

## CASE STUDY - AUSTIN HEALTH SERVICES

A nationwide mission-driven nonprofit in the LGBTQIA+ organization with limited resources urgently required assistance finding a suitable candidate for a critical role in Austin.



### AT A GLANCE

#### Challenges

- Limited resources
- Lack of unity
- Unrealistic terms

#### Benefits

- Quick turnaround
- Satisfied customers
- Increased fundraising levels

### CHALLENGES

The organization's HR team needed more resources to fulfill the request for the position. The stakeholder's vision for the role was not aligned with the available resources. There also was a mismatch between the salary offered and the requirements outlined in the job description.

### SOLUTIONS

We worked with stakeholders to understand their needs and cultural fit, agreed on the role requirements, and convinced the board to increase salary through market research. With a dedicated recruiter and target profile, we found a candidate with the right skills, community involvement, career readiness, and culture fit. We used intelligent sourcing and purposeful interviewing to vet candidates and maintained open communication to ensure success. Our approach delivered outstanding results and set the stage for a successful partnership with our client.

### BENEFITS

Our candidate was accepted within a short span of ten days, which brought immense satisfaction and happiness to the stakeholders. The Director of Development we placed is fully engaged and has even received a promotion for outstanding performance. It is noteworthy that fundraising levels have increased beyond what they were before ever since we filled the position.

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