

TALENT SEARCH & RECRUITING SERVICES

Equipping Nonprofits with
Exceptional Talent Acquisition



At DVCG, we understand the critical role that talent plays in the success of nonprofit organizations. Our goal is to provide comprehensive consulting services tailored specifically to your individual needs, navigating the complexities of talent search and recruitment with confidence. We collaborate with you to define the approach, process and timeline that aligns best with your hiring needs and organizational culture.

Our Consultants possess a deep understanding of the unique challenges and opportunities facing nonprofits, enabling us to effectively partner with hiring managers to develop targeted approaches to your hiring needs. We prioritize Diversity and Inclusion in every aspect of our process, helping nonprofits build teams that reflect the communities they serve and embrace a wide range of perspectives.

What Could DVCG Talent Search & Recruit Projects Look Like?



Strategic Talent Planning

We work closely with nonprofits to develop customized talent acquisition strategies that are aligned with your mission, values and long-term objectives. Through in-depth consultations, we assess current talent needs and identify future staffing requirements, ensuring a proactive approach.



Position Analysis & Job Description Development

Crafting accurate and compelling job descriptions is essential for attracting top-tier candidates. Our team assists nonprofit organizations in conducting thorough position analyses and creating or modifying job descriptions that effectively communicate expectations, responsibilities and organizational culture.



Targeted Candidate Sourcing

Leveraging our extensive network and advanced sourcing techniques, we identify and engage with high-potential candidates with the skills, experience and passion to thrive within the nonprofit sector. We employ a multi-faceted approach, including direct outreach, online job postings and strategic partnerships, to attract diverse candidate pools.



Screening & Evaluation

We streamline the process by conducting rigorous screenings and evaluations of candidates. Our team assesses qualifications, conducts initial interviews and evaluates candidates against pre-defined criteria, ensuring that only the most qualified individuals progress within the hiring process.



Interview Preparation & Facilitation

To facilitate informed decision-making, we provide comprehensive interview preparation services for both hiring managers and candidates. We offer guidance on structuring interviews, developing relevant questions and evaluating candidate responses, fostering an equitable and insightful interview experience for all parties.



Reference Checks

Before extending offers of employment, we conduct thorough reference checks to validate candidate credentials, employment history and professional reputation. Our meticulous approach helps nonprofits mitigate risks associated with hiring and ensures the integrity of the recruitment process.