

July 31, 2023

Gilbert Montañó
Chief Administrative Officer
City of New Orleans
1300 Perdido Street
New Orleans, LA 70112

Dear Mr. Montañó,

An assessment center for Superintendent of the New Orleans Police Department search process was conducted July 20-21, 2023. Also during that week, panel interviews were conducted by internal and external stakeholder groups which provided their feedback directly to the city. Six (6) candidates participated. Two (2) have withdrawn from the process.

Please find included the candidate reports for the four (4) candidates who remain in the process. Each candidate report includes the individual competency and overall score for each of the exercises. Along with the individual score is the average of the four (4) candidates remaining in the process.

Candidate Profile

Prior to the recruitment phase, IACP developed the candidate profile. The candidate profile defines the characteristics and experience the ideal candidate should possess, along with the challenges and opportunities they will be expected to address. The profile was included in the job posting and in the recruitment brochure.

To develop the candidate profile, the IACP conducted in-depth interviews with representatives from the community, municipal officials, members of the city council, and other stakeholders such as police unions, the Consent Decree team, and other law enforcement partners. Community forums open to the public were held in each council district. Additionally, IACP administered two surveys—one was distributed to all sworn and civilian members of the New Orleans Police Department and the second was open to the community. The community survey was made available in English, French, Vietnamese, and Spanish.

Preliminary Screening and Evaluation

Resume Review

Thirty-three (33) applications were received in response to the recruitment. Each application was initially anonymized and reviewed by a panel of subject matter experts (SMEs). Applicants were scored based on their qualifications relative to the city's and department's requirements and needs, as identified through the candidate profile.

Based on the scores, seventeen (17) candidates were moved forward for a virtual screen.

Virtual Screening

Following completion of the resume review, the IACP conducted virtual interviews with the 17 candidates. The interview consisted of a mix of general executive search questions, questions based on the job profile, and questions about the results of the internet screen on the respective candidate's current agency, news stories, and social media accounts. The questions were organized into competency areas.

Candidates were scored in each competency area and six (6) candidates were recommended to move forward to the assessment center.

The Assessment Center

Six (6) candidates took part in an assessment center conducted by the International Association of Chiefs of Police. The assessment center consisted of three (3) exercises: a written exercise, a structured interview, and an analysis presentation.

Candidates were evaluated by the trained assessors on benchmarks tied to a series of behavioral dimensions that capture the leadership competencies necessary to effectively lead a police agency. Following completion of the assessment the scores were amalgamated using a statistical combination of data. The final rating on each performance dimension is based on multiple raters evaluating performance in different situations.

As is standard in IACP's search process, to ensure that any bias for or against any candidate(s) that may have developed during the preliminary screening and evaluation phase did not carry forth in the process, a second set of individuals served as assessors for the assessment center.

Next Steps

Once the Mayor identifies the (up to 4) finalists, the IACP will complete full background investigations. Please contact me with any questions you may have.

Sincerely,



Meghann Casanova
Senior Program Manager, Global Policing
International Association of Chiefs of Police

Attachment: Candidate Reports