



Why Talent Citizen

We are a woman-owned, executive search firm that taps into the nation's best thinkers in the civil, corporate, and nonprofit sectors in their pursuit of positive social impact.

Founded in 2015, we explore how search firms, their client organizations, and leaders across mission-driven spaces can use their positional power for collective good.

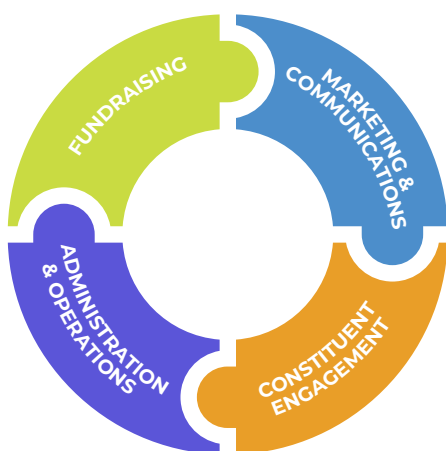
Placing equity at the center of it all, Talent Citizen reaches across boundaries of sector and discipline, with a design-thinking approach to networking that ensures our clients reach talent beyond their own spheres.

Our work is intersectional—spanning Arts & Culture, Education, Advocacy, Racial and Social Justice, Policy, Community Building, Health Equity, Children and Families, and Economic and Environmental Resilience.

- SINGULAR CANDIDATE EXPERIENCE
- CABINET- & DIRECTOR-LEVEL RECRUITMENTS
- INTERSECTIONAL NETWORKS & ECOSYSTEM MAPPING
- LASER FOCUSED ON CLIENT & CANDIDATE SUCCESS

Understanding the Advancement Ecosystem

We have a **360° perspective** of advancement. Our team has extensive experience in recruiting talent across all functional areas of advancement including all permutations of fundraising, constituent engagement, strategic communications, and operational support. We partner with national and international mission-driven organizations including public and private universities, liberal arts colleges, academic medical centers, independent schools, foundations, and a rich array of nonprofits to recruit transformational leaders.



We understand the **balance** it takes to preserve the best of an organization and the push to be relevant and attuned to external drivers. Whether it is gearing up for a major campaign, a change in senior leadership, or reimagining organizational development and talent management, we have a track record of partnering with organizations during **sea change moments** and beyond. We help clients identify recruits who possess the expertise to drive the change an organization wants to affect, and regularly see our placements realize these goals and even expand upon them.

We support a **range of leadership governance models**, including boards of directors, regents, commissioners, and funder and field collaboratives that require a transparent and full-service approach and process.

Equity-Centered, Partnered Learning Approach



Our **approach is iterative** with an emphasis on transparency, partnered learning, and relational follow-through, centering equitable practices at every phase of each search.



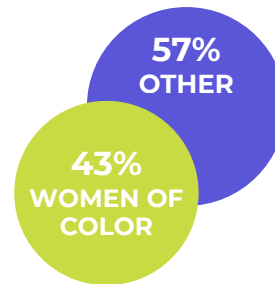
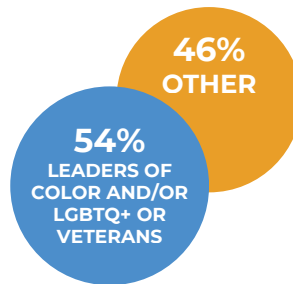
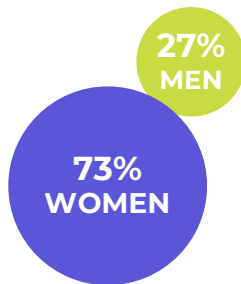
We support our clients through a **tailored search process** inclusive of outreach strategies, timely stakeholder messaging, assessment tools focused on appreciative inquiry, feedback pathways, referencing, and assistance with offer negotiation.



We don't believe in extractive interactions and provide **support for internal and external candidates** alike. When interviewing, we share the role's core competencies as well as hold briefing and debriefing calls to share feedback and provide regular updates.

Talent Citizen by the Numbers

We believe representation matters, and we are committed to the success of underrepresented leaders. From 2020 through 2025, 73% of Talent Citizen placements were women, 54% were leaders of color and/or LGBTQ+ and/or veterans, and 43% of placements were women of color.



- 86%** Placements still in role after 3 years
- 76%** Placements still in role after 5 years
- 60%** Placements still in role since firm's founding
- 75%** Projects with repeat clients or in partnership with prior candidates and placements
- 18** Average number of weeks from search launch to hire

We conduct regional, national, and international searches from bases in

Los Angeles, CA
Portland, OR
Boston, MA
Minneapolis, MN



A WOC Top 3 Boutique Firm

Talent Citizen has been recognized in Women of Color in Fundraising and Philanthropy's (WOC) 2025 Top Search Firms, a list that identifies firms that are leading through their approach and results when working with women of color.