



## Connect with Search consultants

**If you are considering a career move, search consultants are very important to you.**

**If you are a strong candidate, you are very important to search consultants.**

**S**earch consultants are very important to you because they play an important role in the selection processes in many districts. They often control paper-screening and recommend which applicants should be interviewed. Most take time to individually present and provide background about each viable candidate. They can influence who is chosen by what they say and how they say it. Many times they actively participate in determining which candidates become semi-finalists and even finalists. Some shamelessly promote their favorites. They are power-players in our world.

You are important to search consultants because their business is delivering strong candidates to school districts. Their reputations are based in successfully matching the right leaders in the right positions. They are continuously identifying potential applicants and what their strengths and weaknesses are. Some conduct application workshops or are associated with professional development programs because these are great ways to learn who is up-and-coming. They want and need to have strong pools.

Actively reaching out to search consultants is simply smart. Make it a point to be introduced by a colleague or even introduce yourself. Display interest and convey your respect and appreciation for what they do. Use appropriate opportunities to share your goals and achievements as well learn about what they do.

It's just smart.

### QUESTIONS TO ASK SEARCH CONSULTANTS

- What is the board like?
- When do the board members' terms expire?
- Why is the current superintendent leaving?
- Is there an inside candidate?
- Is this a confidential (closed) search process?
- How will the process be conducted and what is the timeline?
- What is the proposed compensation range?
- What are the major challenges facing the district?