

Ann Arbor City Attorney Executive Search Qualities

Criteria	Must have	Ideal	How to measure
Legal expertise	Wide range of content experience. Devoted to the law, even when challenged. Quickly assesses and communicates risks. Understands that Council is the client. Able to provide fair and consistent advice on legal options and the possible consequences.	Municipal legal experience. Litigation expertise. Constitutional legal experience (power, preemption). Worked for a city. Demonstrated experience enabling innovation. Demonstrated success winning cases. Can proactively identify potential issues and get ahead of them. Real estate/ development knowledge.	Resume, survey, interviews
Supervisory skills	Demonstrated success managing a team. Able to delegate and monitor effectively. Able to support and mentor a high performing team. Buffers staff.	Experience running a department of 10+ people. Experience implementing DEI initiatives. Demonstrated success attracting, developing and retaining high performing talent.	Survey, interviews, reference checks
Work, Process & Project Management	Comfort managing a complex workload. Able to effectively prioritize a high volume of activities. Provides updates to stakeholders. Organized.	Experience with equitable and transparent workload prioritization processes. Embraces and deploys technology.	Survey, interviews, reference checks
Professional demeanor & Interpersonal qualities	Able to navigate competing demands on time and priorities. Steady. Courageous. Candid. Honest. Collaborative. Strong backbone. Thrives on variety and challenge. Able to develop and maintain trusting relationships. Apolitical.	Demonstrated success balancing the needs of competing constituencies. Measured/balanced at all times. Unique combination of openness and realism. Can turn down the temperature. Informative, not insulting. Approachable, not arrogant.	Survey, interviews, reference checks, cyber review
Communication skills	Able to simplify complex legal issues and convey them to a variety of constituencies. Concise. Exceptional written and verbal communication skills. Measured. Listens to all viewpoints. Direct and upfront.	Effectively manages expectations.	Survey, interviews, reference checks