

**DRiWaterstone Human Capital**  
**Senior Executive Search Consultant**  
**Nonprofit Practice**  
**Remote**

**DRiWaterstone's Mission**

Since 2001, DRiWaterstone has provided services to help mission and purpose driven organizations located across the country and around the world to grow, thrive, and excel. We are founded on the belief that mission and purpose driven organizations make the world a significantly better place, and that the work they do every day is too important to forego the resources they need to fulfill their missions. We offer executive search services to support a roster of mission and purpose driven clients that includes such renowned organizations as AARP, Habitat for Humanity, Brookings, Howard University and The Nature Conservancy. DRiWaterstone's executive search practice helps organization design effective staff structures and identify and recruit outstanding leaders who will help make the world a better place.

**The Opportunity**

DRiWaterstone seeks a Senior Search Consultant for our nonprofit practice. The ideal candidate will have prior executive search experience in the nonprofit sector or deep nonprofit experience and networks. Our entire team is dedicated to improving organizations and the lives of those who work within them. We believe in good citizens and seek to work with clients who share our values: Honesty, Urgency, Excellence, Diversity, Confidentiality, Service. We dedicate our practice to the ultimate satisfaction of not only our clients, but our candidates who also demand our utmost respect and professionalism.

**PRIMARY RESPONSIBILITIES**

- Lead and manage executive searches at the highest levels. This includes working with clients, candidates, and DRiWaterstone team members to lead assigned searches to a successful conclusion
- Tirelessly work to establish a core network of current and potential clients and candidates.
- Secure new business meeting sales targets
- Successfully steward client and candidate relationships.
- Meet clients' needs through delivering qualified candidates on schedule.
- Identify and evaluate candidates and lead searches to a successful conclusion.
- Identify and execute opportunities to speak publicly at conferences on the state of the industry as a subject matter expert.
- Establish yourself as a leader in the field
- Author thought pieces and promote DRiW and your work on social media in order to expand business lines and networks.

## PREFERRED COMPETENCIES AND QUALIFICATIONS

- Superior relationship management and business development skills.
- The ability to manage and juggle multiple clients and searches simultaneously.
- Outstanding project management and organizational skills
- Superior oral and written communication skills.
- Highly organized and committed to excellence.
- A competitive spirit who is undaunted by small obstacles but also possesses a sense of humor.
- Strong problem-solving skills.
- Knowledge of, experience, and networks in the nonprofit sector.
- A passion for connecting great people with great opportunities.
- Empathy and the ability to work well with a team while also possessing the ability to work independently with minimal support and thrive in a virtual office environment.
- Curiosity and the ability to come at research from multiple perspectives.
- Empathy and the ability to work well with a team while also possessing the ability to work independently with minimal support and thrive in a virtual office environment.
- Creativity, adaptability, the ability to generate ideas, and comfort with risk-taking and multi-tasking.
- Competency with technology as well as an ability to adapt to new technology.

**Education:** Bachelor's Degree

### **Corporate Culture and Benefits**

DRiWaterstone operates in a remote/hybrid mode. However, we do meet in person both with clients and each other as needed. Additionally, the entire company comes together 4 times a year.

DRiWaterstone employees receive profit sharing, medical, vision, dental, and disability insurance, unlimited vacation, 10 federal holidays, and we are closed the week between Christmas and New Year's and the week of July 4th.

### **PREFERENCE WILL BE GIVEN:**

- Candidates with executive search, nonprofit expertise, and networks.

DRiWaterstone provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.