

HIGH-VOLUME SEARCH NEEDS FOR MISSION CRITICAL POSITIONS?

Tuesday, February 21, 2023

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 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 is 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



Michael McElroy, MS, SHRM-CP, CSC
Team Leader & Senior Consultant,
Recruitment Outsourcing
Impact Search Advisors
Nonprofit HR



Courtney Shorter, MSA, SPHR
Senior Consultant,
Recruitment Outsourcing
Impact Search Advisors
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Agenda

- Prioritize, Prioritize, Prioritize
- Is My Inbox Good Enough?
- Where Are These Candidates Hiding?
- Efficiently Reviewing Resumes
- The Great Cover Letter Debate
- Interviewing Like a Recruiter
- The Candidates' Experience
- Q & A

Prioritize,
Prioritize,
Prioritize:
Organize & Define
Your Search Strategy!



5 Key Elements of an Organized & Defined Search Strategy

1. Define the position
2. Create a job description & job post
3. Create a recruitment plan
4. Outline the screening process
5. Decide how you will communicate with candidates



Is My Inbox Good Enough? Applicant Tracking



Reasons to Use an ATS:

- Efficiency AND effectiveness
- Automatically post jobs
- Candidate-friendly (if set up properly)
- Saves historical applicant data
- Can produce great data
- Reduces paper
- Legal compliance

ATS Examples:



Where Are These Candidates Hiding? Sourcing Stellar Candidates



Active Sourcing:



Passive Sourcing:

- The importance of finding passive talent
- LinkedIn recruiter
- Boolean searches and scouring staff pages
- Leveraging networks

Efficiently Reviewing Resumes



Fun Times Example

(123)456-789

Example@nowhere.com

Experienced Recruiting and Sourcing Manager with a passion for leading teams, building processes, driving success.

Profile

- Excels in training, team leadership, and creative problem solving
- Experienced at effectively managing remote teams and working with offshore assets
- Adept at leading collaborations to successfully achieve a common goal
- Builds strong performing, loyal, and cohesive teams

Professional Skills

Recent Employment History

Talent Acquisition Sourcing Manager,
Somewhere Fun, Maryland US
January 2022 - Current

Duties

- Remotely lead sourcing teams on the Somewhere Fun account
- business groups totaling upwards of 27 ~~sourcers~~ at a time which included global resources.
- Workforce management of the team and deliverables.
- Weekly audits of tool usage, process compliance, and results tracking by the team.
- Coached and trained on various sourcing techniques, [Indeed](#), LinkedIn Recruiter, and the candidate platforms
- Creation, design, and implementation of sourcing strategies with a focus on sourcing inclusive of Diversity
- Presentation on sourcing of D&I metrics to the business monthly.

Regional Sourcing Manager,
People Looking to Work
January 2021 –Dec 2021

Duties

- Launched and lead a team of sourcing specialists that helped centralized the sourcing for 10 on-demand regions totaling 568 branches and \$1063M in [sales](#)
- Trained and coached on Indeed sourcing, Facebook job management, and Community Partner Engagement to drive effective sourcing efforts.
- Worked with our global team to develop SOPs, improve processes, and work with leadership to achieve goals while helping to centralize and manage our digital transformation.

Work Related Accomplishments

- Helped increased the candidate volume for the OnDemand division by 300% and Skilled Trades Division by 900% and helping to drive sales growth of 14.62% and NOI growth of 48.18% [YTD](#)
- Remotely led a team of 13 regional sourcing specialists covering 568 branches across the US, Canada, and PR
- Winner of the Recruiter of the Year award for the 2018 fiscal year
- Winner of the Service Leadership Award for the 2014 fiscal year
- Received the largest bonus in 2008 fiscal year by increasing the direct store income by 68.9% over the previous year by reducing costs while increasing [sales](#)

Education

Work University

Graduated December 2003

- Bachelor of Science in Business Computer Information Systems
- Minor in Management

The Great Cover Letter Debate



The Great Cover Letter Debate



The Case for Cover Letters

- Measure Candidate's Dedication
- Assess Writing Ability and Attention to Detail
- Contextualize Experience



The Case Against Cover Letters

- Barrier to Entry
- Rarely Unique
- Easily Replicable & Ghost-Written
- Time Consuming to Review
- Growing Movement Against Cover Letters

The Verdict?

- There is no clear verdict
- It depends on the specific nature and requirements of the job
- Consider application questions instead
- Or consider writing samples or candidate exercises
- Whatever you do, pick just one
- **And DO NOT REQUIRE A COVER LETTER IF YOU ARE NOT GOING TO LOOK AT IT**

According to Glassdoor:

- > 50% of survey respondents don't use cover letters when applying to jobs.

According to CareerBuilder:

- 53% of employers require more than a resume.

Consistency is Key... Interviewing Like a Recruiter



Interview Methodology

Competency-based	Does the candidate have the knowledge, technical skills and capacity to do the job?
Behavioral-based	Can the candidate perform in the job, and how will the candidate perform?
Motivation	Will the candidate perform the job? (Passion/commitment)

Pro Tips for Interviews

- The importance of pre-screens
- Think about how to minimize bias
- Don't be afraid of silence
- Know your ripcord moment

The Candidates' Experience



The Candidates' Experience



Q & A

Thank You!

Contact Us

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