



# CEO Search Proposal

Navigator Schools

10/12/2022

Our team was thrilled to be able to work with the Navigator Schools board and community seven years ago in support of your last CEO search. Since that time, Navigator has added two additional schools, extending its reach in the Central Coast and up into the East Bay as well.

Edgility Consulting is the national leader in leading equity-focused searches for charter school organizations and other mission-driven nonprofits. And with the two of us being located in Northern California, we have a particular investment in ensuring that successful organizations like Navigator build the leadership teams they need to thrive. We would love to support you again by leading this CEO search.

Sincerely,

**Christina Greenberg, Co-Founder and Partner**

**Serena Moy, Principal**



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**Who We Are**

# Why We Exist

**Put your values to work.  
Act on equity.**

People are what matter most in almost every field — especially in social impact organizations. Yet default practices reinforce existing structures, costing organizations the genius and diversity they need. Edgility runs executive searches to place transformational leaders — then we help those and other social impact organizations bring practice and structure into alignment with their values.

\ **Our Why:** With the right leaders and the right talent systems, equity can be achieved.

### if we...

- \ place **equity minded leaders** into **equity centered systems**
- \ measure our **impact over time**
- \ make **consistent improvements**



### we will...

- \ close **wage gaps**
- \ close **opportunity gaps**
- \ build a **leadership bench** in our sector that is truly **reflective of the communities we serve**

# Our Services

Placing Exceptional Leaders	Closing Wage Gaps	Closing Opportunity Gaps
<ul style="list-style-type: none"><li data-bbox="253 467 600 500">\ Executive Search</li><li data-bbox="253 558 523 642">\ Recruitment Campaigns</li><li data-bbox="253 694 629 727">\ Transition Support</li></ul>	<ul style="list-style-type: none"><li data-bbox="784 467 1244 551">\ Compensation Program Design</li><li data-bbox="784 603 1244 636">\ Wage Gap Assessment</li><li data-bbox="784 694 1112 778">\ Implementation Support</li></ul>	<ul style="list-style-type: none"><li data-bbox="1315 467 1702 500">\ Equity Assessment</li><li data-bbox="1315 558 1731 642">\ Performance Management Design</li><li data-bbox="1315 694 1663 778">\ Career Pathways Design</li></ul>

# Our Clients

We work with social impact organizations striving to build a more equitable world for **youth, families and communities.**





## Our Results

79%

of candidates placed in Edgility searches in the last three years identify as people of color

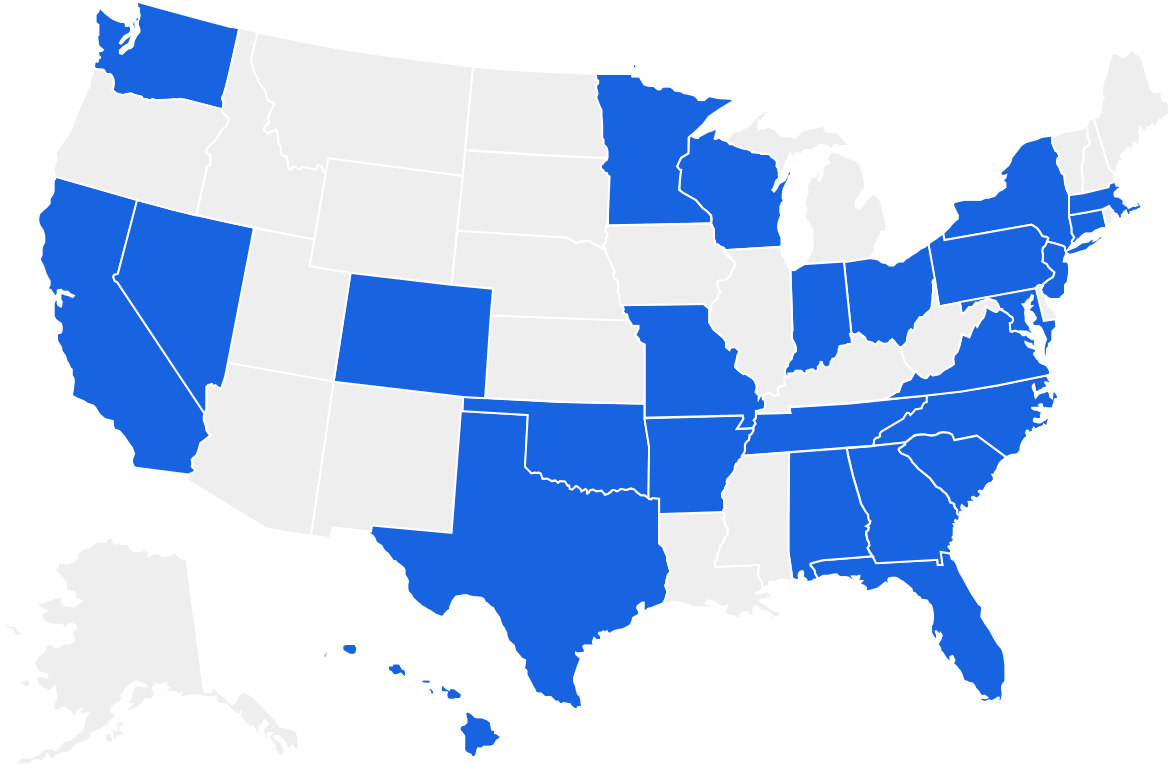
65%

of candidates placed in Edgility searches in the last three years identify as non-male

96%

of clients say they are satisfied, very satisfied, or extremely satisfied with Edgility's work

## Our Placements



# Our Team

The Edgility team reflects the diverse staff, experiences and perspectives that exist in our clients' organizations. We live all across the country with deep networks and real-world knowledge to help solve today's greatest equity challenges. **We understand mission-driven organizations because we've walked in your shoes—as recruiters, internal talent professionals and organizational leaders.** For us, equity in the workplace is all about putting values into action. We won't stop until it's the standard for the way organizations everywhere hire, compensate and grow their teams.

## Management Team



**Allison Wyatt**, Co-Founder and Partner

- ✍ Prior to founding Edgility, Allison built and scaled a human capital consulting practice at a nationally recognized executive search firm.
- ✍ As the Vice President of Human Capital for Education Pioneers she built the HR department of a national, education reform organization from the ground up and increased its staff by over 500%.
- ✍ She holds a Master's degree in Business Administration from The MIT Sloan School of Management and Bachelor of Arts in East Asian Studies from Wesleyan University.



**Christina Greenberg**, Co-Founder and Partner

- ✍ Before launching Edgility, Christina owned and ran Redwood Circle Consulting, a recruitment and talent management firm, for five years.
- ✍ Christina has spent 17 years as a recruiter - leading searches for professionals serving in a range of executive leadership roles in education, youth development and social justice organizations.
- ✍ She holds a Master's degree in Public Affairs from the School of Public and International Affairs at Princeton University and a Bachelor of Arts in Political Science from UCLA.

# Recruitment Team



**Serena Moy**, Principal

- Before joining Edgility, Serena Moy's career encompassed over 20 years of human resources experience in multiple sectors.
- She holds a Master's degree in Nonprofit Management from New York University's Wagner School of Public Service and a Bachelor of Arts in Sociology with a Minor in Education from the University of California, Davis.



**Celena Jenkins**, Recruitment Consultant

- After 5 years of teaching, Celena joined a charter school in D.C. as their Recruitment Manager leading the recruitment process for vice principals, teachers, and other school staff.
- She holds a Master's degree in Secondary Education from Johns Hopkins University and a BS in Psychology from Morgan State University.



**Corina Ramos**, Recruitment Associate

- Corina's previous work at schools allowed her to co-lead the Recruitment Team, sparking her passion for connecting with individuals passionate about educational equity and providing all students with excellent resources.
- She holds a Master's in Secondary Education from Johns Hopkins University and a BS in Psychology.

# Project Proposal

## Process

For an equity-driven organization to be truly successful, we believe a diverse group of people must lead the work. When paired with the right opportunity, a person's unique identity becomes one of their greatest professional assets. We focus on candidates' experience, skills, knowledge and career goals, rather than who they know and where they went to school.

By introducing a more objective process that challenges biases and assumptions, people who most experience structural racism and discrimination have greater opportunity to reach an organization's highest levels. And this means they're more reflective of the communities they serve.

**1** Stakeholder Engagement

**2** Candidate Cultivation

**3** Candidate Screening & Assessment

**4** Hiring Process Support

# Process

## Stakeholder Engagement

We meet with your key constituents—from board members to community members—to develop an ideal candidate profile and position competencies.

### Deliverables

- ✓ Ideal candidate profile
- ✓ Job description and marketing materials
- ✓ Competency-aligned rubric
- ✓ Compensation study specific to your position

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# Process

## Candidate Cultivation

We build and execute a recruitment strategy that leverages our network of over 50,000 nominators, personalized outreach, as well as social media and online tools to reach a diverse talent pool.

### Deliverables

- Candidate outreach materials and job posting list
- Targeted candidate list based on your profile
- Real-time tracking and reporting of metrics related to marketing outreach, email/phone responses and applicant sources

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# Process

## Candidate Screening & Assessment

We shepherd incoming candidates through a consistent, transparent, and competency-based process before passing the top candidates along to your team.

### Deliverables

- One-way-video interview screens
- Phone interviews conducted to follow-up on video
- Report out of candidates' proficiency against selection competencies at each stage of the process
- Submission of 4-6 candidates for you to interview

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# Process

## Hiring Process Support

We support your candidate diligence process, project manage your onsite interviews, and facilitate hiring committee debriefs grounded in anti-bias principles.

### Deliverables

- Interview guides (including competency-aligned questions and performance tasks) for each phase of the process
- Anti-bias and interview norming session held with hiring committee and/or key decision makers
- Facilitation of client interviews
- Support with candidate offer process

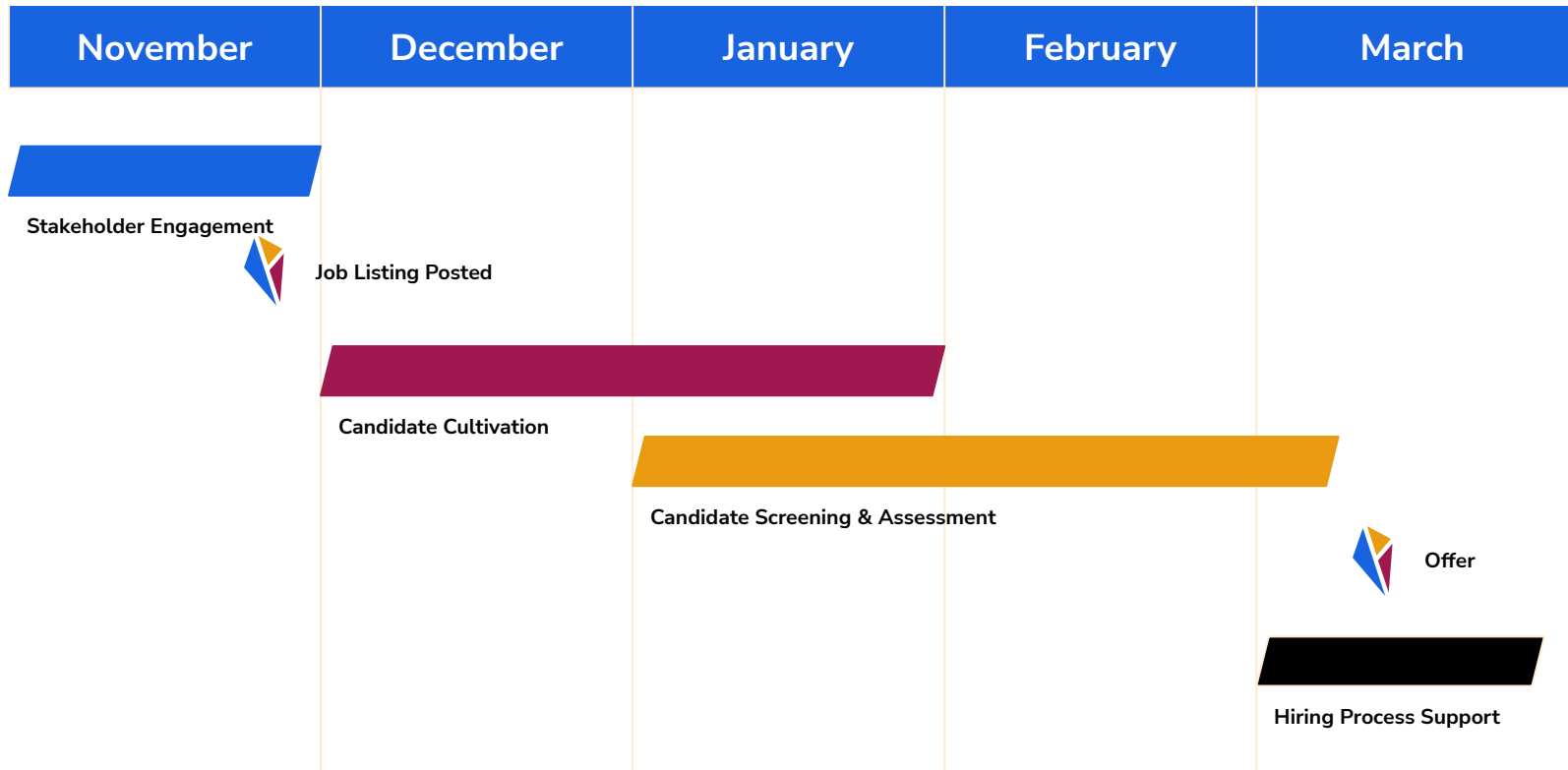
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# Timeline



## ✓ Fees

The fee for this project as outlined above would be **\$70,000** assessed on the following schedule:

- ✓ 50% payable upon signature of the contract;
- ✓ 25% when three highly qualified candidates are presented;
- ✓ 25% when offer letter is signed.

\*This total does not include a \$1,500 advertising fee. Travel and other hard expenses are pre-approved by the Client and will be billed back as actuals.

# Case Study



We're so grateful to Edgility for helping us go beyond simply posting a job description online. **Its deep network of qualified candidates and thorough vetting process far exceeded our own abilities to find new leaders to champion quality education in California's underserved communities.**

-Darcel Sanders  
CEO, GO Public Schools

[Learn More >](#)



# Thank you.

Christina Greenberg

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