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Nonprofit Talent Marks Fifth Anniversary with Expanded Services and New Executive Advisor

Pittsburgh-based Executive Search and Consulting Firm Adds Resources to Improve Management Skills and Ease Transitions to Nonprofit Organizations

PITTSBURGH, PA (March 7, 2018)— Nonprofit Talent—the preeminent search firm in the Pittsburgh region with more than 250 successful nonprofit and public executive-level searches—is expanding its leadership transition and talent services. The firm was founded in 2013 to provide executive search and consulting assistance to the nonprofit and public sectors, complemented by a robust Job Board. Nonprofit Talent’s growth strategy is to provide its core clientele with additional products that will serve to strengthen nonprofit and public-sector managers’ skill levels and provide counsel to those hoping to make a transition from the private sector to nonprofit management.

“We are proud and humbled to work with a diverse set of clients across various foundations, nonprofits, associations, and government agencies. Each engagement deepens our understanding of the distinctions of the public and nonprofit sectors, and our appreciation for the work they do. Our new products—**Executive Development** and **Career Transition**—represent areas of needs our clients are recognizing in their workplaces,” said Michelle Pagano Heck, president of Nonprofit Talent.

The breadth and depth of Nonprofit Talent’s search services is particularly strong with organizations experiencing leadership transition through retirement of a long-time or founding executive. Both of Nonprofit Talent’s new services are emblematic of the significant number of retirements occurring in the nonprofit and public sector. According to the Bayer Center for Nonprofit Management research report, “[What Now?](#)”, nonprofits employ one in five workers in the region and 69% of executives plan to or could retire in the next 10 years.

The **Executive Development** product is an individual learning program customized to focus on specific needs of the client. Topics could include board management, organizational structure and design, staff evaluation and performance enhancement, fundraising for executives, or transition management. The **Career Transition** product is customized counseling for an individual interested in joining the nonprofit sector. Topics might include exploring whether a move to the nonprofit sector is right, identifying transferable skills, how to find opportunities, or how to fill “skill gaps.”

In addition to the two new programs, the firm is expanding its bench strength of talent. James McDonald is joining Nonprofit Talent as executive advisor. McDonald is the retired managing director for global philanthropy and employee programs at BNY Mellon. He also served as a director of BNY Mellon Foundation and president of the BNY Mellon Foundation of Southwestern Pennsylvania.

“We are thrilled that someone with Jim’s background, network, and knowledge of the nonprofit community will be another resource to our Nonprofit Talent clients,” said Pagano Heck.

Another element of Nonprofit Talent’s year-five growth strategy is with the Job Board, an online tool where both employers and job-seekers can search for available talent and opportunities. Todd Owens, co-founder of Nonprofit Talent and Job Board manager, is expanding the geographic footprint of the firm’s successful Job Board to contiguous states. Since its inception in 2013, more than 5,000 jobs have been listed on the Nonprofit Talent Job Board. Employers pay a fee for a 30-day display of a job posting; a premium posting opportunity, which includes top placement on the site and promotion in the firm’s newsletter and social media, is new in 2018.

Nonprofit Talent is an executive search and consulting firm that hosts a robust Job Board to identify and recruit leadership for the public and nonprofit sectors. Operating since 2013, Nonprofit Talent also provides resources and support needed to develop and build capacity for lasting impact. Nonprofit Talent has successfully completed national searches in Pennsylvania, West Virginia, Ohio, Washington DC, and Virginia; the Job Board has no geographic boundaries.

For more information, visit nonprofittalent.com.

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