

Bonus Q&A

1. **We're still posting and praying. What are the best ways to adapt from here and grow away from passive recruitment?**

If you do not have LinkedIn, consider the investment. With LinkedIn Recruiter, you can use Boolean strings to find candidates based on their skills, job titles, location, etc. LinkedIn will also create a project of “suggested candidates” that match your job posting as well. Once you generate a list of candidates (highly recommend running your own query) that would fit your role based on their resume, introduce yourself and your organization to them and tell them about the application. You can take this time to add a sentence about your culture and why it is a great place to work. You can actively reach out to candidates with Recruiter Accounts through Indeed & Monster, as well.

2. **How do we ensure that DEI is imbedded in the hiring process?**

First, assess your organization’s commitment and readiness. If your organization is ready to begin its journey toward becoming more diverse, equitable and inclusive in all of its processes, actualize that commitment by creating a DEI strategy that encompasses talent attraction. To bring forth equity, first consider it with regard to your compensation practices. Once you have ensured your compensation is equitable, both across your organization and the market, post the salary and benefits summary in the job posting. To promote diversity, do not stop interviews, take the job posting down or present candidates to the hiring manager until you have a group of diverse, qualified candidates to present for the role. To put diversity and inclusion into action within your organization, ensure your staff is also a part of the interview process. Choose a group of staff that includes [leadership & front-line employees of different cultures](#), career levels and experience to be a part of the interview panel (ideally the candidate's second interview).

Review every stage of your hiring process and consider whether the DEI lens has been applied. Is your hiring panel/committee diverse? Have you embedded appropriate language into the profile? Language is powerful, so consider the copy of your job posting and ensure that it is both bias-free and aligns with your targeted audience.

3. **What are the best hiring practices when recruiting for remote or hybrid positions?**

Post the role with the salary range and telework policy everywhere including with smaller job boards, associations and on social media. Also, be intentional with your onboarding process and allow new staff to meet with departments immediately relevant to their role within the first week.

It can be helpful to clearly define what is meant by remote or hybrid positions so that expectations are clear. Organizations adopting a “hybrid” option typically means that staff is expected to be in the workplace for a percentage of the week. For example, a hybrid model could mean two days onsite and three days offsite, which would require an employee to live in the region with an expectation to commute to the office on days they are scheduled to be onsite.

Offering a remote option is usually interpreted as working from home and living anywhere in the country. There may be an expectation that a remote employee may have to travel to be onsite for special events or meetings. In that case, job postings should articulate the travel requirements and resources to support that.

References

[2022 Nonprofit Talent Management Priorities Survey Results](#)

In this survey, Nonprofit HR researchers collected information pertaining to the full lifecycle of talent management and other related topics such as talent acquisition, culture and employee engagement, total rewards and beyond.

The results shared in this publication are representative of organizations in regions across the nation and are inclusive of all social sector mission types, budgets and sizes ranging from large to mid-sized to micro.

New Job January: How to Crush Your First 90 Days - ([LinkedIn](#), 2020)

- 80% of workers struggle with anxiety while waiting to start a new job, a feeling that lingers after their start date and damages enthusiasm, productivity, and longevity.

Top 5 Recruitment Software Statistics ([LinkedIn](#))

- Only half of employers make use of ATS (Applicant Tracking Software). However, of the 50% who use ATS, at least 78% report that it makes hiring candidates “easier than ever.”

Onboarding C-suite professionals soon? Read more on our blog: [How to Leverage Your Search Firm’s Superpowers to Onboard Your Executive](#)