



Executive Search Services

MISSION

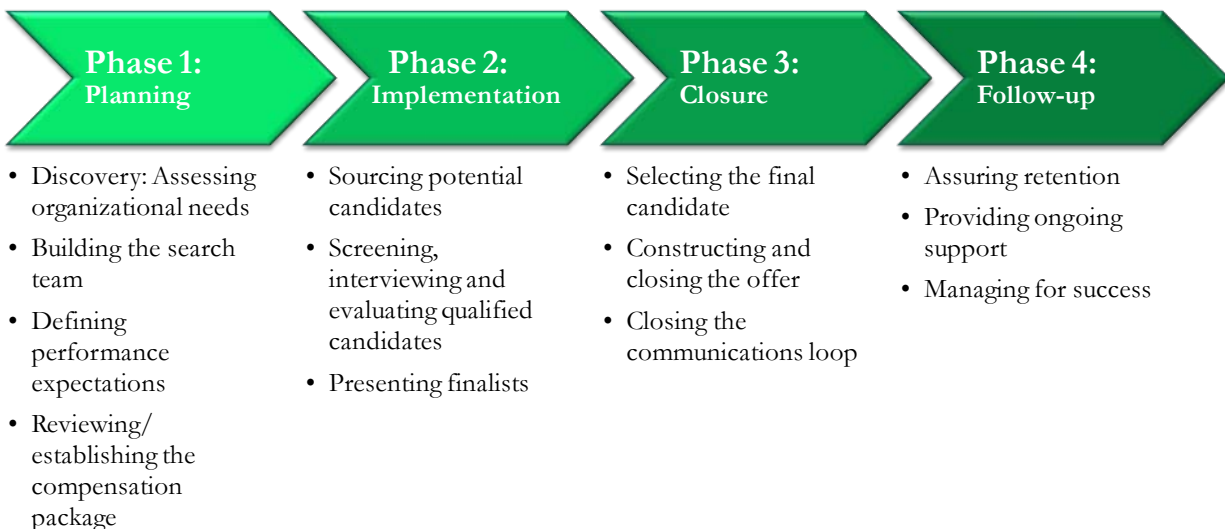
Alford Group Executive Search strengthens the not-for-profit community through excellence in staffing solutions.

EXECUTIVE SEARCH

As a **retained** search firm, we focus on finding the right person for your organization and ensure that this person is successful in the short and long-term. Our holistic approach to Executive Search is grounded in the consulting methodology promoted by The Alford Group for the past 31 years and is based on several key principles.

- For a new hire to be successful in a new or established position, success must first be clearly defined.
- Past performance is the greatest predictor of future success.
- During our search process, we will utilize targeted and creative strategies to find quality candidates as quickly as possible.
- Chemistry is important: when making candidate recommendations, we look for chemistry between the candidate, you and the overall team.
- We help you find balance between chemistry and past performance to ensure that the new hire is the right fit.

SEARCH PROCESS



EXPERIENCE

Each of our consultants has served as a not-for-profit staff leader, board member, or key volunteer. This experience, coupled with extensive training and years of consulting, gives Alford Group Executive Search the expertise and strategic ability to deliver our services to all segments of the not-for-profit sector, from arts, education, religion, aging services and health care, to community-based service agencies, associations and foundations.

Typical searches include Chief Executive and Chief Operating Officer, VP/Director of Resource Development, Chief Financial and Chief Information Officer, Director of Marketing, and other key positions.

