

CASE STUDY

Finding a Visionary CIO: How We Helped The Pittsburgh Foundation Filter the Noise

Pittsburgh, PA



INTRODUCTION

The Pittsburgh Foundation is one of the nation's oldest and largest community foundations, dedicated to improving the quality of life across the Pittsburgh region. Guided by a vision to build a vibrant, equitable, and just community, The Pittsburgh Foundation pairs strategic grantmaking with active policy advocacy and community engagement. By promoting philanthropy, supporting grassroots initiatives, and catalyzing public-private partnerships, the organization ensures that institutional and individual giving directly addresses the region's most pressing challenges. As an anchor institution in Western Pennsylvania, the Foundation remains pivotal in empowering local non-profits and supporting residents across Allegheny and Westmoreland counties to thrive.

THE PITTSBURGH FOUNDATION CHALLENGES

When one of Pittsburgh's most prominent philanthropic organizations needs a new Chief Information Officer, it's a big deal. The CIO isn't just managing servers; they are shaping the technology strategy that drives the entire mission forward.

So, when The Pittsburgh Foundation posted the role, the response was massive. They received 185 direct applications.

While a stack of resumes that high is a great problem to have, it's also a logistical challenge. The Foundation's team simply didn't have the specialized technical screening resources or the hours required to vet an executive pool of that size. They needed a solution to review every single applicant fairly, find the hidden gems, and passively hunt for external executive talent—all without hitting pause on their day jobs. That's where we came in.



OPENARC SOLUTION

We partnered with the Foundation for a comprehensive, 10-week end-to-end executive search. To make sure we hit the mark, we rolled out our signature 5-phase framework:

Phase 1

Discovery & Alignment: We sat down with the Foundation's leadership team to map out what success actually looked like for this role, building a clear evaluation framework.

The Deep Dive: Our team systematically reviewed and organized all 185 original applicants against our new criteria to build a highly qualified shortlist.

Phase 2

Phase 3

Culture & Leadership Screening: We conducted structured phone screenings and in-depth behavioral interviews, focusing heavily on leadership philosophy and mission alignment.

Technical Validation: To ensure these candidates could truly lead an enterprise tech modernization, they faced rigorous technical interviews with OpenArc's own executive team, including our CEO and CIO.

Phase 4

Phase 5

The Hand-Off: We packaged up comprehensive candidate profiles for their team.



RESULTS

By structuring a process and tapping into our own executive networks, we turned a hiring hurdle into a streamlined success story. We narrowed down that massive pool with serious speed, delivering an initial shortlist of stellar candidates within the first 3 weeks. This allowed the Foundation to jumpstart their interviews ahead of schedule. Because of our heavy technical validation, the Foundation's leadership team was presented with several fully vetted final candidates who were ready to lead on day one.

By the end of the 10 weeks, the Foundation had successfully hired a fantastic new executive who was the right fit for the organization.



ABOUT US

OpenArc is a staffing and custom software consultancy that turns vision into execution. We bridge the gap between ambitious goals and real-world results by pairing organizations with top-tier talent and building high-impact custom software. Driven by deep industry acumen and a consultative approach, we deliver specialized staffing, career advisory for high-demand professionals, and end-to-end software design and development.

Ready to transform your team?

**Contact us to discuss how we
can support your goals.**

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