



**Recruitment of City Manager  
City of Cupertino  
Candidate Profile Development Survey**

The Mayor and City Council of the City of Cupertino have retained the services of *Peckham & McKenney* to conduct the executive recruitment of the new City Manager. The firm's Principal, Bobbi Peckham, will serve as the City's Recruiter. As candidates are recruited and considered for this position, we invite your input regarding the following.

**Issues and Challenges**

What do you see as the top three issues/challenges facing the community now and in the future?

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How will these issues and challenges affect the community, the organization and the new City Manager?

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How would you assess the current organization and its delivery of services to the community?

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**Profile of the Ideal Candidate**

Please share your thoughts on the "ideal" candidate with regard to the following.

- background and experience
- technical skills and abilities
- management and leadership style
- personality style and traits
- involvement in the community
- other specific attributes.

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**Question for Candidates**

If you could ask one question of candidates who apply for this position, what would it be?

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Is there anything else that you would like to share with the City Council or with the Recruiter regarding this recruitment process?

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