



Peter Gray (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fights bias in hiring.

As founder and CEO of [Peter Gray Executive Search](#), based in Madison, Wisconsin, he guides nonprofit organizations and social impact employers through [strategic hiring](#). His placement experience includes 30 CEO [leadership successions](#), including four at affordable housing organizations.

Peter also [trains](#) employers on diversifying hiring outcomes, and [coaches](#) individuals on overcoming bias in job search and career advancement.

Peter began his career in executive search at Korn Ferry in New York City. Before that, he was a management consultant at CSC Index, the firm that pioneered business process reengineering.

Peter gives back as a volunteer adviser, fundraiser, and board member for nonprofit and civic organizations. He currently serves on the board of the Boys & Girls Clubs of Dane County and chairs its largest annual fundraiser, [Move 'n' Groove For Boys & Girls Clubs](#).

Community service awards include Boys & Girls Clubs of Dane County Mentor of the Year, the Aviva Youmunity Award, and Wisconsin Bicycle Federation Advocate of the Year. Current and past committees include Madison Rotary, Downtown Madison Inc., Madison Public Market, United Way of Dane County, Foundation for Madison's Public Schools, and the Madison Area Diversity Roundtable.

Peter earned an AB in Visual and Environmental Studies from Harvard University, and an MBA from Columbia Business School.

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