

2025
prospective
candidates

management **talent** **exchange** program

What is MTEP?

MTEP is a three-month exchange program designed to accelerate professional development for local government leaders. Selected program participants are placed in another agency to acquire new experiences, competencies, and relationships doing managerial project-based work in a functional area different from their own.

How does it work?

Applicants for the program must submit a completed application, be recommended by their organization and be selected as a participant by the MTEP placement committee. Applications will be reviewed and matched with prospective exchange opportunities. Sending agencies and host agencies pay only \$1000 per participant.

Who is eligible?

Star performers with potential to move into senior management positions are encouraged to apply. The program is particularly geared towards Management Analysts, Program Managers, & Professional Staff, although any staff member may apply.

This is a competitive process. Selections are based on skill and availability.

**Building Leaders. Building
Organizational Capacity.**

2025 Timeline

-  Application period:
May 1 - June 20
-  Interviews:
July
-  Notification of Placements:
July/August
-  Kick-off Meeting:
August 19
-  Exchange:
September 1 - November 20
-  MTEP Graduation:
November 20

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Sponsored by the City Manager Associations of Santa Clara and San Mateo Counties