

Executive Search

Assistance in Recruiting and Selecting High-Performing Leaders for Schools and Districts



New England School Development Council

NESDEC's Executive Search Program was started in 1982. Today NESDEC is nationally recognized as one of New England's leading executive search firms for district and school leaders.

Our Focus

NESDEC searches for a variety of educational leaders, including:

- Superintendents
- Central Office Administrators
- Building-Level Administrators
- Executive Directors

Our Experience

NESDEC has successfully completed hundreds of executive searches throughout New England. Each search can be custom-tailored to meet the specific needs of our clients.

Our Staff

NESDEC's experienced search staff includes a search consultant supported by regional search staff, which allows us to target our recruitment and screening capabilities, complementing our national reach.

The NESDEC Difference

- Comprehensive, full-service organization providing a range of related services to school systems
- Knowledgeable and experienced search staff and dedicated, full-time support staff
- Leadership role in enhancing search services for school districts
- National, regional, and in-state contacts

Our Scope

NESDEC offers **four** levels of search assistance:

Comprehensive Search: Covers the broad scope of search services requested by most of our clients; typically includes advertising development, active regional and national recruitment, community needs assessment, development of a candidate profile, interview training, and follow-up services such as entry planning and governance training.

Guided Search: Includes access to an experienced search consultant and a choice of district-selected search components to complement your district's own search activities.

Search Outreach: Enhances the district's search activities by publicizing the executive vacancy through NESDEC's exclusive regional and national networks; a good option for small districts and for building-level administrative openings.

Strategic Leadership Search: A custom-designed search that includes all of the elements in a Comprehensive Search, plus:

- an expanded, national team of executive search consultants
- extensive nationwide recruitment in collaboration with NESDEC's strategic partner, the National School Development Council (NSDC)
- development of strategic targets in conjunction with the new district leader for use in subsequent superintendent/school board planning

Executive Coaching

In addition to assisting school districts with executive searches, NESDEC also offers Executive Coaching Services to assist districts in cultivating the skills and talents of their leaders and leadership teams. NESDEC's Executive Coaching Service is a high-quality program designed to enable school districts to provide ongoing professional development tailored to the needs of emerging and experienced leaders alike.