

Senior Consultant, Executive Search – Project Based

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Development Guild is a national consulting firm that provides executive search, fundraising counsel and BIG Question strategy services to mission-driven, nonprofit organizations. We bring a powerful combination of discipline and innovation to every client engagement, delivering solutions that are both strategic and deeply rooted in experience and data. Explore [Our Services](#) to learn more about our work and our clients' successes.

About the Position

Development Guild seeks a dynamic executive search professional to lead high-impact search engagements for our non-profit clients. This role offers the opportunity to partner closely with mission-focused organizations, identifying and recruiting exceptional talent that advances meaningful change.

The Senior Consultant will manage full-cycle search projects—from client engagement and strategy through candidate research, outreach, and placement—while ensuring a high standard of project management and client service. The position serves as the day-to-day lead on client projects, working in close collaboration with senior leadership, with guidance and oversight from a senior advisor. In addition to direct client services, the Senior Consultant will also contribute to business development, and represent the firm in public-facing events, such as conferences and broadcasts.

The ideal candidate will value the importance of excellence, innovation, and best practices. This position is project-based, and aims to provide a variety of ongoing work, exclusively for Development Guild. Reporting to senior leadership, the position operates remotely collaborating with clients and team members nationwide. Occasional travel for meetings and conferences is expected.

Key Responsibilities

- Lead end-to-end executive search projects, working directly with clients and managing project teams
- Serve as the primary day-to-day client contact, ensuring strong communication, responsiveness, and high-quality service delivery
- Develop and execute candidate research strategies, including sourcing, and outreach to build diverse, high-caliber candidate pools
- Conduct candidate screening, interviews, and assessments; present qualified candidates with clear, thoughtful evaluations
- Contribute to business development for the firm, including a sales portfolio among both existing and new clients
- Initiate and maintain excellent relationships with candidates, clients and a network of nonprofit leaders
- Uphold best practices in executive search, including a commitment to equity and professionalism
- Engage in BIG Question strategy services, participating in events publicly or for client engagements

- Represent the firm externally at conferences, webinars, and other public-facing events to enhance visibility and thought leadership, as appropriate
- Embrace an environment that respects staff's experience and potential, mentor colleagues to develop their skills and support their career development

Key Qualifications

- Minimum 8 years' experience in executive search, consulting, talent acquisition, nonprofit management, and/or fundraising
- Strong communication and interpersonal skills; able to engage diverse stakeholders and build relationships
- Proven project management skills; delivers complex initiatives on time and within scope
- Excellent written and verbal communication skills, with the ability to influence others effectively
- Highly organized, an ability to manage multiple and demanding projects simultaneously
- Demonstrated interest or experience in business development; leverages networks to generate new opportunities
- Ability to work with industry leaders and senior leadership teams
- Adaptable to new technologies, including AI, comfortable using a variety of digital tools and platforms
- Comfortable in public speaking roles, including facilitating group discussions both in-person and virtually; confident and engaging presenter; open to participating in public events
- Effective team leader; committed to mentorship and professional development among team members
- Values excellence, innovation, and best practices in executive search, and thrives in a collaborative, remote environment
- Willing and able to travel for occasional client meetings and public events

Compensation for project-based roles is determined on a project-by-project basis, using an hourly rate equivalent to an annual salary of \$95,000 to \$120,000. Project-based employees are eligible for variable sales compensation. Final compensation will be based on factors including skills, experience, and geographic location. A robust benefits package is available and varies based on hours worked.

At Development Guild, we recognize that diverse voices, perspectives, and experiences are required for the greatest impact. Development Guild is proud to be an equal opportunity employer. We consider all candidates for employment without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, disability, protected veteran status, or any other characteristic protected by law.

For consideration, please use the form at our website to submit your resume and cover letter in confidence: <https://www.developmentguild.com/current-searches/senior-consultant-executive-search-at-development-guild/>