



FIVE TIPS FOR RECRUITING TOP TALENT

While using current recruiting techniques is important in our highly competitive market, building your organization's reputation as "a great place to work" is equally critical. Our research shows that one of the top challenges for nonprofits is recruiting. Being "ahead of the game" and improving your recruiting process has never been more important. Susan Brown, Director of Executive Search Services, shares her tips for effective recruiting and hiring.

#1: It starts with the job description

An accurate job or position description is critical to a successful recruiting effort. Don't be tempted by the ease of cutting and pasting to include a million job responsibilities. Keep it straightforward and accurate. By the same token, the qualifications for the ideal candidate should also be relevant to the position. A Director of Communications doesn't need to be a Doctor of Veterinary Medicine 😊

#2: Watch titles!

Before you begin recruiting make sure your compensation range is consistent with the level of the position. Otherwise, you will be wasting your time and the candidates'. If you're looking for a Director level candidate level that position at a realistic compensation.

#3: It's (mostly) all about the passion

The #1 reason top talent stay in a challenging nonprofit position is because they are aligned with the mission, feel valued by their organization's management and are compensated fairly. In the Bay Area where the cost of living is so high, even the most dedicated professional needs to be able to live comfortably. Retaining top talent through a supportive environment serves the organization and its clients. A revolving door of employees is bad business: it's expensive in terms of dollars and in reputation of the organization.

#4: Speak to values

Speak to all the positive attributes that relate to the work environment, team, compensation, and or opportunity for which you are recruiting. Encourage candidates to speak to employees (both current and former) and do their own due diligence. Don't criticize their current position; let them make the comparison and come to their own conclusion. Remember to always act with integrity.



#5: Use techniques that will quickly reveal a candidate's "fit"

Create a process that is agile and personal, allowing you to truly get to know the "real" candidate. By being open and honest as a recruiter you encourage the same behavior in the candidate.

Your organization deserves the best talent out there to help it accomplish its goals.

**Join us at our next Talent Workshop
October 16, 2018 @ 2:00 pm – 3:30 pm
LINK**

Contact Susan Brown, Director of Executive Search Services, to learn more about how CVNL can help recruit and place your next executive leader: sdbrown@cvnl.org or **415.448.0320**.