Reframing Recruitment

Setting the Table - Vacancies & Advertising
Introduction

Caitlyn Julius, Assistant HR Director – Springfield
Kristina Ordung, Human Resources Director – Shrewsbury
Jen Breaker, Assistant Town Manager - Danvers
Free Resources

All of our resources mentioned in this presentation will be distributed to attendees after the session.
01 Global labor shortage

02 Many workers who exited the workforce when the pandemic hit have not returned

03 Many lower wage workers are looking for better jobs (money & flexibility)

04 Impact of the Gig Economy/Structural Change Economy

Why are we here?

Labor Force Participation
There would be 2.8 million more workers today if labor force participation was the same as in February 2020

https://www.uschamber.com/workforce/understanding-americas-labor-shortage

Thank you to Mellisa R. Murray of Norris, Murray & Peloquin for the use of the data on this slide.
01
Reframe local government as a business

02
Setting the Table

03
Marketing strategy for vacancies

Planning Your Strategy
01
Reframe local government as a business

02
Setting the Table

03
Marketing strategy for vacancies
01  Reframe local government as a business

02  Setting the Table

03  Marketing strategy for vacancies

Planning Your Strategy
Implement Your Strategy

01 Work the process
02 Effective Recruitment Tools
03 Be Intentional
Implement Your Strategy

01
Work the Process

02
Effective Recruitment Tools

03
Be Intentional
Implement Your Strategy

01  Work the Process

02  Effective Recruitment Tools

03  Be Intentional
COME JOIN TEAM CHATHAM!
SHELLFISH PROPAGATION SPECIALIST

NATURAL RESOURCES – SHELLFISH DIVISION

The Town of Chatham is seeking a dedicated, driven, and knowledgeable candidate to become Chatham’s next Shellfish Propagation Specialist, Assistant Extension Coordinator.

• Oversees and manages all aspects of the town’s shellfish propagation facility and supervises operation of point-upwelling system.
• This position will be responsible for maintaining records, processing shellfish, shipping, tax assistance, monitoring closed areas, checking permits, measuring catch, and meeting with community outreach and education efforts.
• Bachelor’s degree in marine biology or environmental science and three years of related experience preferred.
• Starting salary range is $39,250 – $44,918/annually depending on qualifications and experience.

For the full job description:
chatham-ma.gov/shellfishspecialist

Join the Shrewsbury Police Department!

Police Officer (Lateral Transfer Opportunity)

Shrewsbury Police Department

CONTACT KRISTINA ORDUÑA AND CHRISTINE MATTERO FOR QUESTIONS:
loradong@shrewsbury.org
christine.mattero@shrewsbury.org

City of Springfield Firefighter Exam Open Houses

Saturday, July 16
10:00AM-11:30AM
City of Springfield
1468 Aspin Hill Rd
Springfield, MA 01050

Firefighter Exam Open Houses
Must be 18 or over the age of 21
Must have a valid Massachusetts Driver’s License
Complete the application by August 10, 2022
Prepares for the 2022 Firefighter Exam
Pass the Civil Service Written Exam (Beginning October 24)
Pass the Civil Service Entry Level Physical Abilities Test (ELPCT)

Answer the Call
Join the Springfield Fire Department

781-588-0500

Cinti Allen and Jason Small from the Danvers Electric Division are getting ready for 100s of prospective engineers to flock the room at the University of Maine Engineering and Computing Job Fair! They are ready to share their knowledge of Public Power.

WE'RE HIRING

Director of Equity & Inclusion

The Town of Chatham seeks an experienced professional to join our team in this newly created position as the Director of Equity & Inclusion. This position will be developed based on a recommendation from the Springfield Regional Planning Committee’s report on “Equity, Diversity and Inclusion.” The Town of Chatham is seeking an experienced professional with expertise in promoting educational equity, diversity, and inclusion.

The Town of Chatham is an Equal Opportunity Employer and encourages applications from all qualified individuals, including women, minorities, and persons with disabilities.

joinoursquad.com/Chatham/Equity

City of Springfield
Firefighter Exam Application

Get more information at:
chatham-ma.gov/1258

City of Springfield
Walk-In Wednesday’s

Join us every Wednesday in October for walk in career conversations!

Springfield City Hall
2 City Court Street
HR Department Room 405

Wednesday’s 10:00AM – 2:00PM

Our HR team will be available in our career services within the City of Springfield that will assist you in completing your application and CV/Resume.

Make sure to bring an updated resume to be reviewed on the spot.

TRANSFORM OUR CITY...AND YOUR CAREER!
Opportunity Awaits!

Join our Shrewsbury Team in the Office of the Town Clerk as the new OFFICE ASSISTANT

Contact Kristina Ording kординg@shrewsburyma.gov or Christine Matteo cmatteo@shrewsburyma.gov with any questions and visit shrewsburyma.gov/jobs.aspx for more information!

Come Join the Assessor’s Office in Shrewsbury!

DATA COLLECTOR

TOWN OF SHREWSBURY

ASSESSOR’S OFFICE

CONTACT KRISTINA ORDING AND CHRISTINE MATTEO FOR QUESTIONS:
kординg@shrewsburyma.gov
cmatteo@shrewsburyma.gov

Apply Today!

SHREWSBURYMA.GOV
Implement Your Strategy

01
Work the Process

02
Effective Recruitment Tools

03
Be Intentional
01 Define Roles

02 Approach with a holistic view

03 Leverage Existing Resources

04 Analyze What Makes Your Community Competitve

Keep in Mind
Now It's Your Turn

What questions do you have for us?
Caitlyn Julius, Assistant HR Director – Springfield
cjulius@springfieldcityhall.com

Kristina Or dung, Human Resources Director – Shrewsbury
kordung@shrewsburyma.gov

Jen Breaker, Assistant Town Manager - Danvers
jb breaker@danversma.gov