HIRING

Post JOB Broadly - spanning beyond traditional sites

Use Inclusive language

degree not required

open ended, strength based

diverse hiring team - MGT + non MGT level hiring team

lived experience

Strong pre-screening questions - intentionally ensuring mission alignment

HIRING

- Post all positions internally + externally
- what is required for the position (qualification)
- Hiring manager reviews job description
- Ask same questions to all applicants
- Pre screen - HR
- Hiring checklist - everyone does same process
- Hiring team based on position
  - Same team for all candidates
- Skills test based on position
  - advanced notification
  - on site test
- Background checks
- HR - follows up w/ candidate - w/ consistent wording

HIRING

Appropriate Questions for differing roles.

Teams + timelines
Identified Team leads

Sources - varied
" Postings

HIRING

interviewed with more than one person
used a recruiter-who provided a field of candidates
used a rubric
post salary ranges - valuable
posting in different places - idealist, etc.

↳ changed requirements. no longer
College hiring boards
look at the pool. and notice who is applying
require Bachelors
↳ review the identity make up of the pool
expansion of network
↳ take a pause when you
including recruits
don't have a diverse pool

HIRING

- Sustainable investment in Youth → Youth programming into full time employment. Continous investment

- look w/in first for promotion /advancement
± hiring best person for job
- team hiring practices → 5 tier system - TEAM Director
                                        STAFF
                                  ED + Director
* Naming Potential barriers "Apply if you have the
                        Skill"
* hiring timeline → transparency

HIRING
3-5 pp TEAM — AWARE OF COMPOSITION
CHALLENGE STANDARDS
SCENARIOS + OPEN-ENDED QUEST.
CREATING RUBRIC
PAY TRANSPARENCY
POSTING LOCATION — NETWORKS
                             JOB BOARDS

INTERNAL DEVELOPMENT
LANGUAGE IN POSTS