

Cambridge City Manager – Position Profile Survey – City Employees

DRAFT

The City Council requests your feedback regarding the position of City Manager. With the pending retirement of Mr. Rossi, the City Council believes it is important to solicit feedback from the City staff regarding the characteristic and traits the new City Manager should possess as well as the opportunities and challenges he or she may be faced with when assuming the position. Please provide responses to the following questions by June 22, 2016. Thank you for your participation in the survey.

1. In what department do you work?
 - a. _____

2. Which three of the following leadership traits abilities do you believe are most essential to perform the work of City Manager?
 - a. Inspirational
 - b. Approachable
 - c. Visionary
 - d. Courageous
 - e. Empathetic
 - f. Ethical
 - g. Communicative
 - h. Other _____

3. Which three of the following management style skills do you believe are most essential to perform the work of City Manager?
 - a. Strategic
 - b. Decisive
 - c. Collaborative
 - d. Coaching
 - e. Proactive
 - f. Innovative
 - g. Anticipatory
 - h. Other _____

4. Which three of the following abilities and skills do you believe are most essential to perform the work of the City Manager?
 - a. Ability to interact regularly with a wide variety of stakeholders
 - b. Skill in municipal finance
 - c. Ability to work with a multi-member board
 - d. Ability to supervise staff, some of whom work in different locations
 - e. Skill in making oral presentations
 - f. Skill in communicating with diverse groups and stakeholders

g. Other _____

5. Do you think it is necessary for the new City Manager to have had previous experience as a manager of a local government?

a. Yes

b. No

6. Do you have any other comments related to the recruitment?