

City Candidate Profile:
a comparison of desired qualifications by
the City of Tucson (used in the selection of Mr. Miranda)
and by Tucson Residents for Responsive Government (June 2014)

The Ideal Candidate will:

City	TRRG
1. instill cohesion among staff	work collaboratively with other departments
2. instill cohesion among elected officials	convincing the existing bureaucracy that it is essential to think innovatively
3. demonstrating a strong leadership throughout the organization	be frank and honest with Mayor, Council and employees <i>Management skills-</i> create measurable objectives, collect data and identify areas for improvement; ask tough questions and tenaciously seek best practice answers; focus on improving services and make personnel or organizational changes when merited
4. A visible and effective leader	use group processes needed for a collaborative management style; seen as accessible, responsive and approachable to all
5. who holds people accountable	hold accountable all city employees
6..has unquestionable integrity	<i>Integrity</i> —follow laws, Charter and voter-approved Plan Tucson
7. a strong involvement in the community	<i>Sensitivity</i> —respect Tucson’s unique culture, diversity and environment
8. have a background developing the annual operating and capital budgets for all funds, be a skilled negotiator and have a proven record of innovative municipal initiative in finance, planning, information technology, and workforce management. 10 years of progressive management experience in directing, planning, and administering a large organization or department; over 15 years is preferred. Serving as a City/County Manager, Deputy or Assistant City/County Manager for a large full-service organization is preferred. A Master's is preferred.	<i>Experience</i> —has demonstrated the competencies to do what the job entails making tough budget recommendations; changing a work culture which too often dismisses/devalues the public process; and convincing the existing bureaucracy that it is essential to think innovatively and to work collaboratively with other departments and with the public

9. ***Collaboration***—show respect for public participation and engagement by soliciting and using ideas from residents and stakeholders
10. ***Self-confidence***—be frank and honest with Mayor, Council and employees; be able to view the recent increase of citizen advocacy groups as an asset, a sign of a vibrant concerned populace which can be redirected to the benefit of the entire community when problems are resolved
11. ***Expectations***—all city employees to display the personal qualities listed above (integrity, collaboration, self-confidence, sensitivity); insist on an administration which is perceived by the public as open, transparent and competent
12. ***Communication skills***—use group processes needed for a collaborative management style; seen as accessible, responsive and approachable to all