



## VICE PRESIDENT, EXECUTIVE SEARCH

### ABOUT CAMPBELL & COMPANY

[Campbell & Company](#) (C&C) is a national executive search and consulting firm that serves nonprofit organizations and institutions in all sectors, including education, environment, healthcare, human services, arts and culture, associations and membership organizations, and civic and public affairs. The firm is based in Chicago and Seattle with regional staff in California, Florida, Indiana, Ohio, Maine, Missouri, Texas, and Washington, DC. Our team-based approach enhances our work and is built into our company's structure.

Campbell & Company is a 100 percent employee-owned firm, commonly referred to as an Employee Stock Ownership Plan, or ESOP. Shared ownership gives employees a stake in the firm's goals and supports a culture that fosters shared success through shared responsibility. Over 6,500 businesses throughout the United States operate under this model, and the numbers continue to grow. The ESOP creates personal assets for our employees and creates a stronger firm overall. This is an exciting time for Campbell & Company as we evolve to meet the nonprofit sector's changing needs.

We work with organizations at critical points in their growth and development, when our expertise and partnership can have a powerful impact. We have four primary service lines: [executive search](#), [fundraising](#), [communications](#), and [strategic information services](#). Our culture of innovation fueled the development of Campbell & Company's first software as a service product, [Beam Insights](#), which aims to address advances in data science to support fundraising.

As a firm, we are fully committed to [Diversity, Equity, Inclusion, and Access](#) (DEIA). We have created a framework to strengthen the diversity of our firm, address the ways in which we can be more fully inclusive of people from all backgrounds, and work to build equity in our profession and the nonprofit sector. This framework focuses on our internal talent management, ensuring an inclusive culture, continuous learning, and transparent communication. We are not experts but are getting better every day. Through our consulting partnerships, we have seen firsthand how nonprofit organizations can activate movements and work for justice as they passionately pursue their missions. We also understand that power dynamics between funders, nonprofits, and the communities they serve contribute to many of the same problems we aim to solve, and that we have a responsibility to advance equity within the philanthropic sector.

#### OUR VALUES

- Inclusion
- Partnership
- Candor
- Rigor
- Integrity
- Creativity

#### OUR TEAM

- 44 Chicago & Midwest
- 15 Seattle & Northwest
- 6 East Region
- 3 West Region

#### OUR MISSION

To collaborate and innovate with people who change lives through philanthropic vision and action.

#### VISIT



## ABOUT THE POSITION

We are looking to add a new Vice President to the Executive Search practice who will be integral to the future success of the team. The Vice President reports to, and works in close partnership with, the Managing Director, Executive Search, and serves as a leader within the firm and a search team that is currently comprised of 12 individuals.

The Vice President is responsible for developing and selling business across the nonprofit sector and regional markets in line with annually developed metrics; leading strategy for client engagements; serving in strategic leadership roles on projects; developing thought leadership; and mentoring earlier career colleagues across the firm. The Vice President manages all aspects of the executive search process for Senior-level, C-Suite, and Executive Director/President/CEO searches and ensures that searches are equitable and inclusive, managed efficiently, and result in the placement of remarkable leaders with our client partners.

The Vice President will be an experienced leader seasoned in retained executive search, business development, and client service. They will possess strong interpersonal capabilities as an effective people and project manager. The selected candidate will possess a deep understanding and passion for the nonprofit sector, be strategic and persistent in their focus on upholding search methodology, and model a commitment to providing exceptional candidate and client service.

## RESPONSIBILITIES

### BUSINESS DEVELOPMENT

- Meets annual sales goal. Ensures detailed and accurate business development pipeline forecasting.
- Drives proactive marketing and business development practices that develop leads and build firm visibility by leveraging personal networks, stewarding client and candidate relationships, and executing searches.
- Demonstrates ownership and leadership of a particular sector or geographic area. Regularly presents at conferences and webinars to strengthen C&C brand and networks.

### CLIENT SERVICE

- Actively manages and leads a portfolio of client engagements while building positive and trusting relationships with clients throughout the search process. Average project load is four to eight searches at any one time.
- Drives project teams to deliver exceptional levels of client and candidate service embedding diversity, equity, and inclusion leading practices into all aspects of the search process.
- Mentors team members in client service and sales opportunities through strategy and deliverable development.

## BETTER TOGETHER: OUR DIFFERENCES MAKE US STRONGER

At Campbell & Company, people are at the heart of our firm and our mission. When we tap into the expertise, insights, and creativity of people from all walks of life, we become a better firm, we deliver superior services, and we change lives. We believe our team should reflect the rich diversity that contributes to our communities and our society. We advance this belief through our employment practices and strive to create a culture of trust and belonging where everyone feels accepted, respected, and valued for who they are as individuals.

- Sets clear expectations for each search and project team, providing ongoing direction to ensure high quality and timely service.
- Cultivates and stewards candidate relationships, ensuring that all candidates are well-informed and prepared.
- Develops criteria to guide research, outreach, and networking with sources and candidates.
- Conducts meaningful, effective, inclusive, and comprehensive candidate interviews by video and in-person.
- Conducts outreach via email, social media, and phone to encourage nominations and applications.
- Maintains the integrity of database records.
- Leads and/or participates in consulting projects based on expertise and interest.

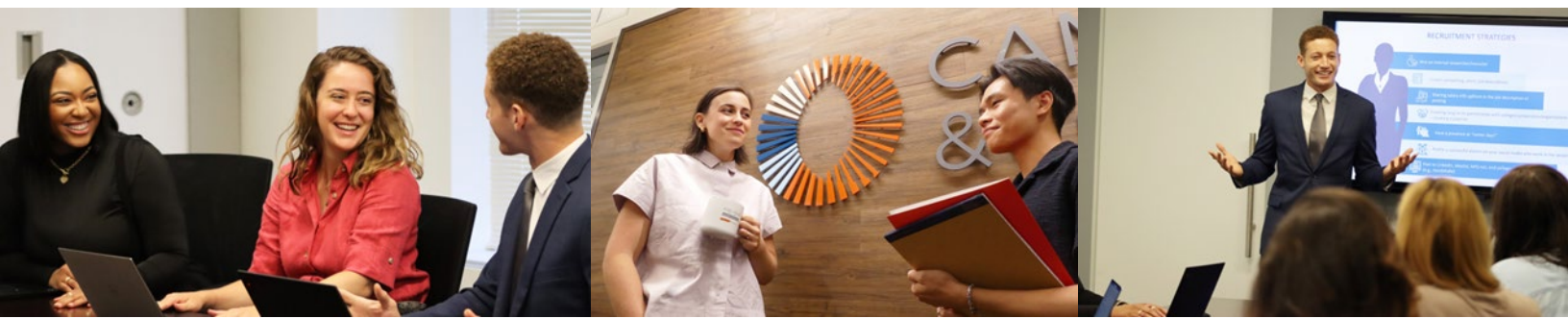
## LEADERSHIP

- Leads as a role model for excellence and continued learning.
- Remains current on trends or regulatory issues in the field; shares expertise internally and across client teams.
- Is actively involved in nonprofit volunteer opportunities. Serves in leadership role a professional association or group.
- Participates as a member of C&C's Vice President and Managers team to build and sustain integration, innovation, and cross-functional processes.
- Provides voice and leadership through work on internal task forces with a goal of bettering the firm.
- Determines and drives professional development goals forward, in partnership with the Managing Director.

## QUALIFICATIONS

The ideal candidate will bring comprehensive knowledge of retained executive search and leading practices in the profession. Demonstrated success in business development, project management, and excellent communication skills are a must. Other important skills and abilities for this role include:

- A commitment to diversity, equity, inclusion, and access and their application in a business environment.
- Ability to understand different viewpoints and experiences, demonstrate respect for others, adapt to different cultural settings, and accept cultural differences.
- Empathy, tact, and fluency in all forms of communication, including written and oral, electronic, and in-person.
- Ability to work independently with minimal support and thrive in a virtual office environment.
- Strong organization and project management skills, with attention to detail and the ability to manage multiple projects and competing priorities.
- The ability to motivate, mentor, and coach staff to deliver high quality results.
- Ability to handle sensitive information with appropriate discretion and strict confidentiality.



- Creativity, flexibility, and the ability to solve problems.
- Competency with technology as well as an ability to adapt to new technology.
- Willingness to travel to meet with candidates, clients, or prospective clients as needed.
- A bachelor's degree or equivalent relevant experience.

We value flexibility and safety for our employees and our clients. We are currently maintaining a hybrid work environment, with flexibility to work remotely or make use of one of our physical office locations in Chicago, IL and Seattle, WA. We are open to considering candidates based in any location in the US but will give preference to candidates based in/near Chicago, Washington D.C. metropolitan region, or New York City.

## COMPENSATION AND BENEFITS

The salary range for this position is \$130,000 - \$150,000 and is bonus-eligible. Campbell & Company also offers a generous and comprehensive benefits package that includes an Employee Stock Ownership Plan and Profit Sharing Program that allocates funds to shareholders based on firm performance, medical/prescription insurance, dental, vision, and life insurance, health savings account, health and dependent care flexible spending account, transportation and parking flexible spending account, commuter program, long term disability, travel insurance, leaves of absence, paid holidays, paid time off (PTO), professional development, and volunteer time off (VTO).

## APPLICATION

To be considered for this opportunity, please send a resume and letter of interest to Kris McFeely, Managing Director, Executive Search at [kris.mcfeely@campbellcompany.com](mailto:kris.mcfeely@campbellcompany.com).

Applicants must be authorized to work for any employer in the US. We are unable to sponsor or take over sponsorship of an employment visa at this time.

*Campbell & Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. We are proud to partner with nonprofits to advance justice, opportunity, and equity throughout our society and we bring this same commitment to our practices and culture as a company. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*

