

Noah D. Schuchman

SUMMARY

Innovative public administrator; Public servant dedicated to integrity, servant leadership, public and private constituencies and customer service. More than ten years of government and non-profit management experience. Adept at working with elected officials and staff at all levels of government and the private sector. Skilled at maintaining sensitive, high-level interactions and relationships in challenging environments and in collaboration with multiple stakeholders and partners.

Expertise in the following areas:

- ✓ Performance Management
- ✓ Organizational Change
- ✓ Human Resources Management
- ✓ Management of Staff and Financial Resources
- ✓ Strategic and Business Planning
- ✓ Customer Service
- ✓ Political Processes and Policy
- ✓ Project Management
- ✓ Outcome-Based Results Management
- ✓ Strategic Communications
- ✓ Collaborative Leadership
- ✓ Code & Regulatory Enforcement

PROFESSIONAL EXPERIENCE

CITY OF MINNEAPOLIS - DEPARTMENT OF REGULATORY SERVICES

Interim Director

Deputy Director – Operations

2008-present

9/2015-present

2013-present

Responsible for overall management and direction of charter city department with four code enforcement divisions and two administrative divisions.

As deputy director, serve on senior leadership team, manage departmental human resources projects, business planning; act as the department's liaison to the city council and mayor; manage administrative hearings and data analysis; manage reporting to council committees and special projects.

Achievements:

- As directed by Mayor and City Council, serve as interim director of City of Minneapolis Department of Regulatory Services, including management of \$19 million budget and approximately 160 staff
- As interim director, directly supervise five division deputy directors and oversight of all department operations in addition to direction of Operations division of 13 staff and associated budget
- Led departmental reorganization, including creation and elimination of positions, studying operations of each division and definition of optimal operating structures
- Managed creation of 2014 departmental business plan and 2015 business plan update, including development of goals, objectives and measures and direct connections to departmental budget and performance measures
- Manage department's interactions with elected officials and their staff on policy and constituent issues

- Established and co-led ongoing department-wide workplace culture project, including weekly meetings with line staff committee tasked with identifying and implementing organizational change
- Managing director of the City of Minneapolis' ongoing \$12,000,000 enterprise land management system project
- Direct departmental efforts in response to the City's state and federal legislative agenda, including successful state law change
- With team led by Human Resources, developed City of Minneapolis' new leadership development program, *Minneapolis U* and participated in first cohort

Director - Licensing, Environmental Management & Animal Control **2012**

Led and managed activities, goals and objectives of approximately 80 staff in three divisions (Business Licensing, Environmental Management, Animal Care & Control) with a budget of approximately \$10,000,000. Position eliminated in 2013 budget.

Achievements:

- Managed 2012 budget for three divisions, including 2013 budget submissions -- planning for significant cuts and requests for additional programs and resources
- Led department-wide business planning process through restructuring and update
- Stabilized existing challenges in three divisions, providing active leadership and organizational development through clear direction and management
- Conducted functional study of three distinct business lines and reorganized divisions to flatten organizational structure and increase efficiency

Manager – Administrative Services

2013

Interagency Coordinator

2010-2011

Project Coordinator

2008-2010

As part of the management team, managed business planning and business process improvements; acted as the department's liaison to the city council and mayor, managed the reporting process to council committees and handled special projects.

Achievements:

- Led annual internal and city-wide five-year departmental business planning process, including development of measures and key initiatives
- Conducted study of departmental vehicle fleet use, resulting in a reduction of 25 vehicles and significant ongoing budget savings
- Developed and managed multi-department Guided Compliance Task Force, working to bring difficult developments into compliance
- Successfully managed all departmental disciplinary cases, acting as investigative coordinator and liaison to Human Resources

OTHER PROFESSIONAL EXPERIENCE

OFFICE OF COUNCIL MEMBER GARY SCHIFF, MINNEAPOLIS CITY COUNCIL

2003-2008

Senior Policy Aide

Managed public policy development, enterprise-wide resources and staff.

NEW SCHOOL COMMUNICATIONS

2002-2003

Account Manager

Managed strategic public relations services for corporate and non-profit clients.

MINNESOTA AIDS PROJECT Special Events Manager	2001-2002
THE WHITE HOUSE Presidential Advance Staff	1999-2001
OFFICE OF UNITED STATES REPRESENTATIVE TIMOTHY PETRI Intern	1998
MINNEAPOLIS COMMUNITY DEVELOPMENT AGENCY Intern	1997-1998

EDUCATION

Master of Arts in Public Administration (MPA)
HAMLIN UNIVERSITY, Saint Paul, Minnesota

Bachelor of Arts Degree in Political Science (BA)
MARQUETTE UNIVERSITY, Milwaukee, Wisconsin
✓ Les Aspin Center for Government

SPECIAL SKILLS / PROFESSIONAL ASSOCIATIONS

Affiliate Member, International City/County Management Association
Affiliate Member, Minnesota City/County Management Association
Certified Emergency Manager - State of Minnesota
City of Minneapolis Leadership U – 2014
Intense Fundamental Negotiation training - 2014
Systematic Inventive Thinking training – 2011, 2013

COMMUNITY INVOLVEMENT

Vice President – Armatage Montessori School Parent Teacher Association, 2014-2016
President, Armatage Neighborhood Association Board of Directors, 2006 – 2009, 2012
Member, Armatage Neighborhood Association Board of Directors, 2006 - 2012

REFERENCES AVAILABLE ON REQUEST

REFERENCES

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