

CAREER TRANSITIONING AND RECRUITING IN TODAY'S MARKET

A conversation with Lisa Vuona, Managing Partner, Boyden

Where are all the candidates? And why is recruiting so difficult?

- “Post-pandemic, 88% of non-profits changed the way they worked; 51% say it’s permanent.”
Nonprofit Financial Fund (NFF)
- Remote/hybrid/on-site – what’s the scoop?

Is finding the right next role just about the job and salary?

- 65% of US employees are satisfied with their jobs;
- 60% of US employees believe that their coworkers are the biggest contributor to their happiness at work; *and*
- 74% of US employees believe that company culture is one of the biggest contributing factors to job satisfaction.

Source: Workplace study conducted by Apollo Technical in 2022

WHAT IS YOUR WORK CULTURE LIKE? WHAT TYPE OF WORK CULTURE ARE YOU LOOKING FOR?

Whether you are interviewing candidates or are the candidate looking for your next role, remember:

The interview is a two-way street. Make sure you are giving *and* taking information. Interviewers, candidates are interviewing you just as much as you are interviewing them. Don’t be afraid to share challenges.

The vibe matters. When interviewing, don’t try to “stump” a candidate. Instead, be welcoming... and be yourself! Candidates, bring energy and enthusiasm; show that you’re interested in the job.

Be prepared. Candidates, do your research on the role and the institution. Have you prepared questions? Interviewers, have you read the candidate’s resume and do you have questions prepared?

Talk about culture, salary, and benefits early on. Interviewers, don’t wait too long to talk about salary and risk getting to the end of the interview process and realizing that you and your top candidate are way off in salary expectations. Candidates, you don’t need to share your current salary, but know the range you are looking for in your next role. Offer to share an overview of benefits with candidates as well.

Be mindful of the impression you’re making. Candidates, put thought into what to wear to zooms and in-person. Even though workplaces have become more relaxed regarding attire, a good rule of thumb is that you only get one chance to make a first impression and it is better to be overdressed than underdressed. Wear the suit. Interviewers, make sure the interview space is inviting and if the candidate will be interviewing all day, make sure there are a few breaks for someone to catch their breath and grab a bite to eat.

Diversity, Equity, Inclusion, Justice, and Belonging

“Only 11 of the chief fundraising officers at the nation’s 100 largest nonprofits are people of color. These include three Black executives, six Hispanic officers, and two Asian Americans.” - *Chronicle of Philanthropy, July 2022*

IF YOU ARE A HIRING MANAGER, YOU CAN HELP CHANGE THIS STATISTIC!

- Where and how are you advertising?
- What does the job description look like? Is it inclusive?
- Is the team ready for inclusion? And are you ready?
- Do you have a DEIJB mission statement? What are the DEIJB stoppers?