



### APPLICATION

Thank you for your interest in serving the City of Palm Coast. This application is for a temporary appointment to the District 3 seat, until the next regularly scheduled election to be held in 2026.

**Applications are due by March 19, 2025, by 5 P.M.**

Your completion of this application is necessary so that the members of the City Council can thoroughly review each application as part of their consideration for the appointment of District 3.

**Please be advised that background screening of all applicants is required.**

**PLEASE ATTACH RÉSUMÉ**

- \* Applicants must reside in District 3, maintain residency in District 3 for the duration of appointment, and must reside in District 3 for at least 45 weeks in the year.
- \* Council Members are required to file a Financial Disclosure with the City Clerk at the time of appointment and **ANNUALLY** thereafter with the State of Florida.

**CITY COUNCIL MEMBERS ARE SUBJECT TO THE SUNSHINE LAW AND PUBLIC RECORDS LAW.**

#### 1. PERSONAL

Name: JOAN M. PAULUS E-mail address: joanmpaulus@gmail.com  
 Residence Address: 150 W. Waterside Pkwy District # 3  
 City: PALM COAST State: FL Zip: 32137

Mailing Address (If Different from Residence): \_\_\_\_\_

Home Phone 203-219-7001 Business Phone: \_\_\_\_\_

Date of Birth: 4/28/53 Place of Birth: JAMAICA, NY

How long have you been a permanent resident of Palm Coast? 10 years

Do you reside in District 3 for at least 45 weeks in the year?  Yes  No

What year did you become a continuous resident of the City of Palm Coast? 2015

List all places of residence for the last five years. (in Palm Coast) Also lived in Volusia County. + could provide addresses.

Address	City & State	From	To
<u>150 W. Waterside Pkwy</u>	<u>Palm Coast, FL 32137</u>	<u>12/24</u>	<u>Present</u>
<u>3 Crosstie Court</u>	<u>Palm Coast, FL 32137</u>	<u>8/1/22</u>	<u>6/5/24</u>
<u>1 N. Park Lane</u>	<u>Palm Coast, FL 32137</u>		
<u>37 Country Club Harbor Circle</u>	<u>Palm Coast, FL 32137</u>		

Are you a registered voter in Flagler County?  Yes  No

Have you ever used or been known by any other legal name?  Yes  No

If yes, explain: \_\_\_\_\_

Are you a citizen of the United States?  Yes  No

If no, explain: \_\_\_\_\_

If you are a naturalized citizen of the United States, date of naturalization: \_\_\_\_\_

**2. EMPLOYMENT HISTORY** (A résumé may be attached at the option of the applicant) (If retired, please still list your previous occupation and employment history.)

If retired, please list your occupation before retirement: Corporate Recruiter

Occupation: \_\_\_\_\_ Current Employer: \_\_\_\_\_

Current Business Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone # \_\_\_\_\_

List all of your employment history during the last five years. Include employers' name, business address, type of business, occupation, or job title and period(s) of employment. (Résumé attached)

Employer & Address	Type of Business	Occupational Title	Period of Employment
<u>Contract Recruiter - Fico</u>			<u>2/22 - 4/23</u>
<u>Contract Recruiter - ORACLE</u>			<u>9/21 - 1/22</u>
<u>Contract Recruiter - Accenture</u>			<u>1/20 - 5/20</u>

Have you ever been employed by any state, district, or local governmental agency in Florida?  Yes  No  
If yes, identify the position(s), the name(s) of the employing agency and the period of employment.

Position	Employee Agency	Period of Employment

**3. EDUCATION**

High School: Plainview Old Bethpage High Year Graduated: 1971  
Name & Location

List postsecondary educational institutions or programs attended:

Name & Location	Dates Attended	Certificate/Degrees Received
<u>University of Central FL</u>	<u>1975-1977</u>	<u>Master's Degree - Psychology</u>
<u>St. John's University</u>	<u>1971-1975</u>	<u>Bachelor's Degree - Psychology</u>

**4. MILITARY SERVICE**

Are you or have you ever been a member of the Armed Forces?  Yes  No  
Date of Service: \_\_\_\_\_  
Branch or Component: \_\_\_\_\_  
Date and Type of Discharge: \_\_\_\_\_

**5. INTEREST/ACTIVITIES/COMMUNITY AND/OR CIVIC INVOLVEMENT?**

Are you currently or have you ever served on any City Volunteer Board or Committee?  Yes  No  
If yes, which Board or Committee? \_\_\_\_\_

List any business, professional, occupational, civic, or fraternal organizations or community groups of which you have been a member during the past five (5) years.

Name of Organization(s)

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6. QUALIFICATIONS FOR APPOINTMENT

State your experiences and interests or elements of your personal history that qualify you for this appointment.

*Worked as a Corporate Recruiter for 30 years, have a Master's from the University of Central Florida in Industrial Psychology, and have a license as a SALES Agent with Grand Living Realty*

Have you received any degree(s), professional certification(s), or designation(s) related to the subject matter of this appointment? If yes, list below:  Yes  No

*Master's in Industrial Psychology*

Do you currently hold any office or position (appointive, civil service, or other) with any government entity? If yes, list below:  Yes  No

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Have you ever been elected or appointed to any public office? If yes, list below:  Yes  No

Office Title                                      Date of Election or Appointment                                      Term of Office                                      Level of Government

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Have you or a business of which you have been an owner, officer, or employee, held any contractual or other direct dealings during the last four (4) years with City government, including the City of Palm Coast to which you have been appointed or are seeking appointment?  Yes  No If yes, explain below:

Name of Business                                      Relationship to the Business                                      Business Relationship to Agency

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Have you held or do you hold any occupational or professional licenses(s) in the State of Florida?  Yes  No If yes, provide the information below. If any disciplinary action (fine, probation, suspension, revocation, disbarment, etc.) has been taken against you by the issuing authority, state the type and date of this action.

License/certificate Title & No.                                      Original Date of Issuance                                      Issuing Authority                                      Disciplinary Action/Date

*Realtor SL 3304921                                      DBPR                                      None*

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How do you believe that your education, experience, talents and skills will benefit the work of the City Council and are you willing to act as a decision maker and not as an advocate, as required by law?

*I supported companies in hiring all levels of skills from non-exempt to Directors. Provided Hiring managers with best fit candidates to meet their criteria. Can apply my experience to supporting City Council in a professional manner.*

**7. REFERENCES – Please list three references (business and/or personal)**

*Lindsay Dolamore*, <sup>2298 Colbert Lane</sup> Broker Grand Living Realty, 386-503-8303  
Name, Address & Telephone Number

*Suzie Johnston*, <sup>2298 Colbert Lane</sup> Grand Living Realty 386-338-4110  
Name, Address & Telephone Number

*Mary Alice Brandt* 130 ARENA LAKE, <sup>PCoast</sup> 386-338-3533  
Name, Address & Telephone Number

**8. ACKNOWLEDGMENT**

If required by law, will you file a financial disclosure statement?

Yes

No

I understand the responsibilities associated with being a member of the City Council and that I am subject to financial disclosure laws and ex parte communications rules and that I will be subject to the Code of Ethics for Public Officers and Employees and City rules of conduct.

I certify that I have adequate time to serve if appointed and that I will serve in accordance with the requirements of the City Council to which I am appointed.

Further, by executing this application below, I am authorizing City staff to perform a personal background screening, which shall include a general criminal records check and other checks relative to City Council for which I am applying.

*Joan M. Paulus*  
Signature

*3/7/25*  
Date

**RETURN TO:** City Clerk's Office  
City of Palm Coast  
160 Lake Avenue  
Palm Coast, Florida 32164

**PHONE:** 386-986-3713  
**FAX:** 386-986-3714  
**EMAIL:** [kcook@palmcoastgov.com](mailto:kcook@palmcoastgov.com)  
**WEBSITE:** [www.palmcoastgov.com](http://www.palmcoastgov.com)

**ALL CITY COUNCIL MEMBERS ARE SUBJECT TO THE SUNSHINE LAW AND PUBLIC RECORDS LAW.**

**\*SUNSHINE LAW:** The primary purpose of Government in the Sunshine Law is to assure public access to the decision-making processes of public boards and commissions. The Sunshine Law extends to discussions and deliberations as well as to formal actions taken by boards and commissions.

## Contact

joanmpaulus@gmail.com

www.linkedin.com/in/joanpaulus  
(LinkedIn)

## Top Skills

Strategic Sourcing  
Strategic Hiring  
Full-cycle Recruiting

## Languages

Spanish (Professional Working)

## Publications

Thesis at UCF on Performance  
Appraisal Bias for Average  
Performers

# Joan Paulus

**Sr. Technical Talent Acquisition Consultant**  
Palm Coast, Florida, United States

## Summary

Provide staffing resources as a full cycle Recruiter to companies in identifying IT, sales, and management candidates for a variety of niche roles in locations throughout the US. Worked with a variety of Applicant Tracking Systems including Workday, Icims, Taleo, and custom tools. Partner with management in identifying best technical and soft skill criteria to complement team. Work across multiple time zones nationally and globally.

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## Experience

**Grand Living Realty**  
Real Estate Agent  
May 2023 - Present (1 year 10 months)

**FICO**  
Sr. Technical Talent Acquisition Consultant at Fico  
February 2022 - April 2023 (1 year 3 months)  
Ormond Beach, Florida, United States

**Oracle**  
Sr. Talent Advisor at Oracle  
September 2021 - January 2022 (5 months)  
Florida, United States

**Accenture**  
Recruiting Specialist at Accenture  
January 2020 - May 2020 (5 months)  
Jacksonville, Florida, United States

Provide full cycle technical recruiting for Accenture nationwide. Looking for such skills as Azure Data Engineers and Architects.

**Spectrum**  
Technical Recruiter  
July 2019 - October 2019 (4 months)

Stamford, CT

**StaffupPro**

**Staffing Consultant**

October 2018 - June 2019 (9 months)

Palm Coast, FL

Ability to provide Staffing expertise in technical and business domains to support companies staffing up.

**Spectrum**

**Recruiter**

June 2018 - September 2018 (4 months)

Stamford, CT

**Knowledgent**

**Technical Recruiter**

September 2016 - May 2018 (1 year 9 months)

NJ

Full cycle recruiting for technical roles in the NY/NJ area.

Knowledgent, a data and analytics consultancy has been acquired by Accenture.

**Gartner**

**Technical Recruiter**

March 2016 - August 2016 (6 months)

Stamford, CT

**Knowledgent**

**Talent Acquisition Partner**

September 2014 - January 2016 (1 year 5 months)

Greater New York City Area

Partner with Talent Acquisition team in identifying Data and Analytic IT candidates for variety of locations in NY, NJ, Boston, and Tampa for financial, health and bio tech clients.

**The Premier Group**

**Contract Recruiter at Argus Financial**

February 2013 - March 2014 (1 year 2 months)

White Plains

Synergy Partners USA  
Director Executive Recruiting  
June 2011 - February 2013 (1 year 9 months)  
Wilton, CT

Provide IT, HR, Marketing and Financial staffing support to corporations in NY, NJ, and CT as well as nationwide. Adept at sourcing candidates for niche roles using social media networking and cold calling.

JP Staffing, LLC  
Staffing Consultant/President  
January 2010 - June 2011 (1 year 6 months)

Owner of boutique executive staffing firm. Available to provide staffing support in sourcing, recruiting and placement of permanent and contract candidates in IT, Finance, Marketing, Business Analytics and other corporate roles. Partners include Wall Street professionals with extensive networks.

SmartEquip, Norwalk, CT  
Contract Recruiter  
November 2007 - December 2009 (2 years 2 months)

Managed the full life cycle recruitment for this IT firm resulting in filling approximately 50 IT, management and staff positions.

Masco Contractor Services  
Staffing Manager  
August 2005 - October 2007 (2 years 3 months)

Developed and successfully executed sourcing strategy to hire over 40 future Division Managers from utilizing internet sites and campus recruitment nationwide.

GE Corporate Financial Services  
Contract Recruiter  
January 2004 - August 2005 (1 year 8 months)

Sourced and recruited candidates for financial positions nationwide from SVP to Accountants.

Cablevision  
Director of Staffing  
August 1999 - November 2002 (3 years 4 months)

Managed and hired a staff of twelve for the CT and NY region and oversaw the filling of an annual average of approximately 1000 positions.

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## Education

University of Central Florida

Master of Science - MS, Industrial Psychology

St. John's University

BA, Psychology