

The Value of Using an Executive Recruiter

Hiring talented employees is a complex and time-intensive process. Many organizations approach CrawfordConnect after their own valiant attempts to hire have failed. The following illustrates how using an executive recruiter can save you time, money and other valuable resources, allowing you to focus on your organization's mission and responsibilities to donors, volunteers and those you serve.

1) Value of Executive and Administrative Time

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| • Average number of executive hours spent on defining the position and job description, researching candidates, recruiting, interviewing, checking references and negotiating an offer | <u>200</u> | |
| • Approximate dollar value of Lost Executive Time (200 hrs x \$60/hr) | | <u>\$ 12,000</u> |
| • Average number of administrative hours spent on writing and placing recruitment ads, receiving and acknowledging resumes and notifying candidates of their status in the search | <u>80</u> | |
| • Approximate dollar value of Lost Administrative Time (80 hrs x \$17/hr) | | <u>\$ 1,360</u> |

2) Value of Lost Opportunities (for fundraisers and executive directors)

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| • Funds raised per year | \$ 615,000 |
| • Average raised per month | \$ 51,250 |
| • Funds per month realized when key player absent (70% of average) | \$ 35,875 |
| • Monthly Revenue Loss | \$ 15,375 |
| • Time required to fill the position (est. as one month per \$10,000 in annual salary) | |
| -Self Reliant | 7 months |
| -Executive Recruiter (CrawfordConnect searches take an average 3 months; we have estimated a conservative 4 months for this example) | 4 months |
| • Amount saved by speeding up the search with a search firm | \$ 30,750 |

3) Value of focusing on key deliverables to your organization's mission and instilling confidence in your board of directors, donors and those you serve

\$ PRICELESS \$