

*DRAFT*

**Selection Criteria  
Search Firm for BART Police Chief**

1. Extent of relevant police executive search experience, especially contacts and relationships;
2. Experience and relationships in California
3. Relevance of background and experience of search principals;
4. Hands-on experience in supporting the decision process;
5. Experience in obtaining and using stakeholder involvement;
6. Sensitivity to making decisions in the context of emotional events within the community;
7. Knowledge of modern policing management;
8. Sensitivity to needs and demands of specialized police environments, e.g., transportation; high security risks/emergency management;
9. Commitment to assembling diverse pool of candidates;
10. Issues of special focus for BART:
  - Community credibility and relationships
  - Training
  - Leadership succession planning and development
  - Officer recruitment
  - Up to date procedures and associated documentation
  - Change management