



THE TOLAN GROUP

EXECUTIVE SEARCH

...Aligning Strategy with Talent

A Member of the Sanford Rose Associates' Network of Offices

# SOCIAL ENTERPRISE

Our objective is to become the preferred search partner for organizations in the behavioral health, substance abuse and the family and human services space. Our practice works with both non-profit and for-profit entities any time there is a need for human capital for a single hire or for large projects to hire entire large teams.

Today we serve behavioral health, autism, substance abuse and family and human services across the United States. We complete 98% of all assignments when we are engaged.



# HUMAN CAPITAL SERVICES FOR BEHAVIORAL HEALTH, SUBSTANCE ABUSE, FAMILY AND HUMAN SERVICES

Some of the top names in behavioral health, SuD, and family and human services turn to The Tolan Group because of our dedication to this sector and deep understanding of the unique challenges many of these organization face. Not only are we excellent search consultants, we get to know your organization and mission in advance of beginning an engagement. Our approach is unique and different. We offer multiple options for our clients - all performance based. We believe our firm needs to be aligned with our client's needs which is why we have partnered lithesome of the leading organizations in this sector since we were founded in 2005. Because in many cases funds are limited, you can't afford take on financial risks when you hire a search firm. That is why all of our search services are performance based.

Our services can begin as soon as you identify a need in the organization for human capital. Whether it's replacing a key executive or an entire team, we know the market very well and complete 98% of our engagements. You need a subject matter expert who is also an excellent search partner. The Tolan Group delivers both. That's our value proposition.



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## OUR PROCESS

- Developing the position profile
- Identifying target candidates
- Candidate calibration (10 days)
- Behavioral video interviewing
- Written candidate questionnaires
- Detailed reference checks
- Full background screening
- Offer and negotiation
- Candidate resignation
- Onboarding
- In depth post hire feedback

## OUR EXPERTISE

- Autism
  - IDD
  - Mental Health
  - Substance Abuse
  - Behavioral Health
  - Family Services
  - Human Services
  - Clinical Therapists
  - Data Analytics
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# OUR SERVICES



## **RETAINED EXECUTIVE SEARCH**

For existing organizations, sometimes executives either leave or need to be replaced or top graded. We execute these assignments confidentially as not to disrupt the continuing operations of the organization. In those cases, each candidate is required to execute a non-disclosure agreement before disclosing the name of the organization. We adhere to strict guidelines for these engagements to insure the utmost confidentiality.



## **LARGE TEAM HIRING PROJECTS**

When you need hiring teams or multiple hires in finance, HR, operations, clinical therapy or executive leadership, we can help. We have deep expertise in working with organizations on hiring a few roles to upwards of 50 hires or more. Our waterfall fee model allows you to take advantage of tiered fees that reduce your overall cost of hiring. This model requires a modest commitment up front and we are paid a success fee when our candidate commences work. This model is perfect for early stage organizations or organizations that have a need to scale their business.



## **EXCLUSIVE CONTINGENCY SEARCH**

We are for the most part a retained executive search firm. However, there are times when budgets are tight, and clients prefer to delay paying us until the search is completed. Because we are market masters in most social enterprise niche markets we can usually fill roles for our clients on a contingent basis. Because there is no upfront financial commitment these engagements it must be exclusive, and the fees are slightly higher.



## **INTERIM STAFFING (CONTRACTORS)**

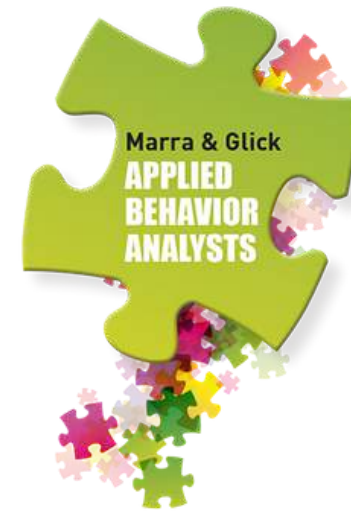
When a key executive leaves the organization or is terminated by the Board, organizations can suffer without the leadership to conduct its business. We offer interim contractors to step in immediately following a sudden departure from the director level employee to the experienced C level executive that can lead the organization in a period of transition. Our candidates are thoroughly vetted and are ready to go to work within 10 days of our firm engaging. We can simultaneously engage in an executive search for a permanent replacement. Our contractors are offered health insurance, 401K and PTO. These benefits are unheard of in the staffing business.



# SECTOR EXPERTISE



**BOYS & GIRLS CLUB**



**Beach House**



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