

Indiana Utility Regulatory Commission



Staffing Process of the IURC

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&

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1

Overview



- Employ 70-75 full/part-time staff
- Experience includes legal, technical, and administrative
- Staff needs to be flexible to adapt to changing priorities

2

Hiring Process



- Position Available
 - Created or Vacated Opening
 - Is Special Authorization Needed?

 - Targeted Advertisement
 - Local Newspaper
 - Trade Publication
 - Colleges & Universities
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3

- Review Resumes
 - Division Director(s)
 - Human Resources
 - Chief Operating Officer
 - Chairman

 - Compare qualifications with:
 - Required degree(s)
 - Technical skills
 - Work experience
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- Set-up interviews
 - 2 Round Process
 - Select Candidate
 - Conduct reference checks
 - Offer Job
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5



Employed with the IURC

- Job Descriptions
 - Set Standards
 - Skill Sets
 - Performance Appraisals
 - Continuous Communication
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6