

How To Hire "Right" The First Time

Knowing how to find and hire the right staff is key to the success of any nonprofit. To develop an organization of top performers, you must develop your skills as a talent scout and know how to hire right the first time.

Some tips we give to our clients are:

- Be on the look out for talent all the time. When you meet anyone who impresses you, ask if you can get in touch when a job opening occurs at your organization.
- Never search for the best candidate to hire - always seek the right candidate for your organization. Know the culture of your organization and what kind of employee will fit in.
- Make certain that you can compete effectively in the talent marketplace by offering competitive salaries.
- Do not hire based only on the skills listed in the job description. Seek candidates with the essential skills to do the work required, plus attributes that make for good employees - intelligent, hardworking, problem solving team players.
- Listen to your instincts. It is said that an employer decides to hire someone within the first 30 seconds of an interview.
- Hire quickly when you find the candidate you feel is right for you. More organizations lose the hire of their choice by taking too long to make an offer.
- Learn how to use a search firm when needed. If you are not finding the kind of staff your organization requires or when important staffing decisions are at stake, a good search firm will help focus your energy for the best results.