

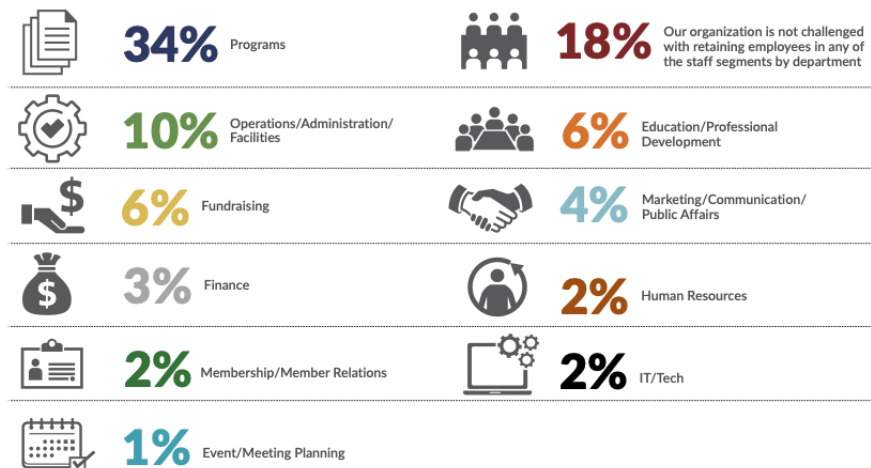
Sustaining Core Operational Roles for Your Nonprofit During Unprecedented Times



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In this unprecedented time, nonprofit organizations are tackling some of their greatest talent management challenges and among them are attracting talent and retaining high performers. This is especially true for community-facing organizations, including healthcare facilities whose workforce and talent management strategies have been hit uniquely hard by the effects of the COVID-19 pandemic. Attracting professionals to high-priority non-clinical roles, such as HR, finance, development, and programming are key to sustaining an organization's mission, and are among the most challenging for nonprofits to retain, [according to a recent talent retention survey](#). When fully staffed, these functions can operate more efficiently allowing for a greater focus on filling client- and community-facing roles.

Staff segments by department that respondent organizations reported most challenge with retaining



Caption: 2021 Nonprofit Talent Retention Practices Survey response

Determining whether your organization should work with a search firm or independently comes down to these five factors:

1. *Does your team have the time and energy to commit to search processes?*
2. *How many vacancies are there to fill, how unique are the roles and how hard are they to fill?*
3. *Do you have job descriptions for each of these new roles?*
4. *Do you have an efficient search process and technology to support it?*
5. *Are you working with a tight timeline?*

It is critically important for a search team to be thorough, strategic, and invested in each step of the process—a process that can take anywhere from two to six months to complete. If this type of commitment is impossible because your recruiting team are addressing other high priorities, working with a search firm can be a great option. Searching for high performing talent is a significant undertaking and involves many steps, decisions and inputs. The critical steps go beyond just recruiting candidates, interviewing them and presenting them to hiring managers. Consulting key stakeholders, understanding current and emerging business needs, organizational culture and external factors are all key to managing a successful search. Who will set strategic direction? Who will conduct interviews? Who will facilitate communication with candidates and external stakeholders? Who will present to decision makers?

Acting as a guide and leader, a search partner will ensure the process stays on track and nothing is overlooked. A search partner also helps to ensure that your organization's brand is effectively maintained throughout the search process. Failing to manage candidate communications and messaging with key stakeholders is a surefire way to negatively impact an organization's reputation with staff and community members. Focusing on these core elements will help an organization build and sustain a talent pipeline during these unprecedented times.

Nonprofit HR is a trusted search partner for mission driven organizations, especially those seeking to fill high-priority roles during unprecedented times. If your organization is in need of a search partner for your core operational roles, from C-suite executives to individual contributors, contact us to hear how we can help.

If your organization is in need of a search partner for your core operational roles, from C-suite executives to individual contributors, contact Sidney Abrams, VP Business Development, at (202) 644-7431 or sidneya@nonprofithr.com.