

Candidate Discovery & Screening (CDS)

*Do you want to take a more active role in the candidate selection process
and save on costs?*

With CapDev's Candidate Discovery & Screening (CDS), you can be more deeply engaged in making finalist selections without the burden of the preliminary search work. CDS also saves money over a traditional retained search and reduced costs for multiple concurrent searches.

Who is CDS best for...

- Mid-level nonprofit sector positions
 - Organizations with limited recruiting budgets
 - Positions not requiring full services of retained search
- Leaders without bandwidth to screen broad pool of candidates
- Organizations seeking to fill multiple positions at the same time

How it works:

In a minimum 2-month engagement, CapDev will:

- Refine your position announcement and job description language
- Place customized position postings in the marketplace
- Craft and send customized mass emails to defined target market
- Receive, process, review and qualify all applicants
- Conduct initial screening of qualified candidates
- Deliver a dashboard of all qualified candidates with resumes

After CapDev does all of this, ***you take it from there*** to conduct interviews and make your hire!

Contact Claire to see if CDS could work for you and for more details: cwaiksnoris@capdev.com

***Our goal is not just to find a good fit, but to deliver finalists poised to
make a real contribution.***

The result: right-fit leaders who can further your mission.