



LEADERSHIP PROFILE

Director

BoardWalk Consulting
Atlanta, Georgia

Finding leaders that matter for missions that matter." ®

Mission of BoardWalk Consulting

The Opportunity

[BoardWalk Consulting](#) is a nationally-ranked executive search firm based in Atlanta. Our nonprofit and philanthropic clients are leaders of missions that are advancing justice, enhancing people's lives, and reshaping the world. The CEOs and C-level leaders we recruit are transformative leaders in their fields. BoardWalk's work is exhilarating, collaborative, and consequential.

This is a time of transformation and promise at BoardWalk. [Crystal Stephens](#) has been named CEO and Managing Director effective October 1, 2025. Founding director [Sam Pettway](#) will remain with the firm ongoing, but step out of day-to-day management as BoardWalk marks 23 successful years.

BoardWalk is recruiting a new Director, who will lead and win executive searches and join this collaborative, energizing team. The Director will bring ideas, relationships, and passion for BoardWalk's mission and the philanthropic sector.

A Unique Search Firm

BoardWalk's competitive advantage is our people, process, and passion for nonprofit excellence. The firm goes deep to understand our clients and their work, challenges, and aspirations. Our lived experiences provide insight into nonprofit culture and factors that drive success. We have been in-house executives, board chairs, grant-makers, and committed volunteers.

Founded in 2002 by [Sam Pettway](#), a former partner at two global search firms, BoardWalk has established itself as a premier partner nationally and in the Southeast for the nonprofit and philanthropic sector. Our team of professionals has conducted hundreds of searches in major metropolitan centers like NY, SF, and DC and smaller communities across America. We have the

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privilege of working with board volunteers, staff, and candidates committed to positive change.

BoardWalk prioritizes quality over quantity. We are hands-on partners with our clients, focusing on a deep understanding of their mission and culture, inclusive engagement with their stakeholders, and their long-term success. We work as a full partner, and our impact and relationships continue well beyond the search. Our depth and focus produce unparalleled levels of repeat clients, enduring relationships, referrals, and results that stand the test of time.

We live our core values, internally and externally:

- We do the right thing.
- We are unapologetically committed to diversity and inclusion.
- We are great partners.
- We are passionate.
- We are tenacious.

BoardWalk serves organizations across the nonprofit spectrum, from grassroots community organizations to billion-dollar foundations, spanning social justice, environmental protection, healthcare, education, democracy, and human rights. Close to half of our placements are leaders of color, and a majority are women, reflecting our commitment to inclusive leadership. Over 70% of our placements continue in their roles for more than five years after being hired.

2023-2025 engagements include CEO or senior-level searches for:

- ACLU
- Lawyers Committee for Civil Rights
- Andrew W. Mellon Foundation
- MacArthur Justice Center
- The Carter Center
- The Asia Foundation
- Earthjustice
- Trust for Public Land
- Princeton Area Community Foundation

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The Director will embrace BoardWalk’s client-centered process, values, and approach, providing counsel and leadership that delivers results and exceeds expectations.

- Lumpkin Family Foundation
- League of Women Voters
- National Low Income Housing Coalition
- Girl Scouts
- YearUp United

*Click [here](#) to see BoardWalk searches on the website.

Mandate for the Director

The Director will model BoardWalk’s values and be a respectful, engaged partner to colleagues, clients, candidates, and partners. In leading searches, the Director will focus on quality and lasting solutions. The Director will represent BoardWalk at events and conferences relevant to building market presence and credibility. The Director will support BoardWalk’s social media visibility and, as appropriate, contribute content to the SmorgasBoard e-newsletter and website.

The Director will:

1. Lead client relationships and executive searches.

The Director will inspire confidence as a credible, compelling leader of CEO and C-suite searches. The Director will be effective at planning, strategy, and execution, as both a leader and a hands-on doer. They will be organized, persuasive, and gifted at client and team management. The Director will embrace BoardWalk’s client-centered process, values, and approach, providing counsel and leadership that delivers results and exceeds expectations.

2. Grow relationships and revenues. The Director will bring or attract strategic new client relationships and search assignments. The Director will be a builder of relationships and business, creating interest in our services and securing 7-10 new search opportunities annually, generating revenues of \$600K or more.

The Director will win searches that add to the breadth and quality of BoardWalk's client base.

3. Be a collaborative, inspiring colleague and contributor.

The Director will add to the firm's positive, can-do culture and collective success. While focusing on clients and market visibility, the Director will serve as a key internal partner, actively participating in key firm searches, meetings, and decisions. The Director will be a team player and clear communicator, able to roll up their sleeves as well as delegate effectively.

4. Contribute to the firm's reputation and visibility.

The Director will model BoardWalk's values, approach, and commitment to excellence. They will have strong communication, presentation, and writing skills. The Director will represent the firm effectively at external events and with clients and new business prospects. They will contribute content to BoardWalk's e-newsletter, [SmorgasBoard](#), and will support the firm's marketing and social media presence.

5. Help build the BoardWalk of the future. The Director will be a team player and catalyst for progress. They will help lead innovation and transformation, positioning BoardWalk to thrive in a changing world. They will play a significant role in the future of BoardWalk and the clients, missions, and people the organization serves. The Director will help accelerate the firm's momentum and grow its connections, influence, and impact.

The Candidate

The ideal Director will be experienced in professional services, business development, management consulting, philanthropy, nonprofit leadership, or related fields.

This is an opportunity for a leader who has enjoyed success in the corporate or nonprofit sector and wants to tackle meaningful work and grow business in a stimulating environment where the mission is recruiting leaders for organizations that tackle society's most

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They will bring their own networks and represent BoardWalk at events and public occasions important to building the firm's presence.

intractable problems. We do not require executive search experience per se, but passion for this work and the nonprofit sector is essential.

Assets being sought include:

Professional services experience

- Significant client service or other relevant experience
- Proven ability to serve as a trusted strategic advisor
- A track record of growing business
- Experience hiring, developing, and managing senior teams

Skills

- Writing, organizational, and relationship-building skills
- Strong communication skills and emotional intelligence
- Ability to collaborate and work in teams, valuing and respecting the contributions of each member.
- Experience inspiring others around shared vision, priorities, and decisions

Personal assets

- An entrepreneur's work ethic, curiosity, tenacity, and spirit of innovation
- An even temperament; ability to function well under stress
- An optimistic, energizing persona
- A collaborative, collegial, can-do approach
- A healthy sense of self and a good sense of humor

Sector alignment

- Deep commitment to justice, diversity, equity, and inclusion
- Authentic passion for nonprofit missions and impact
- Understanding of nonprofit governance, leadership challenges, and sector dynamics
- Respect for systematic, process-driven approaches

The Organization

BoardWalk Consulting is a retained executive search firm that partners with Boards of Directors and CEOs to recruit senior leaders in global, national, and local nonprofits, foundations, and academic institutions ranging from start-ups to billion-dollar behemoths. About three-quarters of the firm's searches are for the CEO role.

BoardWalk fosters a collaborative approach, curating teams based on client needs, and there are no rigid hierarchies or dedicated sub-teams. We are partners to one another and our clients. We support clients' long-term success through in-depth engagements that focus on long-term solutions. At the outset of each search, we facilitate meaningful stakeholder engagement (board, staff, key friends of the organization) to gain a deep understanding of the organization's current state, challenges, and long-term aspirations.

BoardWalk prioritizes:

- **Relationships.** We share our passion for this work with broad, trusted networks and partnerships. We are good listeners and respectful of everyone.
- **Equity and inclusion.** Our team and placements exemplify this commitment. Since 2017, 47% of our placements have been individuals of color, and 53% have been women.
- **Solutions that stand the test of time.** We are passionate about finding exceptionally talented leaders who make a lasting difference. We emphasize quality over quantity of searches.

BoardWalk gets results

- 95%+ of candidates, including those not selected, rate their BoardWalk experience as outstanding
- Client retention and referral rates are exceptionally high

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The firm's commitment to philanthropy and community is authentic and pervasive.

- We have industry-leading placement tenure and success rates. Over 70% of placements are in the role 5+ years after being hired
- BoardWalk is a recognized thought leader in nonprofit executive recruitment

We are committed to our community:

Beyond our search work, the firm and team members actively engage with our communities through philanthropy, volunteering, and board service. The firm's commitment to philanthropy and community is authentic and pervasive.

The Location

BoardWalk Consulting is located in [Atlanta, Georgia](#). The team works remotely and is open to colleagues based in other locations.

To maintain and enhance team cohesion, we have twice-weekly virtual meetings as well as regular in-person opportunities.



For potential consideration or to suggest a prospect, please email BoardWalk@BoardWalkConsulting.com or call Kathy Bremer, Crystal Stephens, or Patti Kish at 404-BoardWalk (404-262-7392).

For the current status of this and other searches, please visit www.BoardWalkConsulting.com