



## REQUEST FOR INFORMATION

### SEARCH PARTNER INVENTORY

#### Purpose

The Bush Foundation maintains an inventory of qualified, potential search partners so that we can build relationships and get familiar with potential partners ahead of a specific request for a search proposal.

#### Background

We use this inventory to identify firms who appear well-suited to a specific search when the need arises and reach out to discuss capacity, timing and contract terms. Because the need for a search partner often occurs unexpectedly and with some urgency, we hope this pre-work will allow us to streamline the process when seeking a search partner to fill a role and work more effectively with a broader network of search partners.

#### About us

The Bush Foundation works to inspire and support creative problem solving — within and across sectors — to make our region better for everyone. To do this, we invest in great ideas and the people who power them in Minnesota, North Dakota, South Dakota and the 23 Native nations that share the same geography. Learn more at [bushfoundation.org](https://bushfoundation.org).

We try to live our [operating values](#) in every aspect of our grantmaking and operations.

#### Talent philosophy and selection process

We employ a team of 36 individuals. Our talent strategy focuses on attracting top-notch professionals and making significant investments in their development, both to help them thrive in their current roles and to prepare them for future opportunities, whether within or beyond Bush. While we're fortunate to have some staff build long-term careers here, our smaller size naturally limits opportunities for advancement. As a result, our turnover rate tends to be higher than that of other organizations.

We typically engage search partners for roles that require a regional or national search, involve specialized/technical expertise, or require supervisory responsibilities. While we often contract partners to manage the entire recruitment and selection process, we have also worked with firms on a more limited basis, such as for specific phases such as project management or partial search support.

Our hiring process is highly participatory, with staff from across the organization especially involved in the later stages of candidate selection. We seek search partners who are enthusiastic about this collaborative approach and who will work with us to co-create an inclusive, engagement-focused selection process.

### How to submit your qualifications

Use our [simple online form](#) to submit your information and be added to our list. You can also include an attachment addressing the above areas, other materials and/or custom responses as needed.

**We plan to set up introductory meetings with firms who submit materials by September 8, 2025.**

### Specific search partnerships

When we have an open search, we will review the inventory to identify partners who have a particular expertise for the role we're filling. We will then either request a proposal or propose a partnership, depending on internal capacity needs and timing.

Questions? Please connect with us at [talent@bushfoundation.org](mailto:talent@bushfoundation.org).