



Where do
the BIG names
go for top talent?

TOIGO
PRO™

Professional Recruiting Opportunities offered by Toigo

www.toigopro.com

“We know the value difference brings to our team—we just have a challenging time finding that talent.”

The methods and channels organizations have traditionally relied upon, lead to great talent, but most often lead to the talent profile already existing in the firm.

To reach that same caliber of talent but with a differentiated profile, you need a partner who offers the dedication and service required to complement your existing recruitment efforts by introducing a new candidate slate for your opportunities.

Toigo connects your organization to a highly qualified pool of entry level, mid-career, and senior level candidates. Toigo talent comes with the requisite skills and professionalism to be a valuable member of your organization – demonstrating leadership potential today or in the future. With a 30+ year track record in operating at the intersection of finance and talent—along with our unmatched network—our reach spans the spectrum of talent from MBA graduate to senior leadership.

Knowledge, Relationships, and Service

The Toigo team developed deep institutional knowledge over 30 years. This allows the team to bring a unique perspective, experience and insight into the requirements for talent success, dynamics that drive performance, and awareness of the evolving nature of the industry—which requires new skills and perspectives. These insights combined with experience across human resources, recruiting, D&I, and finance present a valuable partner for your recruiting strategies, depending on the support services you require.

Building a Diverse Team with Toigo

Through a rigorous fellowship application process, Toigo identifies the highest caliber diverse talent focused on careers in finance.

We are focused on selecting participants with strong academic performance, leadership potential, and an obvious commitment to a career in this industry.

Toigo does not offer a placement model—exchanging people for dollars. We play an active role in supporting the introduction of talent to firms who appreciate their thoughtfulness to having an eye toward building a career—not simply securing a job.

MBA

Internships & Full-time

250+ Diverse MBAs focused on finance

Toigo MBA talent is comprised of individuals selected as Toigo Fellows as well as those who are identified as finalists during the selection process. All MBA talent has been rigorously screened by Toigo and meets our high standards for excellence. Significant resources are invested to bolster their leadership and quantitative skills as well.



POST-MBA

Entry-level MBA to C-Suite

3,000+ Diverse professionals

Up to 28+ Years Post-MBA

With Toigo's support and guidance, post-MBA talent has ascended to the ranks of top leadership in the industry—across industry sectors and allied industries, across asset classes, in the US and around the world. Toigo Alums are leading investments in organizations large and small and on behalf of pension plans, foundations, and endowments. Toigo's network of experienced professionals extends beyond Toigo Alumni to include their extended networks of business school and work colleagues, family, and friends.



Models for Successful Partnership

Firms partner with Toigo to bridge the diverse talent chasm. Firms of all sizes have sourced MBA interns and experienced post-MBA talent through Toigo. Some examples of successful partnership include:

Designing a Summer Internship Program

Are you interested in hosting an MBA for the summer, but not sure how to approach recruiting and program design? Toigo's experienced recruiters can offer best practices on everything from job description, to recruiting and interviewing, to program duration and format. Create a meaningful experience that is in demand with Toigo talent – even if a full-time offer is not expected.

Extending the Reach of Your Recruiting Model

For firms with small recruiting teams or limited travel budgets for recruiting, Toigo can be a valuable extension of your work. The benefit of partnership with Toigo is the opportunity to touch a national MBA network representing students from all the top programs. Through Toigo, you automatically multiply your reach.

Self-Service Job Posting

Toigo has two dedicated career sites which allow firms to self-post open internships or full-time roles. Postings are visible to MBA or experienced talent and proactively pushed to those audiences regularly via email. There is also the option to upgrade your posting with a targeted promotion (see recruiting packages and options for details).

Talent Sourcing

Leverage a dedicated recruiting professional to source qualified, diverse talent for a single role. OR add Toigo as a sourcing partner for a flat monthly fee. (In both cases, placement fees apply if a Toigo-presented candidate is hired). Our model is flexible to align with work you may already be doing with an external search partner. Bottom line: Toigo talent will take our call and trusts our guidance when it comes to their career decisions.

MBA Recruitment Services

Choose the package which best suits your firm's recruitment support needs.

	Tier 1 \$250	Tier 2 \$2,500	Tier 3 \$5,000
Internship Posting*	●	●	●
Candidates apply directly to the firm; firm conducts all screening / interviews	●	●	
Resume Database Access	●	●	●
Custom resume book of candidates interested in a specific sector		●	●
Custom marketing email created by Toigo to promote the internship (to broad Toigo MBA network or segmented based on firm criteria)		●	●
Toigo provides counsel on internship structure / best-practices			●
Candidates apply directly to Toigo. Toigo screens all applicants and presents a slate of qualified candidates for interviews. Firm proceeds with internal process.			●

All interns are paid directly by the hiring Firm.

**Internship postings are available at no cost regardless of package selected.*

Post-MBA Recruitment Services

Choose the option which best suits your firm's recruitment support needs.

	Single Job Posting \$150	Job Posting Subscription \$295 / month unlimited postings	Targeted Promotion \$750	Selective Sourcing (Single role) 20% of first year's base	Pipeline Partner Varies based on scope
Self-service job posting	●	●	●		
Candidates apply directly to the firm	●	●	●		
Posting included in twice-monthly newsletter	●	●	●		
Custom marketing email to promote the role (to segmented group in Toigo network)			●	●	
Dedicated support of Toigo talent management professional to source and present qualified candidates				●	
Interested candidates apply directly to Toigo. Toigo screens all applicants and presents a slate of qualified candidates for interviews. Firm proceeds with internal process.				●	
\$7,500 paid upon execution; balance billed in two installments upon successful placement of a presented candidate				●	
Stylized approach to present a pipeline of active and passive qualified candidates based on agreed-upon strategy.					●

“We were unsure how to approach building our first internship program, but the advice and support of the Toigo team resulted in a very successful experience for the student and the firm. It’s an expertise and approach in working with management to define our needs and expectations and to quickly find the ideal candidate that made the difference.”

President – Investment management firm

Toigo Foundation

Contact us to learn more
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www.toigofoundation.org