



## Candidate Discovery & Screening (CDS)

### The Challenge

- Vacant nonprofit positions, such as major gift officers, development directors, executive directors
- Time/cost to the nonprofit for staffing key positions
- Limited pool of qualified candidates within nonprofit/institution networks
- Passive market approach (advertising, posting)
- Specific nature of senior nonprofit and advancement positions not fully translated in typical HR roles
- Network to reach the full potential candidate pool, esp. non-job hunters
- Need high tech & high touch: technology + aggressive customized market penetration

### Candidate Discovery & Screening (CDS)

for senior-level nonprofit sector positions

ideal for positions not requiring full-services of retained search

delivers national/regional penetration and screening surveys of a qualified candidate pool



*CDS is a resume screening, repository and management system to streamline a more effective and successful hiring process, managed by CapDev's team of philanthropy and search professionals.*

### The Hiring Solution

- One system to discover candidate resumes and assist with selection services
- Market saturation specific to identified open positions
- Highly targeted marketplace in higher education, health care, foundations, and larger nonprofits
- Additional like industries corporate market penetration (e.g., finance, legal, banking, arts, etc.)
- Development focus, especially for educational institutions making multiple hires in advancement
- Management of outreach, networking, and resume screening to deliver high caliber candidate pool

