

Keeping Up With the Ever-Changing Demands of Today's Job Seekers

Tuesday, September 13, 2022

About Nonprofit HR

Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and highly credentialed staff.



"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."

Cathy Gibney, CPA
Chief Financial Officer
National Hospice and Palliative Care Organization

Our Practices: Nonprofit HR's suite of solutions are centered around five core service areas.

STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing

EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

SEARCH



- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership

SOCIAL ENTERPRISE



We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

PRESENTERS



Bert Ruiz, MS
Managing Director
Impact Search Advisors by Nonprofit HR



Cassandra Bacon
Consultant
Impact Search Advisors by Nonprofit HR

About Impact Search Advisors

Impact Search Advisors by Nonprofit HR was founded with one goal: *to strengthen the social impact sector by partnering with its leaders.*

Our search processes are

- collaborative
- focused on client organization's specific needs
- rooted in finding the most qualified executives, talent management and human resources professionals to spearhead missions.
- generally take up to five months from start to finish

AGENDA

Engage in the conversation prepared to:

- Learn more about the flexibility candidates are prioritizing
- Understand the role of shared values, which can provide increased stability
- See how a candidate's desired career progression aligns with your talent strategy
- Highlight your competitiveness by emphasizing your compensation and benefits package in advance

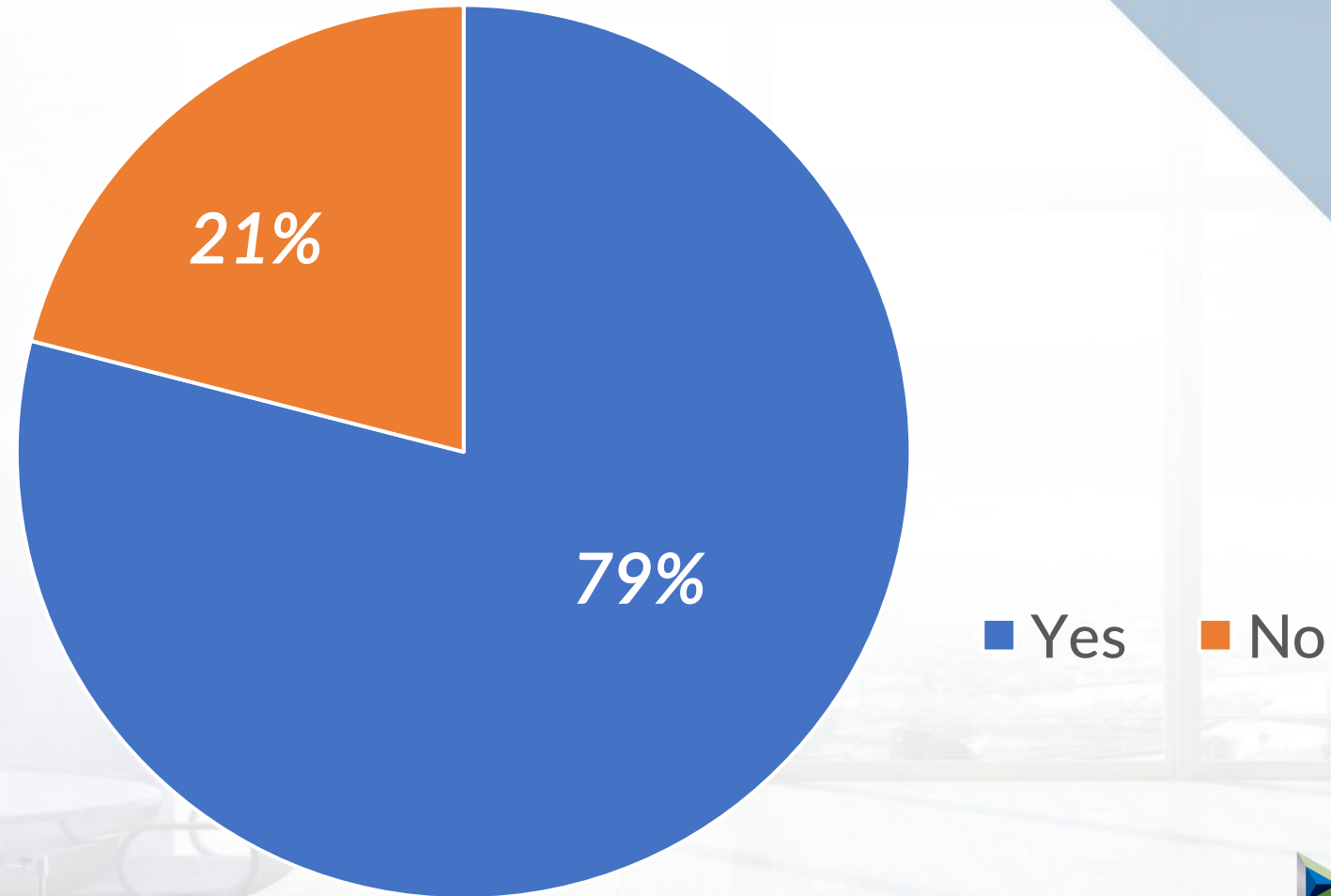
Talent Management Lifecycle



Talent and Priorities

- Benefits and compensation
- Work flexibility
- Shared values
- Career progressions and talent strategy

Organizations Prioritizing Talent Acquisition in 2022



Source: [2022 Talent Management Priorities Survey Results Snippet](#) (2022)

Candidate Priorities in Job Search

- Almost half of the respondents for a recent Nonprofit HR survey said they will seek new or different employment in the next five years.
- Of this group, 23% said that nonprofits would not be among the types of organizations they intend to pursue.
 - Of those who indicated they would not work for a nonprofit, the top reason (49%) cited is that organizations do not pay enough.
 - Another 19% indicated that nonprofits do not offer good long-term career opportunities
 - A final 12% said nonprofits are not well-run businesses.

Source: [Nonprofit HR](#) (2020)

The Candidate Experience: Compensation and Benefits



The Candidate Experience: Prioritizing Flexibility



The Candidate Experience: Flexibility is a Top Priority

96%

Feel that flexibility in working arrangements is important when seeking a new job.

>36%

Value their flexible schedule over PTO; nearly half value a flexible schedule over their salary.

64%

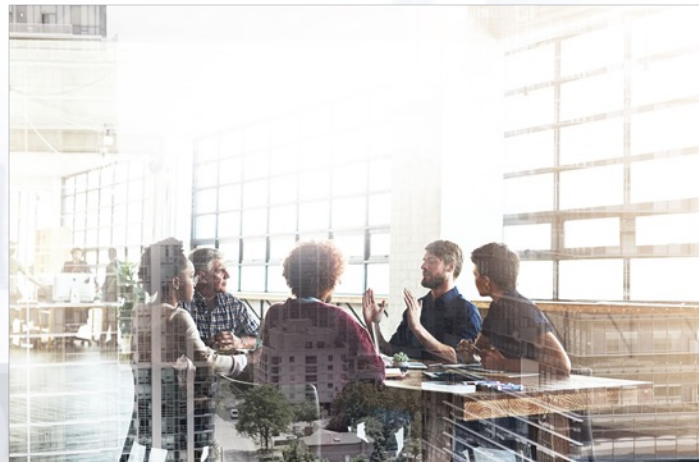
Of those forced to return to the office full-time say they're more likely to look for a new job.

4/5

Remote workers with inflexible schedules are looking to leave their current job.

Source: [*"Work Flexibility Is The Most Important Leadership Skill, According To Research"*](#) by Bryan Robinson, Ph.D. (2022)

The Candidate Experience: Shared Values



The Candidate Experience: Effective Hiring Process

Step 1

Conduct stakeholder meetings
Outline communication plan

Step 2

Identify pool of candidates
(Do not post & pray!)
Network to build a pipeline of passive candidates

Step 3

Create a “slate” of candidates
Develop a profession, trusting relationship w/each candidate
Interview and determine interests
Verify credentials

Step 4

Select your leading candidates
Conduct assessments
Schedule interviews w/hiring mgr. and other stakeholders
Lead decision-making conversations

Step 5

Conduct pre-offer conversation
Listen to candidate (what are they saying/not saying)
Support and engage the candidate through onboarding

The Candidate Experience: Hiring to Onboarding



The Candidate Experience: Career Progression

- Expertise in current position
- Setting target on next goal
- Plan in place for advancement and replacement



Q & A

Thank you for joining us!

“Belonging is the feeling of connectedness enforced by a culture that you can purposefully create.”

Dr. Antonio Cortes
Managing Director
Equity, Diversity, Inclusion & Justice
Nonprofit HR

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