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# CAREER TRANSITIONING AND RECRUITING IN TODAY'S MARKET

# Show of hands



- WHO IS HIRING?
- WHO IS AN INTERVIEWER?
- WHO IS A MANAGER?

# Where are all the candidates? 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)



# Why work isn't just about work

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

*Study data courtesy of Apollo Technical, 2022*







**“Nothing will kill a great employee faster than watching you tolerate a bad one.”**

~ Perry Belcher

# HOW DO YOU INTERVIEW?

- Is the interview a two-way street?
- What is the tone of the interview?
- Have you prepared questions?
- Are you talking about culture, salary, and benefits?



# Diversity, Equity, Inclusion 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.”

“There’s a lot of room to grow, a lot of room to improve,” says Brown’s Sergio Gonzalez, a Cuban American and the only person of color among the 39 college and university CDOs.

- *Chronicle of Philanthropy* July 2022

# Diversifying your team

“Fundraising itself is a profession that has lacked racial diversity for decades, even as the country’s population has shifted. The [most recent studies](#) suggest that about 13% of fundraisers are people of color.” – *Chronicle July 2022*

- Is your organization ready?
- Is the job description inclusive?
- Do you have a DEI/B mission statement?
- Where are you posting?
- Are you reaching outside of your network?



**What are YOU doing to attract talent?**



**QUESTIONS?**