates; direct contacts; strong NC connections

Team: Alan Reddish, Lisa Ward, Johanna Reese, Jeff Hale – Georgia based; regional focus

Could do recorded interviews

12 month guarantee

90 day timeline from NTP to selection

Will talk with Town stakeholders

Behavior-based interviews

Writing samples

\$28,500 + \$6,500 = \$35

Didn't talk with any of the team members.

Thorough vetting process: provide recorded interviews