



by Nonprofit HR

IMPACTFUL PEOPLE SEARCH: ELEVATING YOUR NONPROFIT'S MISSION THROUGH TRANSFORMATIVE RECRUITING SOLUTIONS

February 27, 2024



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 of 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, Chief Financial Officer,
National Hospice & 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.



YOUR NONPROFIT HR

PRESENTERS



PATRICIA "PATTY"
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Managing Partner &
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Officer



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ALICIA
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Chief People &
Culture Officer



STEPHANIE
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Consultant,
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■ AGENDA

- Importance of impactful people search
- Identifying gaps and opportunities in nonprofit hiring practices
- Enhancing the candidate experience
- Optimizing talent acquisition resources
- Strategies for building robust teams



UNDERSTANDING THE IMPORTANCE OF IMPACTFUL PEOPLE SEARCH



■ THE CHANGING LANDSCAPE OF NONPROFIT RECRUITMENT

- Labor market normalizing
- Automation/technology/process efficiency
- Speed
- Talent pipeline/passive candidates
- Candidate expectations
- Virtual hiring
- Transparency
- Focus on purpose





TRANSFORMATIVE RECRUITING SOLUTIONS

- **Artificial intelligence (AI)**
 - Time and cost efficiency
 - Enhanced candidate matching
 - Diversity and inclusion
 - Improved candidate experience
 - Data-driven decision making





■ TRANSFORMATIVE RECRUITING SOLUTIONS

- Thought partnership
- EDIJ tools
- Targeted job posting
- Mission-focused storytelling
- Remote hiring and onboarding





GAPS & OPPORTUNITIES IN NONPROFIT HIRING PRACTICES



■ CONSIDERATIONS FOR HIRING PRACTICES

- Intentional recruitment process
- Reaching passive candidates
- Transparency of process, culture, role, development, compensation and benefits
- Employer brand/value proposition
- Manage expectations/timelines
- Automation
 - Applicant Tracking Systems
 - Scheduling tools
 - Chatbots





ENHANCING THE CANDIDATE EXPERIENCE



CANDIDATE EXPERIENCE

Communication

Job Postings

Interview
Process

Timeliness/speed

Social Media

Brand Awareness
& Career website

Inclusivity

Ease of Process

Onboarding



OPTIMIZING TALENT ACQUISITION RESOURCES



STRATEGIC
HIRING GOALS

RECRUITMENT
BUDGET





■ BUDGET-FRIENDLY RECRUITING TACTICS

- Employee referrals
- Professional networks
- Internal mobility
- Social media
- Targeted job boards
- Effective postings





■ STRATEGIES TO ALIGN RECRUITMENT BUDGET TO HIRING GOALS

- Identify priority positions
- Invest in your employer's brand
- Utilize cost-effective platforms





STRATEGIES FOR BUILDING ROBUST TEAMS



■ BUILDING YOUR TEAM

- Get it right the first time
- Skills focus (identify gaps in team, technical and essential skills and agility; growth mindset)
- Assess alignment with culture and mission
- Involve team members
- Effective onboarding
- Track metrics and gather feedback - Turnover < 1 year tenure; new hire and candidate interviews





Q&A

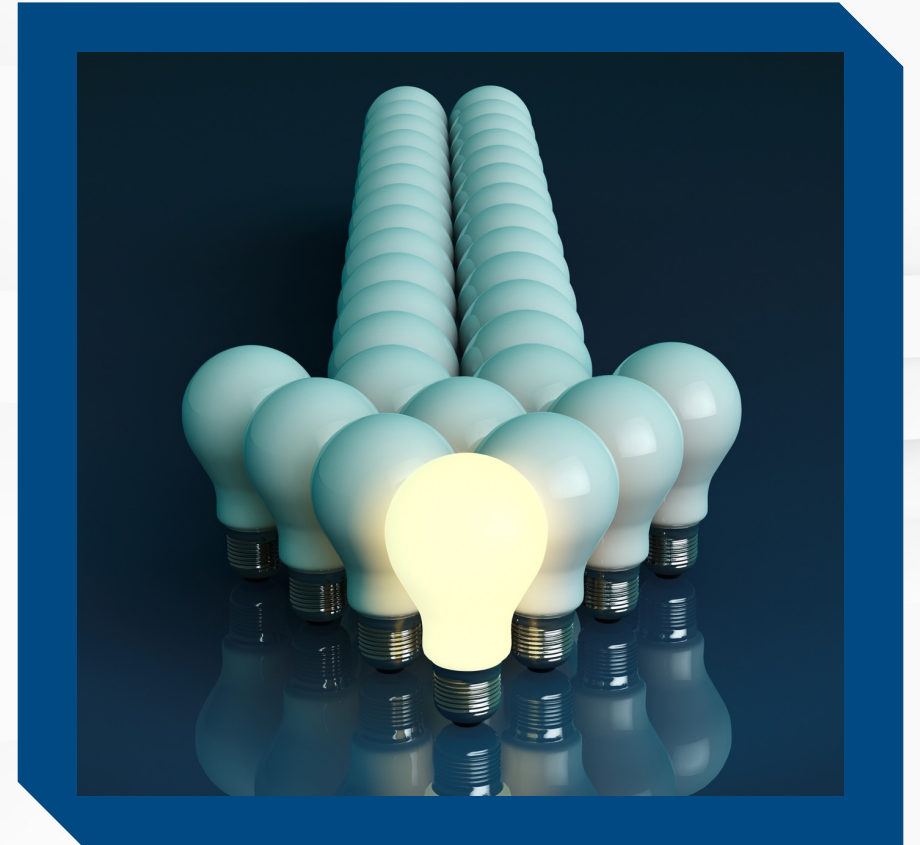


KEY TAKEAWAYS



■ KEY TAKEAWAYS

- Be intentional, develop a plan
- Capitalize on your mission-focus and employer brand
- Focus on the candidate experience
- Automate your processes, create efficiencies
- Thought partner with key stakeholders
- Recruit through a DEI lens
- Consider skills, mission and culture alignment





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Register now to join our EDIJ team in tomorrow's webinar!

Persevering for Progress: EDIJ 2024 & Beyond

THANK YOU & CONTACT US

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