

THE IMPORTANCE OF AN EQUITY SEARCH PARTNER

Case Study: Inclusion as an equity search partner



OBJECTIVE:

UNDERSTAND WHY YOUR ORGANIZATION SHOULD HIRE INCLUSION AS YOUR EQUITY SEARCH PARTNER.

What separates us?

CHIEF RECRUITMENT OFFICER, SHAYKARA WAAJID

Does the term 'equity search partner' make you think of a staffing agency or recruitment firm? Have you ever engaged a search agency/firm on a hard to fill role? What are some of the questions they had for you in order to get started with their talent search?

I am willing to bet that the process was very transactional, and equity/culture fit was not apart of their talent search strategy or interview process.

When we say equity search partner, we mean that. We work with our clients as a true thought partner from the job description creation to the final evaluation of the top finalist candidates. We work with companies closely to ensure that they can maintain equitable search practices moving forward with or without our team. This lets us know that we did our job well and served as a true partner by helping an employer become more equitable.

The Story: M4BL Director of Technology

AN ORGANIZATION ACKNOWLEDGES THEIR NEED OR INTENT FOR AN EQUITY SEARCH PARTNER:

July 2020

Incluzion is a job board technology provider that amplifies the remote roles of companies to an audience of Black and Latino professionals. We're here to help scale your DEI practices in multiple ways.

Movement 4 Black Lives contacted our team in late July of 2020 to speak with us about our community of black & brown technologists and our service offerings. After a conversation we instantly saw the synergy needed for their upcoming project: sourcing diverse talent for their new Director of Technology role.

We sent over the necessary agreements for e-signing, provided M4BL with 6 diverse candidates in less than 60 days and they hired our recommended top pick. In a market where "diverse technical candidates are hard to find" we were able to help M4BL hire a BLACK FEMALE as their new DIRECTOR OF TECHNOLOGY.

*Working with Shay and her team was like a breath of fresh air. I have never had this much transparency and promptness from a hiring/interview process. I was always aware of what to expect, and always knew the next steps and the projected timeline for feedback.
-A CTO finalist*

The Timeline: M4BL Director of Technology

A BRIEF OVERVIEW OF OUR PROJECT TIMELINE

July- October 2020

Month 1 | Preliminary Phase: Align on price point + budget, timeline, and scope of work. Both parties sign any applicable agreements/documents.

Month 2 | Phase 1: Job description creation + posted on various job board platforms, channels, and networks. Got over 150 qualified applications.

Month 3 | Phase 2: Collaborated on desired screening questions/assessments + qualified applicant phone screening. Pre screened over 50 candidates.

Month 4 | Phase 3: Engaged over 10 candidates in the challenge questions/assessments + handed off 6 finalists (even though our agreement only promised 2) to M4BL for their final selection & offer extension.

I have never felt more supported by a search partner, this was a match made in heaven for our team. Especially considering our internal team shifts during our search for our next CTO.

-employee at MoveOn

The Story, Part 2: MoveOn CTO

AFTER WORKING WITH MOVEON ON THE M4BL
DIRECTOR OF TECHNOLOGY EQUITY SEARCH
PROJECT WE BECAME

February 2021

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MoveOn had the opportunity to speak & work with our Chief Recruitment Officer, Sshaykara Waajid during the M4BL Director of Technology equity search project last year.

In February of 2021, the CTO at MoveOn reached out to inform us that she would be resigning for a new & huge opportunity, and would love if we could partner with MoveOn to find their next CTO.

We sent over the necessary proposal items to be considered for the project, and we were selected.

After sending off the agreements for e-signing, we immediately kicked off the project by working with the Chief of People and Chief Technology Officer on the job description, and gained access to their ATS (greenhouse) so that we could make candidate updates in one central location making the process streamlined for both MoveOn and Inclusion.

We received over 500 applications, prescreened 100+ candidates, interviewed 20+ candidates, and handed off 5 finalists to MoveOn for their final review and employment offer determination. We were able to maintain 50% or more BIPOC representation throughout the entire process from resume submissions to phone screenings to Interview 1 to Interview 2 to the finalist handoff. This was something MoveOn was very intentional about keeping an eye out for and we made sure we kept them updated. Throughout each phase of the project there were check-ins.

"Hi Shaykara and Jibril, thanks for all your excellent work last year running M4BL's tech director hiring process. It was great to meet you and work with you in supporting this process."

After 5+ as CTO of MoveOn, I have decided to accept a politically appointed tech leadership role in the Biden-Harris Administration.

Our Chief People Officer Julia is going to manage the CTO transition, and is kicking off a search for an equity-centered tech recruiting firm who will run the new CTO hiring process and I believe Inclusion would be the perfect fit."

-Ann Lewis, previous CTO @ MoveOn

The Timeline, Part 2: M4BL Director of Technology

A BRIEF OVERVIEW OF OUR PROJECT TIMELINE

February- May 2021

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-EA at MoveOn