

Executive Search + Strategy for the Social Sector

Begin moving *forward.*

COOPER
COLEMAN 

EXECUTIVE SEARCH + STRATEGY for the social sector

Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. We move organizations forward by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

OUR MISSION

We represent our social sector clients with integrity and authenticity, systemically building their capacity through humble inquiry, strategic guidance, and by placing the right people in the right roles at the right time. Through all our work, we strive to lift up the entire sector while preserving its professionals' dignity as they navigate their careers.

OUR VISION

Each day, we choose to make an uncompromising commitment to:

- » Redefine the social sector's expectation of search and consulting firms,
- » Add value that few others can match, but every organization deserves,
- » Embrace inclusion, diversity, equity, and access, and
- » Prioritize mission, impact, and dignity over profit.



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Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth.

We move organizations forward by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

We work with organizations of all sizes locally, nationally, and globally. Our humble, practical, strategic approach helps our partners achieve durable solutions and sustainable growth.

Let's dig in a bit more...

We represent your organization *as if we are one of you.*

Retained EXECUTIVE SEARCH

We conduct exclusive retained searches for roles across disciplines and leadership levels.

CxO

Development + Fundraising

Finance

Operations

Marketing + Communications

STRATEGY + ADVISORY Consulting

Development + Fundraising

Organizational Development

Strategic Planning

Management

Leadership

We help you develop plans for fundraising, capacity building, strengthening your culture, and developing your people.

Retained EXECUTIVE SEARCH

The right leaders. In the right roles. At the right time.

The most successful organizations do not compromise on their leaders, but recruiting the best candidates can be protracted and time-consuming.

We do the heavy lifting to find your ideal candidate so you can focus on other priorities. We help you assess your unique needs to build a comprehensive profile of the professionals you seek. We leverage our extensive network of passive and active candidates throughout the sector to place the right leaders in the roles most essential to your success.

Our search team introduces an unmatched rigor and compassion to talent sourcing, underscored by a proven, research-based approach and a vast network of passive and active candidates representing demographic, experiential, sexual, cultural, and ability inclusion.

Moving organizations *forward.*



Your Cooper Coleman search partner maintains consistent dialogue with you and our candidates throughout each phase of a search. They challenge your assumptions and help to create and present a compelling case to prospective candidates to best match you with the most qualified professionals.

» **PHASE ONE: Prep + Launch**

- Your search partner assesses needs, interviews stakeholders, defines position specs, and identifies desired qualifications.
- They research and understand your organization's mission, objectives, history, and context.
- They develop and present a comprehensive, well-articulated position description for review and approval.
- The position is widely announced, our team researches passive + active candidates, and conducts outreach.

» **PHASE TWO: Qualify + Evaluate**

- Your search partner screens and interviews candidates, narrowing the pool for review.
- A slate of qualified candidates is presented and together, you make selections for in-person interviews.

» **PHASE THREE: Interview + Offer**

- Our team prepares and conducts intermediate + semi-final interviews with you and your team or hiring committee.
- Your search partner guides you in selecting and interviewing finalists and making your final selection.

» **PHASE FOUR: Conclusion + Post-Placement Engagement**

- Your search partner conducts check-ins with you and the chosen candidate periodically over their first nine months.
- They personally and respectfully notify the remaining candidates by phone, wherever possible, providing personalized, constructive feedback.

Why Cooper Coleman

We represent your organization as if we are a member of your team.

Our every interaction on your behalf is conducted as if it were with your most significant donors. Our reflection of your organization is one of which you can be proud.

“Cooper Coleman began as a collaboration, recognizing that our combined efforts to lift up the charitable sector would have far more impact than anything we could achieve apart. Everyday, we are learning and growing, working with our partners as they build capacity and work toward achieving their missions.”

Johnny Cooper MPA, CFRE
Founder + CEO

Bill Coleman MBA, M.Ed.
Co-Founder + Principal



Who We Are



Cooper Coleman was founded by a team of nonprofit and executive search professionals who've helped dozens of charitable organizations move forward, enhancing their people, mission, and impact. We bring decades of experience in corporate and nonprofit sector retained search and as in-house development and executive leaders to support your team.

We work with organizations of all sizes and bring our cross-cultural perspectives to each endeavor.

To supplement our skills and extend our capacity, we leverage a talented cadre of search consultants, organizational development experts, front-line fundraisers, event producers, communicators, marketers, and designers to build the most effective team for your project — whatever it may require.



Moving organizations *forward.*

Our commitment to



- » Inclusion
- » Diversity
- » Equity
- » Access

Our partnership with every client embraces and prioritizes the value of achieving a diverse candidate pool inclusive of all identities. **We believe the most qualified candidates are selected from the most diverse representation of talent.** Qualified candidates from all backgrounds and identities are included in our candidate sourcing practices, among which are process and compensation transparency. We are resourceful in our deployment and advertisement of job opportunities across diverse professional and social networks—online and offline—to reach every possible qualified, interested candidate.

Our team is individually and collectively committed to inclusion, anti-racism, and equality. Each of us is working to improve our understanding of others' lived experiences, expand our networks' diversity, and contribute to an equitable society.

As a reflection of our firm's commitment to equity and equal pay for all, it is Cooper Coleman's requirement that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against people of color and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

We embrace *demographic, experiential, sexual, ability, and cultural inclusion.*

What People Are Saying



I've worked with search firms in the past but have NEVER had an experience that is this impressive, comprehensive, and thoughtful. You've really created something special in Cooper Coleman.

- Jay Budner, Chief Talent Officer, UCSF

I CANNOT say enough good things about Johnny. He's done a number of searches for us, finding excellent, diverse candidates. He's incredibly diligent, highly professional, and also just fun to work with. He is, frankly, the best search consultant I've ever worked with.

- Kevin Jennings, CEO, Lambda Legal

I have been raving about Cooper Coleman to all of my friends who work in nonprofit executive positions. Their approach is unlike any that I've ever experienced. The main difference is that they genuinely care, and they make time for you. This is the way a recruitment experience should feel.

- Demetri Sparks, Development Director
Reaching Out MBA , Candidate

Featured Searches



University of California
San Francisco



Director of Development, Neuroscience

University of California, San Francisco | San Francisco, CA

The University of California, San Francisco (UCSF) is the nation's leading public health sciences research university dedicated to advancing health worldwide through innovative health-sciences education, discovery, and patient care. UCSF stands as the nation's premier public health sciences university, proudly holding the #1 ranking by US News and World Report for 2023. Recently concluded, UCSF: The Campaign exceeded its goal of \$5 billion with a final total of \$6.2 billion.

Chief Operating Officer, Chief Technology Officer, Chief of People + Culture

Lambda Legal | NYC, Chicago, Washington, DC

Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and everyone living with HIV through impact litigation, education, and public policy work.

I've dealt with a lot of recruiting firms and headhunters in my time, and you're the most thoughtful and organized firm I've encountered. It says a lot about you and your team, and I appreciate what you are doing here. Whether or not this works out, I have introductions I'd like to make to organizations with roles to fill.

- R. C., COO candidate, 2022



President + CEO

Interact For Health | Cincinnati, OH

Interact for Health is a \$250 million health conversion foundation improving the health of all people in the Greater Cincinnati region. I4H serves as a catalyst promoting health equity through grants, education, research, policy and engagement.

Vice President + COO

AIDS United | Washington, DC

AIDS United envisions a time when all people, governments, and organizations commit to ending the epidemic and strengthening the health, wellbeing, and human rights of everyone impacted by HIV.

Major Gifts Officers

American Museum of Natural History | New York, NY

The American Museum of Natural History is one of the world's preeminent scientific and cultural institutions. For more than 150 years, AMNH has energized generations of scientists, from renowned thinkers expanding the horizons of human knowledge to the youngest children intuitively discovering the fundamentals of scientific inquiry.

INTERACT
FOR HEALTH



150 YEARS | AMERICAN MUSEUM
OF NATURAL HISTORY

Clients We Serve

We are currently working with world-class institutions focused on civil rights, equitable access to quality healthcare, higher education, ending homelessness, and HIV/AIDS among many others.

We build strong teams and stronger organizations to lift up the social sector, prioritizing the quality and dignity of those on the job market and on the front lines.

We'd love to explore supporting your needs as well. Reach out and let's discuss how our team can provide the exceptional service our clients have come to expect and move your organization *forward*.

COOPER
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University of California
San Francisco



THE
HEALTH ALLIANCE
for VIOLENCE
INTERVENTION





United Way Fresno and Madera Counties



Contact Us

www.coopercoleman.com
hello@coopercoleman.com



Moving organizations *forward.*



Cooper Coleman LLC is a Certified LGBT Business Enterprise (LGBTBE®) that embraces demographic, experiential, sexual, gender, ability, and cultural inclusion and equity.

We believe everyone is better when leadership reflects the diversity of its people and when an organization reflects the diversity of those it serves.



Top 60 Nonprofit Executive Search Firm



America's Best Nonprofit Executive Search Firm