CapDev

Candidate Discovery & Screening (CDS)

The Challenge

- Vacant nonprofit positions, such as executive directors and senior level development & other roles
- 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

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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

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*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

Resume Search > **CapDev Screening** > **Qualified Resumes to Client**

Resume Search
- National Postings
- Regional Mass Email
- CapDev Mass Email
- CapDev Receives Unsolicited Resumes
- CapDev & Client Networks

CapDev Screening
- CapDev Survey Screening
- CapDev Resume Repository Review
- CapDev Resume Ranking

Screened and Ranked Resumes to Client