



Powered by a passion for children, we help build stronger organizations and get results for young people

Stronger Consulting Inc. -- Search and Placement Services

All questions regarding this document can be directed to Mike Montoya. Please reach out and set up a call to discuss your needs and learn more about our services.

About Stronger Consulting

[Stronger Consulting Inc.](#) is a for-profit corporation. We were founded and are managed by Mike Montoya. We were born out of a deep commitment to achieving comprehensive positive academic and holistic wellness outcomes for children and young people in America. [Mike Montoya](#) the founder and principal brings more than 18 years of experience including talent acquisition and placement services, leadership development, human capital capacity building and youth development experience.

Mike has been responsible for the placement of director level and higher roles in public school systems since 2008. Through his leadership he responsible for the placement of more than 200 individuals in urban school systems across the US.

The remainder of the Stronger team consists of senior project managers, talent recruiters, former school system operators and educators who have made a positive impact in some of the most challenging and promising public school systems and neighborhood serving organizations across the country.

With the client, Mike designs and executes the search and placement processes. Mike serves as the primary contact for both the client and most interactions with candidates, especially as qualified candidates advance in the selection process.

Our approach and process

Our approach to sourcing and selecting candidates is thorough, targeted, flexible and customized for each search. We work closely with clients upfront to determine appropriate channels for announcement and promotion and agree upon the process for streamlining and managing candidates throughout the process. Some clients prefer to use their applicant management system, so we will happily integrate our work and systems with yours.

In our experience, the most successful search and placements start with understanding the needs of the client and their leadership. We then develop candidate leads by conducting outreach via email and phone calls to key individuals who can widely distribute the opportunity to their networks as well as refer specific individuals from their "Rolodex". We provide lead generators with communications and marketing tools (e.g. email, text, Twitter, LinkedIn and Facebook posts) so that they can efficiently distribute accurate information. We will also promote the position on an ongoing basis on multiple job boards and social media platforms in the geographic area where the position will be located, and nationally in markets that have the potential to be sources for qualified candidates looking to relocate.

We'll ask staff of the client organization to tap into their networks and we recommend that we attach and manage a referral incentive to each of the outreach campaigns we administer, encouraging promotion of the opportunity via private and word-of-mouth networks.

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What are the associate fees? When are those due on a search?

Our fee structure offers flexibility depending on the tier of service clients select. We offer services in the range of \$11,000 - \$20,000 for a position with a salary of approximately \$100,000.

Tier	Services	Fee
One	Finding, Engagement and Qualification - Role refinement, marketing and communications materials and tool development - Promotion, networking and direct outreach to source candidates - Candidate engagement and cultivation - Collecting applications/resumes, screening candidates for essential qualification - Advising client on selection process, candidate communications and final offer	\$11,000*
Two	Tier One + Selection and Placement - Project management of selection process, - Participation in single or multiple interview rounds - Performance exercise development and review - Candidate profile development - Qualification matrix - Interview protocol development - Materials prep for multiple interview rounds - Candidate support and final offer negotiation	Starting at 20% of base salary

*Advertising and any travel costs for the selection process are billed separately at cost. 50% of fees are due at time of contract execution with the remainder due four weeks after contract.

FAQs

What's your average time to fill?

Our average time from contract to written offer is 12 weeks. This time can be significantly reduced or increased depending on the choices that the client makes at time of contract. Location of role, clarity of the position, competitiveness of salary, level of role, specificity of skill set, rigor of selection process and desire and role of the client in the selection process are all critical factors.

What level of seniority do you usually recruit for and does your team have an area of expertise?

We typically fill roles at the principal, director, senior/executive director and chief levels in school operating and youth serving non-profit organizations and philanthropic foundations. Our K-12 team is capable of working on all functional areas in home and central offices, program teams, as well as at the school leadership level.

What's your search completion rate?

Our search and placement completion rate is 100%. We guarantee all of our placements and will continue with and adjust the process until you are satisfied.

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