

# Diversity Focused Recruitment Process Helps Identify HR Leader

## Case Study



### Challenge

With a seasoned employee retiring, a Wisconsin nonprofit organization needed to recruit a new HR Director to join their team. To best align with the organization's mission, the ideal candidate required a strong background in DEI. Knowing QTI's expertise in diverse and inclusive recruiting, the organization partnered with QTI to find its next HR Director.

### Solution

QTI's Certified Diversity Recruiter (CDR) met with the nonprofit association leaders to tailor the organization's hiring goals to its mission. QTI's CDR developed an ideal hiring profile and launched a national candidate search. The search scale, the CDR's inclusive hiring expertise, and the understanding of the nonprofit organization's mission created a diverse slate of candidates for the HR Director role.



**Employer Size**  
90



**Industry**  
Nonprofit



**Location**  
Wisconsin



## Results

While the initial opening was for an HR Director, QTI's CDR found a candidate that was such a great fit both in DEI experience and organizational culture that the organization offered the candidate a more senior leadership position.

## Impact

QTI's [2025 HR Trends Survey](#) reported that 60% of organizations surveyed across Wisconsin are struggling to find qualified, diverse candidates. Through its partnership with QTI, the nonprofit gained access to a diverse range of candidates and found an HR Director who aligned with its vision and commitment to DEI.

54% of Wisconsin companies named DEI as a strategic priority for 2025. With a commitment to inclusive hiring and a proven-track record of completing diverse candidates searches, QTI is here to help.

- 2025 HR Trends Survey

## QTI's Search Process Overview



## About The QTI Group

Founded in 1957 as a small staffing agency, The QTI Group has grown to be a privately owned human resources firm that focuses on staffing, recruiting, executive search, and total rewards consulting. With a people-first focus and a commitment to helping organizations reach their full potential through people, The QTI Group is headquartered in Madison, Wisconsin, and has branch offices in Baraboo, Beaver Dam, Milwaukee, and Portage, Wisconsin.