



CVCA'S DIVERSITY INTERNSHIP PROGRAM

About the Program

The CVCA Diversity Internship Program is an initiative designed to nurture a diverse talent ecosystem within Canadian private capital while significantly benefiting our member firms. As we prepare for the upcoming intake, our focus is on engaging member firms that are interested in adding to their team and reaping the benefits of a carefully selected pool of talented individuals. This program underscores CVCA's support for members, aiming to provide a platform for member firms to easily access and integrate diverse talent while fostering a more innovative industry.

Benefits of Participation

Joining this program is an investment in your firm's future. It's an access point to diverse talent that comes with a fresh array of perspectives, crucial for innovative problem-solving and informed decision-making.

Diverse teams are known for enhanced problem-solving and risk management due to a broader range of perspectives. They better reflect the global market, aiding in understanding and reaching varied clientele. Plus, a strong diversity stance can enhance reputation, attracting investment, deal flow, and top-notch talent.

Lastly, a diverse workforce aligns with growing investor expectations and regulatory standards, placing your firm in a favourable position in the competitive landscape.

Past Participants

CVCA members such as Birch Hill Equity Partners, Teralys Capital, Yaletown Partners, Fengate Asset Management, Northleaf Capital Partners, Information Venture Partners, Vertu Capital, and Saagard Private Equity have already leveraged this initiative.

More information can be found [here](#).

Why CVCA partnered with Oxford + Richmond and their TALENTSPOKE platform

TALENTSPOKE, an innovation born out of award-winning, retained executive search firm [Oxford + Richmond](#), integrates technology, data-driven insights, and human expertise to streamline and optimize the recruitment process, at scale. TALENTSPOKE's next-generation recruitment engine is purpose-built for PE/VC and growth portfolio companies needing to hire 4 to 40+ professional-level roles on an ongoing basis. TALENTSPOKE builds curated pipelines of pre vetted talent, tailored to each organizations' specific requirements, delivering culturally and technically aligned top talent, when needed.

The prevetting and engagement of talent will help the CVCA and TALENTSPOKE to deliver aligned and enthusiastic interns from leading universities and further excite them about the career possibilities in the sector.

As part of CVCA's D&I priorities and under the stewardship of the D&I committee, Oxford+Richmond's TALENTSPOKE was chosen because of their proven search capabilities, innovative recruitment engine and model, and their ability to successfully scale a recruitment effort that benchmarks and builds a diverse talent pipeline within the Canadian VC and PE sectors.

The CVCA and TALENTSPOKE partnership

The Diversity Internship Program

The CVCA and TALENTSPOKE have partnered on an exciting Internship Diversity Program as part of our ongoing mission to educate and raise awareness about the Private Equity (PE) and Venture Capital (VC) sectors. Our joint focus is not only on expanding access but also on enhancing the quality of talent available to PE and VC firms and fostering diversity within the industry. We recognize the importance of attracting a more diverse audience to PE/VC, injecting the sector with fresh perspectives and innovative ideas while continuing to expand the pipeline of talent to the industry.



What distinguishes TALENTSPOKE is their unwavering commitment to scaling this program to cater to the evolving needs of our community. They proactively manage the recruitment process by continually building curated pipelines of vetted talent and rigorously evaluating individuals for their technical skills and cultural fit. This approach ensures a faster and more efficient hiring process. But they don't stop there; TALENTSPOKE is actively co-developing an ongoing recruitment strategy that measures key performance indicators (KPIs) and reinforces the member firm's value proposition and candidate experience.

Our joint vision extends to leveraging the TALENTSPOKE platform to capture invaluable recruitment and candidate data insights, which will inform the program's growth and evolution. We are thrilled to announce a strategic partnership between TALENTSPOKE and the CVCA, signifying a long-term commitment to enhance the Canadian VC and PE sectors further. As this partnership flourishes, we remain dedicated to iteration and continuous improvement in our pursuit of raising the bar for talent acquisition in the industry. Together, we are shaping the future of PE/VC, making it more diverse, inclusive, innovative, and competitive.

Program Deliverables

Specifically, the CVCA has identified the following areas for Oxford + Richmond to support:

- Co-create a revamped, progressive and large-scale annual PE/VC diversity internship recruitment program.
- Lead the evaluation and vetting of talent.
- Manage the candidate experience and the coordination of the recruitment process, from applications through to member organization placement and post-internship feedback.
- Successfully recruit and place 15-20 interns in year 1 (2024) and 40-50 interns in year 2
- Embed EDI principles into all recruitment activity, capture data and measure success
- Co-promote the program
- Co-create marketing material to promote the program, enhance candidate engagement, enhance member organization awareness and participation
- Measure and report all recruitment activity, including candidate experience, member organization satisfaction, successful placements, and other KPIs to be determined
- Develop and maintain a curated pipeline of vetted intern candidates for their member organizations' internship program (January cohort and May cohort)
- If budgets permit, execute a proactive recruitment effort targeting passive candidates
- Develop a legacy program with annual recurring revenue with mutual benefit.

About Oxford + Richmond:

Recognized as one of the Top 10 Emerging Search Firms in Canada for 2022 and a Top 50 Retained Executive Search Firm in 2023, Oxford + Richmond is a future-forward, retained executive search firm with 50+ collective years of search experience founded by entrepreneurs with lived C-Suite and start-up experience.

About TALENTSPOKE, Recruitment Reinvented TM:

An Oxford + Richmond company, TALENTSPOKE is an innovative, first-of-its-kind recruitment engine designed for PE/VC and growth portfolio companies employing a disruptive and cost-effective Recruitment-as-a-Service (RaaS) subscription model that wraps advanced technologies and artificial intelligence around Oxford + Richmond's proven methodologies and expertise; driving outcomes by bringing executive search to mid- and professional-level roles across an entire organization, at scale.

For Additional Information about Oxford + Richmond's TALENTSPOKE:

Visit [Oxford + Richmond](#) and [TALENTSPOKE](#) websites.

To get started or learn more about the program:

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