



## **LEADERSHIP PROFILE**

Consultant, Recruitment and Research

**BoardWalk Consulting**  
**Flexible Location – Virtual Environment**

---

Finding leaders that matter for missions that matter.®

*– Mission of BoardWalk Consulting*

---

# A Compelling Opportunity

**BoardWalk Consulting** is a nationally ranked virtual executive search firm headquartered 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'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 New York, San Francisco, and DC and smaller communities across America. We have the 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 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.



*Photos in this document are from Leadership Profiles prepared for recent clients.*

“

*BoardWalk Consulting is a nationally ranked virtual executive search firm headquartered in Atlanta.*

“

*Close to half our placements are leaders of color and a majority are women, reflecting our commitment to inclusive leadership.*



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

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

# The Work

**BoardWalk is a collegial, client-centered team environment with a roll-up-the-sleeves, hands-on atmosphere.** We are competitive about finding the best talent for our clients, but our team has a fundamental commitment to collaboration — and newcomers often remark at the near-total absence of politics. We exist to serve our clients, further their missions, and enhance their impact. Our team members are creative, passionate and tenacious in pursuit of exceptional leaders.

**The Consultant, Recruitment and Research will be a dynamic, resourceful, and proactive recruiter who brings energy and enthusiasm to a team of highly skilled search professionals.** The best candidates will combine a sense of urgency, curiosity, and attention to detail with the confidence to build trust relationships easily and the humility to learn from every encounter. Passion for the work of our mission-centered clients is a must.

The Consultant, Recruitment and Research will:

- Research background information on current and future clients to become deeply informed on the organizations and the issues, causes and constituencies they serve.
- Identify and access sources and prospects for leadership positions, leveraging the institutional knowledge in our extensive in-house database.
- Capitalize on Internet-based tools and resources relevant to the quest at hand.
- Conduct initial Prospect interviews and professionally present feedback to BoardWalk colleagues and client partners.
- Assist in document preparation for client reviews.
- Engage with client search committees as a full member of the engagement team.
- Contribute to the firm's learning environment by ensuring all relevant information on innovative people, resources and practices is captured in BoardWalk's CRM system.
- Promote our clients' interests with diligence and integrity, treating all candidate inquiries with respect.



“

*The best candidates will combine a sense of urgency, curiosity, and attention to detail with the confidence to build trust relationships easily and the humility to learn from every encounter.*

“

*The ideal candidate will demonstrate sensitivity to the issues of race, equity and inclusion that inform much of our clients' work.*



## The Candidate

**The ideal candidate will be a proactive, strategic team player and a motivated, effective recruiter who engages in this work with passion and high standards.** The candidate will demonstrate:

- An innate sense of curiosity and a genuine love for learning
- Creativity and initiative in pursuit of practical solutions
- Sensitivity to the issues of race, equity and inclusion that inform much of our clients' work.
- Experience in client-driven work, preferably in a professional services environment
- Ability to navigate a matrixed environment, in which multitasking and competing priorities are common.
- Outstanding interpersonal and communication skills
- The ability to handle confidential and sensitive information with discretion.
- Meaningful experience in recruiting, human resources, talent development
- A commitment to the social sector, personally or professionally.

Crucial to success is interacting collegially and professionally with prospects and sources, the BoardWalk team, and our clients, while presenting a positive, can-do approach to the work.

## 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 or Executive Director 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.
- 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.



“

*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.*

## The Location

BoardWalk Consulting is a fully remote firm. Most of our current staff are based in [Atlanta, Georgia](#). We are open to colleagues being based in other locations.

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

---

For potential consideration or to suggest a prospect, please email [CRR@BoardWalkConsulting.com](mailto:CRR@BoardWalkConsulting.com) or call Terri Kohan or Patti Kish at 404-BoardWalk (404-262-7392).

For the current status of this and other searches, please visit [www.BoardWalkConsulting.com](http://www.BoardWalkConsulting.com)

---

