

RECRUITING - A UNIQUE APPROACH

20/twenty's expert recruiting team combines best practices in recruiting with a personal touch. Our collaborative approach demonstrates a genuine commitment to the nonprofit sector that comes from years of our own direct experience filling leadership roles in nonprofit and for-profit organizations. We know how important it is to 'get it right' when it comes to filling a critical role on your team. Our team is committed to offering a hands-on, customized approach that your organization needs and deserves.

EXPERIENCE

Michael Duke, Senior Recruiter- 20 years

Rich Shanks, Senior Recruiter- 20 years

Christine Duke, Staff Recruiter/ Administrative Assistant- 5 years

Nick Fisher, Staff Recruiter – 2 years

PHASE 1: ORIENTATION & ASSESSMENT

CUSTOMIZED:

The first 2 weeks of our engagement include our team's on-site virtual orientation, organizational values assessment, stakeholder survey, and position profile.

- We conduct searches nationally, regionally, and locally
- We tailor our approach to match your geographic scope, sector, and position
- We understand the pressure points facing the organization
- We understand the attributes of a successful candidate

PHASE 2: RECRUITING & OUTREACH

TENACIOUS:

The second 2 weeks of our engagement consist of creating customized recruiting strategies, including advertising and personal outreach, and our team's initial screening of candidates.

- We tailor our advertising and recruiting to find every viable prospect, even those not actively in the job market
- We engage a diverse pool of qualified leaders with the skills needed to succeed in your role
- We augment traditional methods for recruiting by leveraging our personal networks for top talent
- We rate resumes before conducting initial interviews

PHASE 3: CANDIDATE DUE DILIGENCE

CONSCIENTIOUS:

The final 2 weeks of our engagement include semifinal and final interviews, background checks, and negotiations.

- We conduct face-to-face interviews and screen candidates' social media and online presence.
- We recommend 4-6 semifinalists to be reviewed by your team
- After you select 2-3 finalists, we conduct behavioral assessments and extensive background checks
- We facilitate the final interviews
- We assist in negotiations of salary /benefits
- We guarantee 6-12 months of retention for filled positions

PHASE 4: LEADERSHIP TRANSITION SUPPORT

TRUSTED:

We specialize in smooth leadership transitions and can provide additional onboarding consultation post-hire as needed.

- We help set clear expectations with the new Executive and Board of Directors/CEO
- We design an onboarding plan to clarify mutual expectations
- We recommend 90-day, 6 month and 12 month goals to ensure success



RECENT RECRUITING SUCCESSES

- ◆ Ms. Karyn Hascal, President - The Healing Place | Successful recruitment of CFO and Nurse Practitioner (within past 8 months) | 502-551-2702 | Karyn.hascal@thehealingplace
- ◆ Mr. Adam Houston, COO – Oxford Gardens | Successful recruitment of COO, Director of Logistics, and Director of Design | 502-609-1399 | ahouston@oxfordgarden.com
- ◆ Duvon McGuire, President – New Life International | Successful recruitment of Director of Global Operations Director of Operation, Director of Missions Advancement | 812-820-4820 | duvon@waterfortheworld.com