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



















































Global labor shortage

02

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

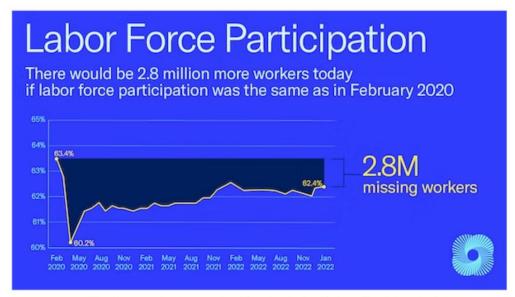
03

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

04

Impact of the Gig Economy/Structural Change Economy

Why are we here?



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

Reframe local government as a business

02Setting the Table

03
Marketing strategy for vacancies



Reframe local government as a business

02

Setting the Table

03

Marketing strategy for

vacancies

Planning Your Strategy

Reframe local government as a business

02

Setting the Table

03

Marketing strategy for vacancies





• Work the process

• **02**Effective Recruitment Tools

O3
Be Intentional

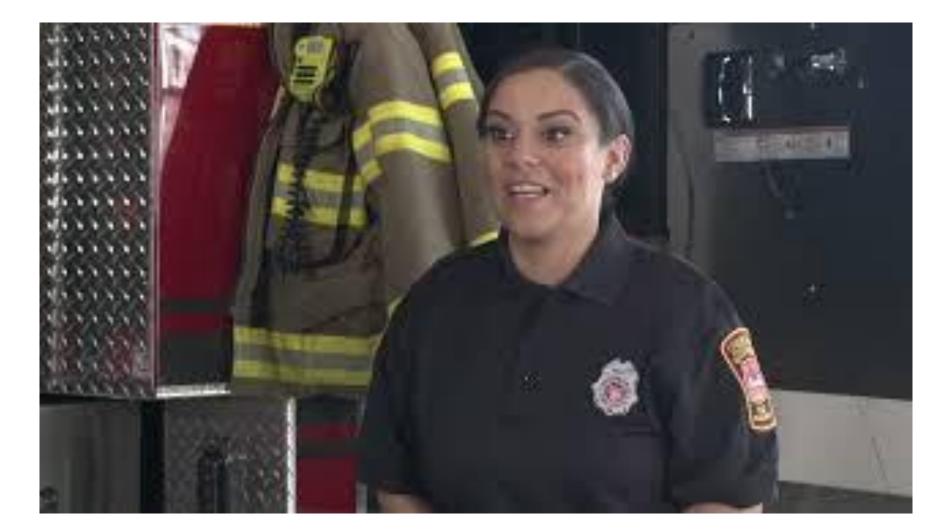


O1 Work the Process

02

Effective RecruitmentTools

03Be Intentional





O1 Work the Process

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Effective RecruitmentTools

03Be Intentional



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



Springfield City Hall HR Department Room 005

Build your career

with the City of Springfield

NGFIE

Wednesday's from 10:00AM - 2:00PM

Our HR team will be available to discuss eareer opportunities within the City of Springfield that best match your qualifications

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

TRANSFORM OUR CITY...AND YOUR CAREER!



NATURAL RESOURCES - SHELLFISH DIVISION

knowledgeable candidate to become Chatham's next Shellfish Propagation Specialist/Assistant Shellfish Constable!



- Oversees and manages all aspects of the Town's shellfish upwelling facility and supervises operation of post upwelling placement. This position gids in enforcement of local and state
- shellfish regulation, monitoring closed areas, checking permits, measuring catch, and assists with community outreach and education efforts
- · A Bachelor's degree in shellfish biology or environmental science and three years of related experience preferred
- Starting biweekly salary is \$2,533.60 \$2,658.40 (\$65,789.60 - \$69,118.40 annually) depending on qualifications and experience.

For the full job description chatham-ma.gov/ShellfishSpecialist Send cover letter/resume in one pdf to: jobs@chatham-ma.gov | ATTN: Megan Downey





JOIN OUR TEAM

Director of Equity & Inclusion

The Town of Danvers seeks applicants to join our team in a newly created position as the Director of Equity and inclusion. This position was developed based on a recommendation from the Danvers Welcoming Community Working Group to the Danvers Select Board in April 2021. The Town of Danvers is a politically stable and professionally managed community on the North Shore, providing a supportive and welcoming environment for all Town staff, including a commitment to professional development and policies that promote and support a healthy work/life balance.

Broadly, this position will provide leadership in the areas of Workforce Training & Programs. Community Outreach & Engagement, and Policy Review & Development related to diversity, equity, and inclusion. The Director will work closely with the Human Rights & Inclusion Committee, DanversCares, and other community stakeholders, as described in the essential job functions. The Director will also work closely with the School Superintendent and Library Director in support of DEI goals for those departments.

The Town will consider any combination of relevant work experience, volunteerism, education, and transferable skills as qualifying unless an item in the qualification section of the job description is labeled required.

QUALIFICATIONS

- · Bachelor's Degree. Master's of legal degree preferred.
- + 3- years of related experience · Experience developing a long-term program of
- initiatives that will develop a diverse, equitable and inclusive culture and create opportunities to build diversity and inclusive practices into the Town's · Advanced understanding of computers, including
- Microsoft Office is required.
- . Valid Massachusetts driver's license required.

The Town of Danvers is proud to be an Equal Deportunity Employer Accommodation under the Americans with Disabilities Act: We glidly provide reasonable accommodation to anyone whose specific disability prevents them from comploiting an application or participating in this recruitment process. Please contact us at employmentiglaneversms, gov or 1978/177-001 x8050 in advance to request assistance.

IMPORTANT DETAILS

TOWN OF DANVERS

. Health Insurance

Dental Insurance

· Retirement Plan Town Match to 457B Plan

SALARY RANGE

\$73.868 - \$98.614.000

Voluntary Vision Insurance

Educational Opportunities . Paid Time Off



City of Springfield Firefighter Exam Open Houses



Saturday, July 30 Springfield Campus

10:00Am-11:30AM

100 Grochmal Ave Indian Orchard, MA 01151

Firefighter Applicant Requirements: . Must be 19 on the date of the exam Must have a valid Massachusetts Drivers License . Complete the application by August 30: go to mass gov and

search 2022 Firefighter Exam Pass the Civil Service Written test (Beginning October 24) Pass the Civil Service Entry Level Physical Abilities Test
(FLPAT)

Answer the Call

Join the Springfield Fire Department





DANVERS ATABLE, AFFORDABLE

Clint Allen and Jason Small from the Danvers Electric Division are getting ready for 100s of prospective

Maine Engineering and Computing Job Fair! They are

engineers to flood the room at the University of

ready to share their knowledge of Public Power!



Join the Shrewsbury Police Department!







Police Officer (Lateral Transfer Opportunity)

Shrewsbury Police Department

CONTACT KRISTINA ORDUNG AND CHRISTINE MATTERO FOR OUESTIONS:





JOIN OUR TEAM!

We Are Looking For:

01 Animal Control Officer

Veterans Services Investigator

03 Detention Attendant



careers/springfield



WEDNESDAY, MARCH 1, 2023 | 4 PM - 6 PM

MUNICIPAL CAREER & EDUCATIONAL EVENT

FMI: WWW.KITTERYME.GOV/MUNICIPALCAREERS



Come Join the **Assessor's Office in** Shrewsbury!

DATA COLLECTOR





Opportunity Awaits!



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

OFFICE ASSISTANT

Contact Kristina Orduna kordung@shrewsburyma.gov or Christine Mattero cmattero@shrewsburyma.gov with any questions and visit shrewsburyma.gov/Jobs.aspx for more information!



townofdanvers We are bringing ba rampaign, every Monday in Augus own department and share the er department tick and a bit about the along using #MeetUsMondays.

Vernon C. Russel Water Treatment p Continued Plant staff is our and one team consists of 5 operators, 1 ope Director/Asst. WTP Manager and 1 Cavanaugh, Danny Lear: Not picture

On an annual basis, the plant treats appr gallons of water for over 9,380 service costaff operates a state certified laboratory for analysis and provides compliance for the Sa per safe Drinking Water Act Regulations.

in May. This week has been celebrated for the only to recognize the vital role water plays i also, to recognize the people who help get to thank for that!

#DanversMa #LocalGovernment

♠ lordon2020 ♦ ♦ ♦

Add a comment.

Apply Today! SHREWSBURYMA.GOV





Recreation Summer Employment Opportunities!

The Danvers Recreation department is hiring qualified staff for our summer programs. This is a great opportunity for college & high school students or recent grads to enter into the recreation field and get experience working in a variety of parks and recreation roles.

Opportunities range from Summer Program counselors to Assistant Director and Program Director, Duties involve planning, implementing, and evaluating recreational activities for children of all ages and abilities. Darwers Recreation offers a broad streay of programs with focuses on arts and crafts, the

These summer positions span the timeline of when children are released for summer vacation up until they start back up in the fall. Positions can work up to 40 hours a week. Mondey-Friday. Exact hours are dependent upon program responsibilities.

The Tewn will consider any combination of relevant work experience, valunteerism, education, and transferable skills as qualifying unless an item in the qualification section of the job description is labe

required. SUMMER PROCRAM POSITIONS

QUALIFICATIONS - Must be at least 16 years old, required . Strong attention to detail, leadership skills, and

· Favorable CDRI results required SALARY RANCE

\$15.00 - \$23.00/ per hour DOO & position

The Town of Cassess is ground to be an Equal Opportunity Employer, commodation under the Americans with Disabilities Act. We gladly provide assensible accommodation to argune see specific disability prevents them from completing an application or participating in this recruitment process Please contact us at employment/gladineversing our (2017)77-000 (2020) in advance to request assistance.



Playground Program
 Falcons Summer Fun

Let's Play Sports
 Little Lizards
 SNAKE - Science & Nature based





Work the Process

02

Effective Recruitment Tools

03

Be Intentional

O1
Define Roles

O2Approach with a holistic view

03Leverage Existing Resources

O4
Analyze What Makes Your Community Competiitve





Now It's Your Turn

What questions do you have for us?

Caitlyn Julius, Assistant HR Director – Springfield cjulius@springfieldcityhall.com

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

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