



Leveled Talent

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Overview

Leveled Talent is a full-service executive search and talent support network that assists organizations in hiring exceptional leaders, enhancing culture and fostering long-term organizational success.

We work to provide teams with balance and inclusive hiring choices that are intentionally centered in equity and result in diversifying teams at the leadership level.

What We Do

We support our partners by leading searches for executive level and high impact positions, building sustainable internal talent structures that enhance hiring, performance evaluation and inclusivity.

We believe in a world where racial and ethnic diversity is valued and represented at the highest level of leadership and in the rooms where decisions are made. Our goal is to support our partners in their hiring needs and build their organizational capacity so that they are able to implement what works best for them and have lasting results.

How We Do It

Our work starts with partnering with clients that deeply believe that racial and cultural diversity at the senior level is critical to get the best results and have greater social impact. Our approach to Executive Search is with the mission of building strong partnerships with clients to understand their culture, people, and practices that enable staff to do their best, and organizations to accomplish outstanding results for individuals, families, communities and the world.

To recruit high potential candidates, Leveled Talent proposes the following key strategic steps:

- Targeted Outreach to LT Network
- Education and Non-Profit Outreach
- Social Justice Affiliate Orgs
- Nomination Campaigns
- Advertisement on National Job Boards
- Diverse Affinity Leadership Orgs
- High Profile Targeted Outreach
- Direct Skill-Based Sourcing

Executive Search

Through a rigorous process, we work with hiring managers and leadership to identify strengths and support the development of human capital strategies, organizational development, and serve as a thought partner and advisor throughout the engagement.

Activity	Goal
Candidate Profile and Job Description	Competency Based Hiring
Recruitment Strategy and Launch	Thorough Role Specific Search Strategy
Leadership Skills and Diversity Tracker	Focus Search to Current Representation Gaps
Applications and Candidate Pool Review	Progress Monitoring and Weekly Updates
Mid-point Check-in	Hiring Committee, Board & Team Members
Monitor Search to Hiring Deadline	Closing Searches (C-level Search within 3-4 Months)

Talent Management & Coaching

We help our clients build and implement strong talent systems to support their most challenging needs.

We build authentic relationships. We want to know what you care about and what pressing work challenges keep you up at night. We spend our time with clients listening and learning to determine how best to work alongside you to make lasting organizational change.

Partnerships with our clients are the most meaningful part of our work. Our process starts with identifying and building off the strengths of your organization. We assess the areas of opportunity, and we create concrete actionable plans that are designed to last far beyond our partnership.



Pricing

We charge a sliding fixed fee for full searches, with a budget ranging from \$55,000-\$95,000. We determine the search cost based on the type of role and how public a search might be (i.e. community involvement, supporting political campaign, Board management, etc.) The majority of our full searches are priced at \$60,000-75,000.

Costs are inclusive of all expenses associated with the project, including two full day on-site or Zoom assessments. Work completes when a successful candidate is hired, which we expect will be within 5-6 months of project launch, however, will continue until the search is complete.

- Invoicing schedule is centered around executive search deliverables and often spread out into 4 payments over the duration of the search.

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- Clients will be billed 30% of their first deliverable at the launch of the project (typically averaging no more than \$7,500).

Monthly Retainer

We charge a sliding fixed monthly retainer fee, with a budget ranging from \$10,500-\$14,500 for one search. The retainer for consulting projects includes sourcing executive level candidates, conducting first round 1-hour interviews for one and/or multiple positions and is personalized to organizational needs (may include refreshing evaluation materials, creating hiring rubrics, etc.).

Work outcomes are reviewed on a bi-monthly basis and the client will receive a monthly invoice. The recommended engagement for the scope of this project is at least 2-3 months, which we expect will cover the foundation building and project launch, however, the client can decide to end or have a discussion of extending the project at any time.

Sourcing & Interview - ONLY

Based on your hiring needs, we partner our clients with a contract recruiter that specializes in sourcing diverse talent, conducting screening calls and making next round hiring recommendations. Our sourcing support is billed at \$200/hr and clients are able to cap the weekly hours.

We recommend this package to clients that have strong talent processes, diverse representation of team members and have an internal team to oversee and lead the search.

*Please note that all pricing models offer flexible packages tailored to the needs of our clients.

References are available upon request.

At Leveled Talent we know that there isn't a shortage of exceptional leaders of color—they are everywhere, but oftentimes the correct strategies are not in place to identify, recruit or attract. We also know that recruiting Black and brown leaders from various backgrounds isn't the "end all be all", we must create inclusive environments for leaders to thrive.

Read what people say about our work [here](#).

About Us

Leveled Talent started with the belief that companies are long overdue for change when it comes to action, and the employment of leaders of color in senior leadership roles. Far too long we've used language like the "pipeline challenge" or "people of color are just not applying."

At our core we believe in equity.

In our work, we strive to enhance that belief in the day-to-day work of our clients.

We put our heart into each engagement, and we look forward to **leveling the gaps** that exist in workplaces throughout the country.



Raven Woods (left)

Founder & CEO

"Our clients have a strong commitment to social justice and the majority work in public education and nonprofits. We specialize in recruiting C-suite executives, Superintendents, State Commissioners of Education, Chief Academic Officers, COO's and CPO's and have close partnerships with talent teams in multinational impact driven companies."