

Regional Management Fellows Program of Silicon Valley

--Recommended Guidelines--

Goals

The Management Fellowship Program is sponsored by the City/County Managers Associations of San Mateo and Santa Clara Counties. The program represents the commitment of City/County Managers to better attract the best talent into local government careers and build our talent pipeline. The Management Fellowship Program also allows local government agencies to take on meaningful projects for which they not have sufficient staffing resources.

To make this program successful, here are some guidelines to consider:

1. Length of Fellowship

A two-year commitment is recommended at a minimum rather than just one year to make the Fellowship more impactful both for the Agency and the Fellow. The feedback we have received is that a one-year program does not give Fellows the time to immerse in the organizational culture and/or provide enough time to make an impression. It also forces them to look for another job after a few months into the Fellowship.

2. Professional Development Opportunities

Please make sure you support your Fellow by sending them to professional development opportunities such as regional learning forums or other professional development activities (for example, the annual conference of MMANC or ICMA), as these are critical to their development.

3. Salary/Benefits

While each agency needs to develop their specific salary and benefits, average Fellows compensation should be between \$60,000-\$80,000 with a minimal level of healthcare, vacation and sick time benefits.

4. Coaching

To provide a one-to-one coaching element to the Management Fellowship Program, each Fellow will be matched with the Chief Executive, the Assistant City/County Manager, Department Director or Assistant Department Director or another Senior Manager. The senior managers/coaches will attend an orientation/training session at the beginning of the program year. Attending the orientation/training session is a requirement for serving as a coach. Also, the agency is responsible for making the one-to-one matches. The senior managers/coaches will meet with their designated Fellows for at least four (4) sessions.

5. Planning

Please consider posting your position on the CalOpps job board by April 15, 2019 and notify Chaten Berry and Conrad Fernandes at San Mateo County's HR Department that you are recruiting. We aim for all the agencies to hire the Management Fellows by July 1, 2019. Once you make a hire, please inform Chaten Berry so that your Fellow can be added to the new 2019 Cohort.

6. Program Support

For questions about the Fellowship Program, please visit:

<http://www.nextgensiliconvalley.org/regional-fellowship-program/>

or contact:

Chaten Berry, County of San Mateo, cberry@smcgov.org

Dr. Frank Benest, frank@frankbenest.com

Conrad Fernandes, County of San Mateo, cfernandes@smcgov.org