

Accelerating Nonprofit Success



HR MANAGEMENT & RECRUITMENT SERVICES

Minimize the risk of bad hires and lower your hiring costs, simplify your hiring process, maximize your time, and ensure compliance with mandatory and frequently changing recruitment regulations. Rely on OneOC's team of HR experts in the nonprofit space to identify, vet, and present the best talent who will thrive in your open position(s) and drive your mission forward.

NONPROFIT TALENT RECRUITMENT

As your recruitment partner, OneOC provides an expert recruitment team with over 25 years of nonprofit experience to help you attract top talent, fill your position as quickly and accurately as possible, and create a positive experience for both you and your future top performer. Our nine-method process includes a compensation analysis for each position and an online candidate assessment PXT Select™ providing a suite of reports to help you onboard, coach, and develop your new team member.

ONLINE HIRING & SELECTION ASSESSMENT

OneOC is proud to be a nonprofit vendor for the PXT Select™ online hiring and selection assessment. Let us help you make smart and informed hiring decisions. PXT Select™ measures a candidate's thinking style, behaviors, and interests. It offers a suite of reports that enhances selection, onboarding, coaching, and leadership development within an organization.

WHY CHOOSE ONEOC FOR HR SERVICES?

Let our HR experts save you time:

Our Mission is helping you achieve yours. Our team of HR experts work with your urgent needs and budget to bring you the mission-driven talent that builds your team, improves employee retention, and moves your nonprofit forward.

Expertise and Experience: Rest easy knowing that you have a team of nonprofit experts following human resources best practices and compliance to help you accomplish your purpose.

Face-To-Face Approach: We are local and take a caring, personal approach with our clients, valuing face-to-face meetings.

Customized Services: We provide tailored solutions offering an array of custom solutions designed with you in mind.

Peace of Mind: We make your job easier, removing the burden from you, and freeing up your time to focus on the parts of your business about which you are most passionate.

Schedule a Free Consultation Today!
<https://calendly.com/stacybrooks>

oneoc.org

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PACKAGE INCLUDES:

1. Discovery Call

Our HR expert will lead a 45 minute call with the hiring supervisor and other designees to gain an understanding of the position, possible pain points and overall needs, and to set the tone for the recruitment relationship.

2. Candidate Profile

Based on the information gathered from the discovery call, our HR expert will create an ideal candidate profile complete with a listing of the key traits a successful candidate should possess.

3. Compensation Analysis

We will help you price your position to ensure that it is fair and competitive based on local market trends.

4. Job Announcement

Our HR and Marketing Team will create a marketing piece to describe your organization and the job opportunity in a way to attract star talent.

5. Sourcing

Our team will aggressively source for your ideal candidates using all channels: internet, database, referrals, social networks (including OneOC LinkedIn, Twitter and Facebook pages) and job boards (including the OneOC job board and other niche job boards).

6. Phone Screen

Your recruiter will create a job-specific, recruiter phone screen script and conduct 45-60 minute phone screens with candidates who appear viable.

7. Face-to-face Interview

Our expert interviewers will conduct 60 minute face-to-face interviews, using job specific interview questions, for those deemed qualified during the phone screen process.

8. Candidate Presentation

We will present to you only the most qualified candidates (typically 3-5) with an extensive summary of each.

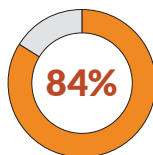
9. Candidate Assessment

We will have your chosen candidate complete an online assessment tool that will give insight into their thinking style, behavioral traits and interests. We will provide you with a suite of reports to help you onboard, coach and develop your new team member.

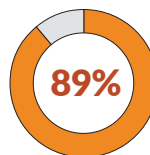
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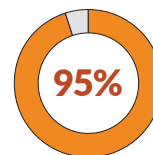
- Simplify your hiring process
- Reduce hiring bias
- Minimize the risk of bad hires
- Lower your hiring and training costs
- Identify and develop future talent
- Make strategic decisions about the leaders that you onboard to your team



THINKING STYLE
"Can they do the job?"



BEHAVIORAL TRAITS
"How do they do the job?"



INTERESTS
"Will they do the job?"