

# Recruitment Process

## San Francisco Chief of Police Recruitment

Presented by:  
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Search Team  
Heather Renschler, President/CEO  
Chief Daniel Hahn (ret'd), Senior Consultant

# Role of Recruiter

Represent Clients / Not Candidates

Staff to the Commission

Guide a Fair / Equitable / Unbiased Process

Solicit Interest – Internal and External

# Key Points of Process

- California Focused / National in Scope
- Mirror Prior Search Process (2016 ) / Now (2025)
- Run Dual Track
- Refresh Brochure / Receive Input from Commissioners
- Community Meetings
- Community Survey
- Commission Updates / Executive Summary (Community Input +Survey)

# Overall Timing/Dual Track

- Late July - Obtain Commission Input
- August - Community Meetings + Survey Underway
- August – Outreach / Recruiting
- September – Evaluation / Results of Community Input (Meetings+Survey)
- October – Commission Interviews
- November 5<sup>th</sup> (Target Date-Final Top 3 Candidates Selected)
- November – Mayor's Final Selection

# Public Process Overview

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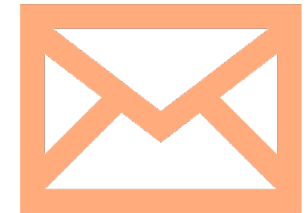
Designed to obtain community input on the attributes and characteristics desired in the next Chief of Police



**Community Input  
Meetings**  
Chief Hahn  
Facilitating

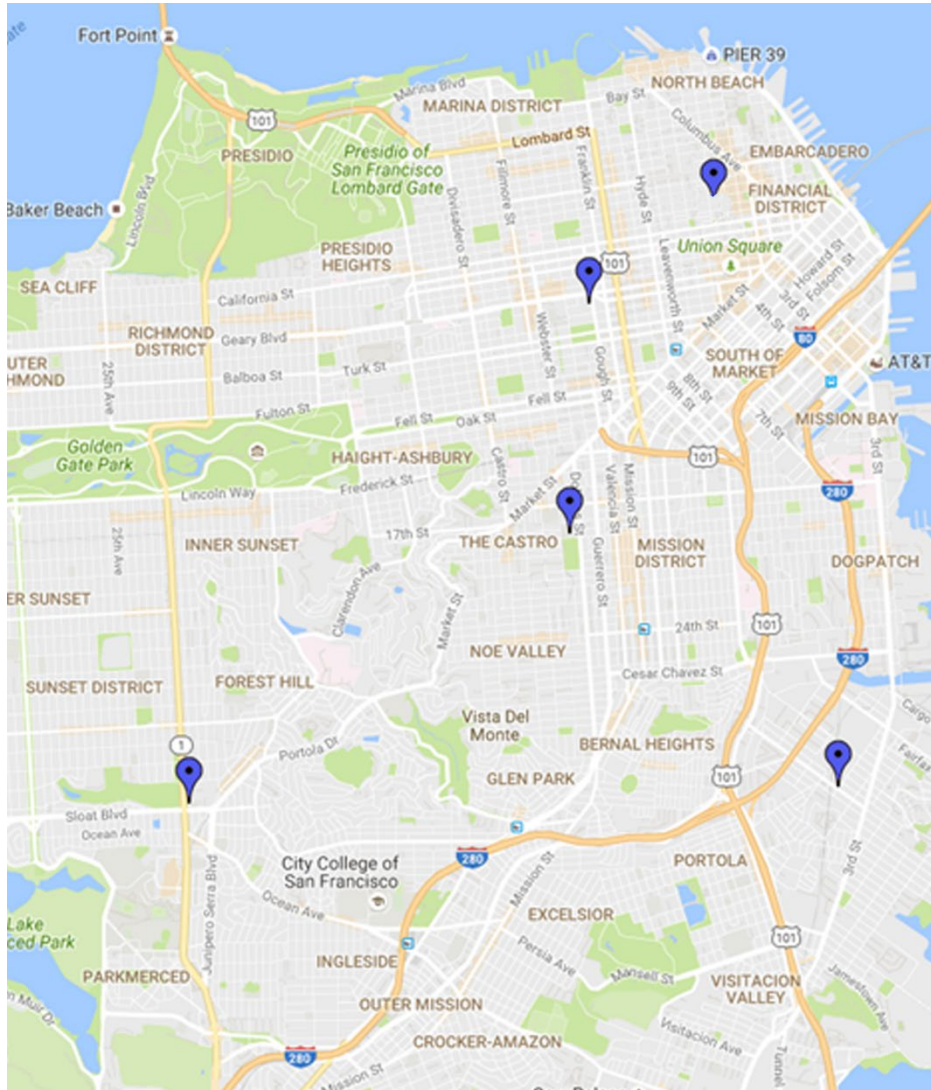


**Survey**  
Community Survey  
\*available online or in print



**Email Input**  
For additional  
comments beyond  
the survey

# Community Input Meetings



- Five Community Input Meetings hosted by Commissioners in 2016
- Alex L. Pitcher Community Room
- Gordon J. Lau Elementary School
- Mission High School
- Scottish Rite Masonic Center
- St. Mary's Cathedral

# Examples of Key Data

- Themes & Trends
- Leadership Qualities
- Community Priorities



- Community
- Experience
- People
- Training
- Accountability
- The Youth
- Mental Health
- Skills



Any Questions?