

Executive Search

YOUR RESOURCE FOR TOP DEVELOPMENT PROFESSIONALS

EXECUTIVE SEARCH PRACTICE:

Our Experience

Our Approach

In today's marketplace, competition for charitable dollars is more intense than ever, and no organization can afford to lose momentum during a change or lapse in leadership. The demand for non-profit expertise is unrelenting and the competition for talent is fierce, leaving many organizations with long vacancies in key positions.

DRi stands apart from other executive search firms, because we've done the work and faced the challenges you face today. Unlike other firms, we know the landscape of fundraising from years of traversing it ourselves. You can count on us to deliver for your non-profit because our search practice focuses exclusively on filling positions for and with non-profit organizations.

Our Experience

DRi was built by non-profit leaders, for non-profit leaders. We've been where you are and we understand what it takes to succeed in senior leadership and development positions. In short, we're one of you.

As such, DRi understands the challenges of finding the time necessary to complete a search while still maintaining the highest levels of productivity in your day-to-day efforts. We can help you find the right professional, with the right experience, skills and talents for your organization. We have an extensive network of national and inter-

national contacts in the philanthropic sector and have our finger on the pulse of leadership changes around the country and the world.

We evaluate each position and candidate based on our personal knowledge of what it takes to run a successful program capable of generating sustainable development dollars. We know how to run a successful development operation. We only deliver those candidates we know have the skills your organization requires.

With DRi managing your executive search, your organization can continue its business assured that the search is being managed by a team of professionals that understands your distinct needs.

Our Approach

DRi's approach is innovative yet methodical. Using our extensive resources, marketing tools, and both personal and professional contacts gleaned over years of working in the industry, we work with clients to match the right people with the right positions and organizations. At DRi, your success is our success.

DRi's SEARCH PROCESS:

Phase 1: Strategy

We work with clients to create a composite sketch of the ideal candidate and job requirements. The composite sketch addresses reporting relationships, corporate culture, position responsibilities and qualifications for candidacy. In addition, it serves as the standard against which potential candidates are screened, and assures clients that we fully understand the position and characteristics of their ideal candidate.

DRi works together with the client to map out the process for candidate selection that will meet your organizational timelines and human resources requirements. In addition, DRi develops an appropriate recruiting and marketing strategy for posting the available position.

Phase 2: Search

In many cases, development executives that possess the high caliber of credentials you seek are not actively pursuing relocation. DRi therefore conducts a broad national search on your organization's behalf to locate individuals who meet the position specifications and have demonstrated success.

As candidates are identified, they are thoroughly screened and interviewed, using the composite sketch as a guide. In this phase of DRi's search process we evaluate candidates on their strengths and limitations, to gain a realistic view of their past accomplishments, current capabilities and future potential.

Phase 3: Consideration

In this phase, DRi provides a comprehensive briefing report on each candidate we deem worthy of recommendation. We include each candidate's résumé along with our objective and subjective observations, based upon our interviews. As finalists are determined, DRi coordinates with the client and candidate to schedule interviews.

At the conclusion of the process, when the client has made their ultimate selection, DRi manages the final reference checks. Should assistance be required with negotiating terms of employment, DRi stands ready to provide guidance.

Contact DRi's Executive Search Practice at search@dri.cc,
or phone 703-294-6684.