



SEARCH CONSULTANT

Location – Remote

As [Aspen Leadership Group](#) (ALG) continues to grow, we are pleased to announce an opening for a Search Consultant.

ALG Search Consultants work closely with the Vice President for Search Management and Senior Consultants to create and refine candidate pools across a portfolio of searches and establish rapport with ALG candidates and network members through personal and tailored contact, including email, social media, telephone, and video conferencing. As partners in each search, Search Consultants maintain frequent, regular, and clear communication with Senior Consultants across a diverse portfolio of searches and equip them to engage in well-informed consultation with clients.

Search Consultants work in tandem with Senior Consultants, contributing to the success and growth of ALG by building and maintaining strong relationships with current and aspiring philanthropy professionals across the nation and around the globe. They assist these professionals in navigating thoughtful and productive career paths. Rather than approaching searches as transactions, they draw on years of success in building long-term relationships with donors and apply those skills in building lasting talent management partnerships with candidates.

ALG Search Consultants possess deep knowledge of the field of philanthropy. With experience as successful fundraisers and as members of fundraising teams, they craft outreach strategies that result in diverse talent pools and act as career counselors and advisors to candidates and prospective candidates. According to individual interest and expertise, they may serve the profession as authors, speakers, and diversity experts. ALG team members have spoken at over 100 conferences, retreats, and other gatherings nationwide over the past eight years. All ALG Search Consultants are Certified Diversity and Inclusion Recruiters (CDR).

Search Consultants interact with candidates as peers, rather than simply as recruiters. They bring their full expertise to each engagement, leading to more robust discussions and lasting outcomes. In short, working at ALG gives accomplished and passionate philanthropy professionals a national platform for influence and impact on fundraising talent in the world of philanthropy.

ABOUT ASPEN LEADERSHIP GROUP

ALG is a national network of fundraising leaders. Through executive search and talent management consulting services, and with a focus on careers rather than on isolated job openings, ALG builds enduring and productive relationships with individuals pursuing careers in philanthropy and with leaders of organizations engaged in philanthropy.

The landscape for philanthropy is changing, even as demands for fundraising revenue increase. Aspen Leadership Group supports exceptional careers in philanthropy, helping fundraising leaders see the horizon and recruit, train, retain, and inspire diverse, inclusive, and high-performing teams.

Our search services and leader-to-leader consulting focus on building a team and a culture that enable an organization to engage all of its potential donors and volunteers and to raise the largest possible gifts. We empower advancement teams to change approaches and behaviors and drive unprecedented fundraising results.

In partnership with our clients, we find extraordinary talent and build healthy cultures of philanthropy, in which board members, executive teams, advancement staff, and constituents understand their individual roles and collective responsibilities related to fundraising and engagement; share values and demonstrate high levels of belief and confidence in each other's vision, strategy, and capacity; present and welcome diverse backgrounds and perspectives, fostering a culture of inclusion and meaningfully connecting with the largest possible number of constituents; and embrace donors and volunteers as essential partners in creating the organization's future and in achieving shared objectives for impact on society.

REPORTING RELATIONSHIPS

The Search Consultant will report to the Vice President for Search Management, Michael Vann, and serve as an active, engaged member of the Search Management Team.

FROM THE VICE PRESIDENT

The Search Consultant will join a growing team of highly experienced and respected nonprofit leaders committed to supporting the careers and strengthening the contributions of colleagues across the country. The Search Consultant will be able to draw on experience gained through a successful career in fundraising and share that experience broadly, with individuals entering, advancing in, and playing leadership roles in the nonprofit sector. Few roles offer the opportunity for such impact on both a personal and broad scale.

ALG's Search Consultants engage in one of the most rewarding professional experiences available today – helping talented individuals navigate their careers, achieve their professional goals, and contribute to society in a meaningful way. Search Consultants are committed to helping professionals present themselves in the best possible light, see talent in themselves that they may not see, and help them visualize a career trajectory in which they achieve their career goals, and live satisfying lives of service.

As a member of ALG's Search Management Team, the Search Consultant will be part of an idea-driven team – agile, innovative, and engaged in a process of ongoing self-evaluation and professional growth. The Search Management Team's collaborative problem-solving approach creates a stimulating environment, one in which innovation and initiative are highly valued.

–Michael Vann, Vice President for Search Management

ASPEN LEADERSHIP GROUP'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

An organization's capacity to reflect and respond to the rich diversity of our society profoundly impacts its ability to fulfill its mission. Accordingly, ALG is committed to fostering, cultivating, and preserving a culture of diversity and inclusion, both in our own company and in partnership with our clients and the individuals we serve. Since our establishment, we have built lasting, deep partnerships with numerous organizations as advisory board members, volunteer chairs, presenting and attending conferences, and meeting with leaders as they build their capacity. Founding Partner Ron Schiller and ALG Associate Angelique Grant are the co-authors of *Diversity, Equity, and Inclusion in Advancement: A Guide to Strengthening Engagement and Fundraising Through Inclusion*, which includes contributions from numerous ALG team members, clients, and colleagues.

PRIMARY RESPONSIBILITIES

The Search Consultant will

- partner with Senior Consultants on a portfolio of assigned searches;
- maintain ongoing, formal and informal communication with Senior Consultants across multiple platforms (email, Slack, video, phone, etc.);
- establish and nurture long-term relationships with candidates, evaluating suitability for both current and future searches;
- develop criteria to guide research, outreach, and networking with nominators and candidates; organize research, outreach, and networking efforts; and track and monitor progress;
- conduct meaningful, effective, inclusive, and comprehensive outreach via email, social media, and phone to nominators and candidates to encourage nominations and applications;
- counsel candidates on successful application strategies including guidance on materials and interviewing;
- conduct skill-based candidate interviews via online video conferencing;
- in partnership with Senior Consultants, build a pool of viable candidates for each assigned search;
- serve as an engaged member of the Search Management Team and as an active contributor to a culture of innovation and collegiality;
- preserve relationships with candidates not selected for placement;
- embed diversity, equity, and inclusion best practices into all aspects of outreach and engagement; and
- follow a set of protocols developed and tested by the Search Management Team, and contribute to the continued refinement and enhancement of those protocols, sharing effective strategies across the team.

KEY COLLEAGUES

ALG's nationwide team represents all sectors, from higher education to the arts, from large and complex institutions to small community-based nonprofits. All of our consultants, associates, and advisors are highly experienced fundraising leaders. They have served as board chairs, philanthropists, presidents, deans, and senior development and advancement officers. Each of our senior consultants has more than 20 years of experience in nonprofit leadership. They have led campaigns ranging from \$30 million to \$2.3 billion. We apply the same principles to search and other consulting that we have applied to our work with donors: *we create long-term relationships with clients and candidates*, building partnerships intended to last throughout a career, not just for the duration of one search or one consulting assignment.

We share a belief in the power of the nonprofit sector to transform society and a dedication to those individuals who have chosen to use their talents for the betterment of the world. Learn more about the [ALG Team](#).

PREFERRED COMPETENCIES AND QUALIFICATIONS

Aspen Leadership Group seeks a Search Consultant with

- a desire to support exceptional careers in philanthropy; strengthen the advancement profession; and enhance philanthropy's impact on society;
- superior relationship management skills, evidenced both internally and externally;
- superior communication skills across platforms (written, oral, presentation, video, social, etc.);

- empathy, tact, and an ability to communicate in an authentic and concise manner without ambiguity;
- comprehensive knowledge of philanthropy and the advancement field, preferably with experience in both large, complex departments and in smaller shops;
- the ability to engage potential candidates in conversations about careers in philanthropy;
- a deep personal commitment to diversity, equity, and inclusion and an appreciation for the importance of diversity to success in the advancement profession;
- the ability to make connections and think analytically and to apply those skills to determine readiness of candidates to succeed within a wide range of institutions;
- strong belief in the value and power of relationship-driven networking, with proven aptitude for relationship building;
- a team-orientation and a highly collaborative and consultative approach, with an ability to integrate easily into, and innovate on, existing practices;
- the ability to present complex information in a simple, straightforward manner;
- technological proficiency and an ability and desire to adapt to new technologies;
- a high level of responsiveness to both internal and external requests, with a genuine customer service mindset;
- an ability to thrive in a remote environment while maintaining and nurturing strong professional relationships; and
- an openness to trying new approaches, with the confidence to accept failure as an inevitable component of innovation.

This position requires at least ten years of fundraising/advancement/development experience within the nonprofit sector. Frontline fundraising experience is a plus.

SALARY & BENEFITS

The salary for this position is \$100,000 annually. Benefits include 401K with automatic 3% company contribution (no match required); medical coverage through UnitedHealthcare; basic life insurance; short-term and long-term disability; 11 paid company holidays; and 18 days of paid vacation.

LOCATION

ALG is a national firm whose employees operate within virtual office space nationwide. There is some travel, including to relevant professional conferences, trainings, and corporate gatherings.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the responsibilities and preferred qualifications stated in the prospectus.*** In order to be considered, applications should be received by May 24, 2022.

To apply for this position, visit:

[Search Consultant, Aspen Leadership Group.](#)

All inquiries will be held in confidence.