From: Alt, Nicole
To: Grim, Mary
Cc: Terry Rabot; Michael Thabault; Kate Norman
Subject: Re: Interviews
Date: Thursday, March 12, 2015 9:33:56 AM

Put 2hours on the agenda during the meeting with the RDs. Ask Robert to conference in the candidates for 15-20 min each. Engage the full group in a discussion regarding the different approaches and styles of the 3 candidates and make a decision.

Nicole Alt
Deputy ARD Ecological Services
Mountain-Prairie Region
nicole_alt@fws.gov

On Thu, Mar 12, 2015 at 10:23 AM, Grim, Mary <mary_grim@fws.gov> wrote:

> So we would put this on the agenda and everyone would participate? I guess I'm not getting how you envisions doing this on Tuesday - in the meeting or in addition to the meeting.
>
> **Mary Grim**
> US Fish and Wildlife Service
> 2800 Cottage Way
> Sacramento, CA 95825
> 916-414-6574
> 530-320-1300 (cell)
>
> On Thu, Mar 12, 2015 at 8:58 AM, Alt, Nicole <nicole_alt@fws.gov> wrote:
>
>> My recommendation is to schedule the interviews during the RD meeting next week and have everyone discuss our recommendation. We'll share the questions with the candidates and they'l have 15-20 each to describe their experience and how they would approach our meetings. We'd would have a discussion of the three candidates with Robert - about 1.5-2 hours on the agenda. Do you see any fatal flaws with this strategy? I'll wait to hear from you before responding to Robert. If no time slots on Tuesday work, I'll offer Wednesday am and work into the following week.
>> Thanks.
>>
>> Nicole Alt
>> Deputy ARD Ecological Services
>> Mountain-Prairie Region
>> nicole_alt@fws.gov
>>
>> ---------- Forwarded message ----------
>> From: **Fisher, Robert** <robert_fisher@ios.doi.gov>
>> Date: Thu, Mar 12, 2015 at 7:08 AM
>> Subject: Re: Interviews
>> To: "Alt, Nicole" <nicole_alt@fws.gov>
>>
>> Morning Nicole,

Only one candidate is available this week so far (today at 1:00 pm MT). If possible I'd like to see if we could do all the interviews on the same day and then have a little time afterwards with the team to evaluate the candidates and make the selection. I also would like to coordinate the interviews with you. If that's not possible, Mike Harty with Kearns & West, and experienced environmental mediator with the prime contractor, can assist you.

I suggest you go back to the team and get available time blocks next week. I also need a list of everyone who will participate in the interviews (with email addresses if possible) and we'll send them calendar invites when we get the interviews set. Also, please let me know as soon as possible if you want to do the one interview today. Mike Harty would assist, I'll be on an airplane.

In setting up the interviews, do you have a preference about whether to give the candidates the interview questions in advance or just ask them cold during the interview? It can work either way. Giving them the questions in advance often means they're more prepared and focused. Let me know what you want to do.

For getting money into our contract, you should have your budget person get in touch with Matt Costello, CADR's Acting Director -- 703-235-0597, matthew_costello@ios.doi.gov. He's quite knowledgeable about the process, steps, and timeline.

Please let me know if you have any questions.

Robert

_____
Office of Collaborative Action and Dispute Resolution
The Department of the Interior
703.235.1304 (o) / 202.494.4704 (cell)

On Tue, Mar 10, 2015 at 10:41 PM, Fisher, Robert <robert_fisher@ios.doi.gov> wrote:

> I hope to have some scheduling info for you late on Wednesday. It's likely we'll need to push this into next week.
>
> Robert
>
> _____
> Office of Collaborative Action and Dispute Resolution
> The Department of the Interior
> 703.235.1304 (o) / 202.494.4704 (cell)