

Recruitment Services December 2011

Our unique offer

We are **the** specialists in international non-profit sector recruitment. With 12 years of successfully helping NGOs, UN agencies, higher education institutes and cultural organisations hiring senior staff we have the expertise hire any post, anywhere in the world. For a list of searches completed worldwide contact Miryam Delgado miryam@darylupsall.com

We have hired Board Chairs, Executive Directors, Senior Management Team members along with campaigners, communications experts, fundraisers and programme staff for many of the best known organisations in the world. We have a global network of personal contacts, an extensive CV database and a segmented, high volume contacts database of over 26,000 individuals in NGOs. Combined with our own popular recruitment website, **Global Charity Jobs** we are here to meet all your staff recruitment needs.

Our range of recruitment services are outlined below, designed to meet every organisation's budget and needs, wherever they are.

1. Advertising on Global Charity Jobs

Global Charity Jobs www.globalcharityjobs.com is a web-based recruitment service run by Daryl Upsall Consulting International (DUCI). Global Charity Jobs puts non profit organisations in touch with prospective candidates, wherever they are based in the world. The site has over 14,000 unique visitors per month and in excess of 165,000 hits per month and over 25,000 subscribers to its weekly jobs bulletin. A featured job is 240 Euros. Discounts are available for bulk purchases.

global **charity** jobs

2. Advertising on Global Charity Jobs and SOFII

Increase your viewings option and reach a much wider audience by choosing the combined advertising option for the Global Charity Jobs and SOFII websites:



SOFII: www.sofii.org The very popular **Showcase of Fundraising Innovation and Inspiration** website with monthly visits of over 13,000 fundraisers from over 150 different countries. A weekly email bulletin including advertised posts gets sent to over 9,000 registered users.

The combined price of advertisement on www.globalcharityjobs.com and www.sofii.org **for just 380€**

3. Advertising on Global Charity Jobs and the Agitator

The Agitator: www.theagitator.net is the highly respected online daily packed with non-profit fundraising and marketing strategies, trends and tips. The Agitator has a savvy, well-informed readership of 4,000+ daily who receive the publication via email feed, plus 5000+ unique visitors who go to The Agitator website each month.

The Agitator

global **charity** jobs

The combined price of advertisement on www.globalcharityjobs.com and www.theagitator.net **for just 380€**

4. Pipeline Search

In which we notify our database of 11,200 senior fundraising/development staff as well as specialist databases, create a tailored media programme (mostly online) for approval by the client and placement by us. Includes advertising on *Global Charity Jobs* and DUCI website. All applications go to the clients HR department. Cost: **2000 Euros** paid in advance plus advertising costs

5. Extended Pipeline Search

In which we do all the above, limited headhunting and research into our own CV database. In this instance we receive all applications, liaise with candidates, review and rate all applications and forward the CVs and cover letters that meet the posts skills and experience criteria to the client with our comments. We handle all communication with unsuccessful candidates. Cost: **4500 Euros** plus advertising costs

6. Executive Search

This service includes all that is offered in an Extended Pipeline Search, plus extensive briefing and liaison with the client on the job description and candidate profile and throughout the process; active headhunting and networking the post by email, telephone and where possible in person meetings; creation of specialized databases; extended media placement.

All applications come to us and are responded to immediately with applications reviewed and rated and missing or unclear data chased; long-listing of applicants for client review and approval; telephone interviews of agreed long-list and report written for client; interview design with questions/tests and scoring system; 16PF psychometric testing arranged (at extra cost of 700 €); written and telephone references taken up and reported to client. DUCI staff presence at the interview is charged extra when requested along with travel and accommodation costs. Advertising and placement costs are extra.

Costs are **20% of gross first year salary**. This is invoiced 50% in advance, 35% on provision of the long list of candidates and 15% on successful appointment.

Please note: IVA/VAT is not charged if the entity contracting is not based in Spain but in the EU and can supply its VAT registration number. If VAT is charged it will be the current Spanish rate of 18%. Non EU countries are VAT exempt.

For more information contact:

Daryl Upsall daryl@darylupsall.com or Miryam Delgado info@darylupsall.com

See the below for a small list of some of our recruitment clients and their feedback

Some of our recruitment services clients

UNICEF
Resource Alliance
The John Aspinall Foundation
ALSA/St. Jude
Greenpeace Spain
Intermón/Oxfam
The Federico Spinola Charitable
Foundations
Global Reporting Initiative
Oceana
DNDi
Oceana
ActionAid International
Greenpeace Mediterranean
DNDi
Worldwide Fund for Nature (WWF)
SOS Kinderdorf International
Medicins Sans Frontiers (NL)
Club de Madrid
Theodora Children's Foundation
MSF Access to Drugs Campaign
Royal Scottish National Orchestra
Greenpeace International
DNDi
Bioversity International
Glasgow Caledonian University
International Institute of International
Relations
World Villages for Children
Habitat For Humanity International
World Society for the Protection of Animals
(WSPA)
The Oak Foundation
Greenpeace Mediterranean
Drugs for Neglected Diseases Initiative
Ecole Centrale Paris
Relieve
The Climate Group
Institute for war and Peace Reporting
Brakeley Ltd
ECPAT
WWF International
Pew Environment Group
Global Reporting Initiative
MarViva
Christian Blind Mission
Fundacion DARA
The UN Refugee Agency (UNHCR)
Charles Darwin Foundation
InspirAction
MSF Mexico
Greenpeace Mexico
Greenpeace Nordic
Center for International Forestry Research
(CIFOR)
Borneo Orangutan Survival Foundation
(BOS)
Fundacion DARA
MarViva
Mama Cash
Hole in the Wall Gang Camps
United Bible Societies
SOS Children's Villages
The Welfare Association
AISM
Wetlands International
Foodwatch Netherlands
Scottish Opera
Quarriers
Deutsche Wildtier Stiftung
American Cancer Society
Deaf Child Worldwide
MSF Brazil
ANESVAD
Plan International
Social Accountability International
Merlin
Accion Contra el Hambre
ActionAid Italy
International Cocoa Initiative

Client comments on our recruitment services

"When I am looking to recruit a true fundraising expert, Daryl Upsall CI is the first agency I go to. Thanks to his network and personal expertise, I know Daryl will get me the best candidate."

Laurent Sauveur

Directeur de la Communication et de la Recherche de Fonds
Médecins Sans Frontières Suisse www.msf.ch

"WSPA has been building a new HQ team and have relied heavily upon the expertise of Daryl Upsall in finding exactly the right individuals to join us from across the international fundraising community. Because Daryl understands fundraising, and knows our sector and the people in it so well, he understands what the client really needs, and who will fit your particular working

culture. I also entirely trust his integrity and his commitment to doing what is right for WSPA – his genuine passion for the work of our sector means he wants only the right people to join the right organisations.”

Amanda Seller

Head of Private Sector Fundraising

UNHCR

www.unhcr.org

Former International Director of Marketing and Communications

World Society for the Protection of Animals (WSPA)

“Over the last 25 years when at Aide et Action, UNICEF or UNHCR, I had several opportunities to work with Daryl Upsall Consulting: be it for recruiting the right people or research potential fundraising markets or when in need of a good telemarketing expert company, I always found with Daryl's team what I needed. And what matters most for us fundraisers, the results were just there!!! One more point, when Daryl Upsall Consulting knows they cannot do the job you want them to do, they simply tell you upfront!! A great sign of professionalism and the right approach to our NGO world!”

Pierre-Bernard Le Bas

Vice-President Fundraising

CBM-Christian Blind Mission

www.cbmi.org

“Whether implementing a fundraising campaign, providing strategic advice or assisting in recruitment, Daryl Upsall Consulting International has always delivered great results.”

Sergio Furman

Vice President of Development

Conservation International

www.conservation.org

Former Marketing and Fundraising Director

International Paralympic Committee (IPC)

*“**The** address in fundraising recruitment. Competent advice on who is available and fits to the requirements. First hand information on what is going on in the sector.”*

Bernhard Drumel

Fundraising and Development Director

Greenpeace International

www.greenpeace.org

“I have found the level of preparation and communication which Daryl and Daryl Upsall Consulting International maintain throughout the recruitment process to be exemplary. They get to the core of what the client requires and the fact that they really understand our business is a huge benefit. “

Colin McCallum

Vice President, GCU Foundation and Director of Development,

Glasgow Caledonian University

www.gcal.ac.uk

And

Vice President,

Grenzebach Glier + Associates

www.grenzebachglier.com

"I am very pleased with the results of our Director of Development search and am happy to refer you and your firm to others."

Rt. Hon. Kim Campbell (Former Prime Minister of Canada)
Former Secretary General
Club de Madrid
PROMOTING DEMOCRACY THAT DELIVERS
www.clubmadrid.org

"I had the opportunity to work with Daryl Upsall Consulting International on several occasions when recruiting top notch fundraisers for very specific jobs. They have always delivered 10/10, which made my job easier, and I'm grateful for their high level of professionalism".

Mario Fetz
Director External Relations
International Diabetes Federation
www.idf.org
Former Head of Private Donor Relations
United Nations World Food Programme
Former International Marketing & Fundraising Director WWF International

"The support that DUCI offers goes far beyond the limits of a normal recruitment agency. Through great professionalism, expertise and experience they are able to provide not only the best services but the best advice to ensure the best candidate for the post".

Mayca Frieyro
Executive Director
InspirAction (Christian Aid, Spain)
www.inspiration.org

"Scottish Opera benefitted enormously in its search for a new Director of Development and Fundraising from the skills, resources and sheer global reach of Daryl Upsall and his team. The gene pool and calibre of the potential candidates was definitely expanded through working closely with Daryl. In addition we benefitted from the sector expertise and an up-to-date awareness of the current market place and possible candidates. All good. Thank you."

Alex Reedijk
General Director
Scottish Opera
www.scottishopera.org.uk

"We were highly impressed with the network Daryl was able to draw on. Working with DUCI and Global Charity Jobs was invaluable in our search for the perfect candidate."

Jim Walker
Chief Operating Officer
The Climate Group
www.theclimategroup.org

"We were very pleased with Daryl and his team's support to us in the recruitment process. They demonstrated a keen capacity to listen and understand quickly the profile of the target candidates, to know where to find them at the international level, and to work in such an efficient and personal manner that we did not feel that we were working through an external consultant, but rather with a colleague within our own organisation."

Leonardo Lacerda

Environment Programme Director
Oak Philanthropy Limited
www.oakfnd.ch

"Daryl and his team are smart, fun, honest, connected and very persistent. We have benefited greatly from their vast knowledge and no-nonsense advice."

Nicky McIntyre
Executive Director
Mama Cash | Fund for Women www.mamacash.org

"Daryl and his team have reached new heights as a global recruiting and placement firm. There simply aren't any others in the same league."

Geoff Peters,
President and CEO,
Creative Direct Response
CDR Fundraising Group,
United States
www.cdr-nfl.com