

The specialist international recruitment, headhunting and executive search agency for the non-profit sector

With our unique suite of recruitment and job promotion services, we can meet **your organisation's** budget and staff hiring needs - anywhere on the planet!

Extended Pipeline Search - for *when you do not have the resources or time to deal with candidate questions and applications*

With this service, all candidate enquiries and applications come to us and this is what we will provide:

- ✓ If required, help to develop your job description.
- ✓ Pre-search telephone briefing on you and your organisation's specific and nuanced needs and request for background information to contextualise the role being hired.
- ✓ Free job posting on GlobalCharityJobs.com (weekly bulletin with 23,000 subscribers).
- ✓ Free job posting in the "Recruitment" section on www.darylupsall.com
- ✓ Develop a targeted email message about your post with a link to the posting on GlobalCharityJobs.com and send it to our specialist database of 15,400 senior fundraising/development and other senior NPO staff.
- ✓ **LinkedIn** - Post the job announcement and article on Daryl Upsall's **LinkedIn** page, and to his 12,000+ connections as well as in up to 50 specialist groups reaching up to 750,000 people in the non-profit sector.
- ✓ Post the job on Daryl Upsall's **Facebook** page and selected **Facebook groups** and **Twitter** reaching circa 4000 people.
- ✓ Full use of our paid for **LinkedIn Professional Recruitment** search service.
- ✓ Create a tailored online media plan for you to review and approve, within your agreed budget limits.
- ✓ Our experienced senior international recruitment consultant, dedicated to your recruitment will do extensive targeted headhunting, and work with you through the entire process as well as liaise directly with all potential candidates and clarify any doubts they might have.
- ✓ We will be in regular contact with you through the whole the process.
- ✓ At the end of the recruitment we will provide you a longlist/shortlist with extensive information, CV, cover letters for the top candidates ready for you to interview!

Cost 5,200 Euros

Executive Search - *A full specialised tailored recruitment package developed to follow the recruitment process from day one until the new post is appointed.*

We do everything that is listed in the **Extended Pipeline** service **and additionally:**

- ✓ Invest time at the outset to discuss with you what exactly the organisation is looking for in the to be appointed candidate and take an extensive briefing on the organisation and the context of the role.
- ✓ Work with you to develop a “Candidate Pack” that gives more background on the role, the organisation, context, salary and benefits and other agreed useful information for the more serious, qualified candidates.
- ✓ Once you have decided which candidates you want to move forward from the longlist provided with extensive information, CVs and cover letters, we will conduct preliminary interviews to the shortlisted candidates. Thereafter, we write a detailed report and score on each candidate and make qualified recommendations who take to the next interview by you, the client.
- ✓ Thereafter, we will follow on the entire process till the end to ensure your organisation has the right candidate in place. Should you fail to appoint from the candidates we will start again from scratch.

Cost for an Executive Search is 20% of gross first year gross annual salary

For a comprehensive a description and conditions of any of the recruitment & headhunting services please contact Miryam Delgado at miryam@darylupsall.com

About us

We are the specialists in international non-profit sector recruitment. With 18 years of successfully helping NGOs, UN agencies, higher education institutes and cultural organisations hiring senior staff we have the expertise to hire any post, anywhere in the world. We have successfully hired over 581 posts for over 205 clients in 125 locations worldwide.

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 15,400 individuals in NGOs.

We are GDPR compliant and our privacy policy can be found here:
www.darylupsall.com/recruitment/privacy-policy-regarding-recruitment-data