



Attain Talent

Strategic Recruiting for Mission-Driven Organizations

Attain Talent, a division of Attain Partners, delivers agile, client-centric recruiting solutions to nonprofits, educational institutions, growth companies, and mission-driven organizations nationwide. We believe that the right talent fuels impact—and we're here to help you find it.

This process starts with our best-in-class recruiting team. With over 25 years of combined experience, our recruiters have a proven track record of placing top-tier professionals with non-profit and for-profit organizations. We offer a highly consultative, efficient, and responsive approach, consistently delivering a white-glove experience that sets us apart. Our track record includes engagements with more than 70 of the top 100 U.S. research institutions, and every Ivy League university and 150 nonprofit organizations. We also bring cross-industry insight from our work with federal and commercial consulting firms, EdTech firms and their mission-driven sectors, further enriching the depth and adaptability of our executive talent pool.

Our Services

Direct Hire Recruiting

Connect with top-tier permanent talent through a tailored, efficient recruitment process. We combine deep industry expertise with expansive networks to ensure cultural and strategic alignment.

Contract Recruiting

Flexible, scalable recruiting support—on demand. Our embedded recruiters provide sourcing, screening, and hiring services that adapt to your evolving needs.

- ▶ Full life-cycle recruiting
- ▶ Talent Sourcing & pipeline development
- ▶ Surge hiring & proposal support

Executive Search

Leadership hiring without the traditional high retainer fees. We help you identify and attract executives who align with your mission and drive strategic growth.

Advisory Services

We don't just fill roles—we build hiring strategies. Our consulting services help optimize your recruiting operations.

- ▶ Recruiting function optimization
- ▶ Interview process design
- ▶ Employer branding & candidate experience
- ▶ Hiring manager & recruiter training
- ▶ Fractional recruiting leadership

Process for Sourcing, Screening, and Selecting Candidates

- ▶ **Understand:** We take the time to understand your business and unique hiring needs.
- ▶ **Source:** We source and attract a select group of qualified candidates from our talent pool.
- ▶ **Identify:** We identify and downselect candidates for your review.
- ▶ **Assess:** You conduct interviews and assess the candidates proposed by our team.
- ▶ **Select:** You make the final candidate selection.
- ▶ **Hire:** We guide the candidate and the client through the offer negotiation process to ensure a successful hire.

Why Attain Talent?

Mission-Aligned Expertise

We specialize in recruiting for organizations that prioritize purpose—bringing deep experience in higher education, nonprofit, and growth sectors.

Flexible Engagement Models

From hourly support to retained advisory services, we offer scalable solutions that fit your budget and hiring goals.

Technology-Driven Recruiting

We optimize ATS systems, leverage market intelligence, and use data to drive smarter hiring decisions.

Measurable Impact

Our strategies reduce time-to-hire, improve retention, and increase offer acceptance rates—saving you time and money.

Proven Recruiting Expertise

Our team brings over 25 years of combined executive search and higher education recruitment experience, ensuring a seasoned, strategic approach to every engagement.

Accelerated Time-to-Fill

With an average executive search completion of 30 days, we leverage our agility and tailored approach to swiftly address the institution's critical leadership needs.

Access to Top Talent

Strong relationships and reach across higher education and adjacent sectors deliver exceptional executive candidates.

Competitive and Transparent Fee Structure

We deliver top-tier executive talent at approximately half the cost of traditional industry rates, maximizing value without compromising quality.

Track Record of Impact

With a 90% offer acceptance rate and a 93% retention rate, our successful placements have driven financial stewardship, innovation, and institutional growth.

Partner With Us

Whether you're scaling a team, launching a new initiative, or reimagining your hiring strategy—Attain Talent is your trusted partner. Let's build a workforce that drives your mission forward.

Industries We Serve

- ▶ Universities and Higher Education
- ▶ Nonprofits
- ▶ Growth Companies and Startups
- ▶ GovCon and Public Sector
- ▶ Technology Consulting

Client Success Metrics



30
days
average
time to fill



90%
offer
acceptance
rate



93%
candidate
retention
rate

Not just powering the future—empowering it.

Attain Partners is a leading strategy, technology, and compliance consulting firm delivering services and solutions to advance client missions across the education, nonprofit, healthcare, and state and local government landscapes. We're an innovative and values-driven firm working to disrupt the status quo to change the world and improve the lives of those we serve.

For more information, please visit attaintalent.com.