

STAFFING **ADVISORS**



HOW-TO GUIDE

What Makes Results-Based Hiring® Effective



People often say hiring and retaining top performers is unpredictable. But it doesn't have to be.

Results-Based Hiring® is a transparent, competency-driven approach that attracts a diverse group of highly qualified candidates, reduces bias in the selection process, and enables you to confidently hire and retain exceptional employees who thrive in your unique work environment. Our process is responsive to your needs, your organization's culture, and current job market factors—the very opposite of a cookie-cutter approach.

The secret behind Results-Based Hiring® is setting clear performance expectations, using an inclusive method to identify candidates, and following a competency-driven interview sequence. Our approach is designed to reveal each candidate's job-specific functional skills as well as their ability to work independently and with your team. This careful evaluation of both hard and soft skills provides a clear picture of each candidate's capabilities, working style, and compatibility with your culture.

Although the hiring landscape is complex and fast-changing, you're not on your own. Results-Based Hiring® will expand your options, reduce risk, and help you make a rigorous, fully-informed decision.

We're here to help you navigate the future of work.

The nature of work is evolving as emerging technologies and societal shifts continually reshape jobs across functional areas. Our team is attuned to these changes and job market factors like pay transparency laws, market value compensation, and hybrid and remote work models. We invest in training and partner with compensation experts to ensure you can make the best hiring decision possible with the most accurate information available.

Results-Based Hiring® is more than recruiting. Clients look to us for guidance on job design, organizational structure, onboarding, and more. We use the same competency-driven framework and depth of experience in executive search to inform that support.

If we don't have expertise in an area, we'll connect you with someone who does.

We prioritize human judgment and personal interaction at every decision point while increasing efficiency and reach with ethical and appropriate use of AI and process automation. Confidentiality and privacy are paramount. We follow [strict guidelines to safeguard the sensitive information](#) clients and candidates entrust to us.

For more than twenty years, we have helped the nation's leading nonprofits, associations, and social enterprises hire employees who can drive impact. Many clients consistently rely on us for their key hiring needs.

A Focus On Results: The Kickoff Meeting

Serious candidates want accurate information about performance expectations and the realities of the work. So that's where we start. At our kickoff meeting, we help you define the business results you expect and the skills required to succeed on the job. We also discuss any challenges inherent in the role and details about how your teams work together.

Our goal is to help you identify objective and measurable performance expectations and the competencies most likely to deliver them. We prefer to include everyone with a voice in the hiring decision to ensure your entire team's expectations are aligned.

We'll ask you to think about what top-performing candidates would find rewarding about the position. What is uniquely attractive about performing this job, at this time, for your organization? How does your culture enable employees to engage and thrive? Experience shows that people who join organizations for the right reasons tend to stay.

Because so many of our placements succeed, we are able to offer an industry-leading, unconditional 18-month replacement guarantee. It's a reflection of our long-term partnership approach.



"Our whole team loved the kickoff meeting, questions, and perspective the Staffing Advisors team shared to get our entire senior leadership team on the same page about the search. Their timeline grounded our expectations, and the weekly updates were great for knowing the search progress."

Maryanne Roy

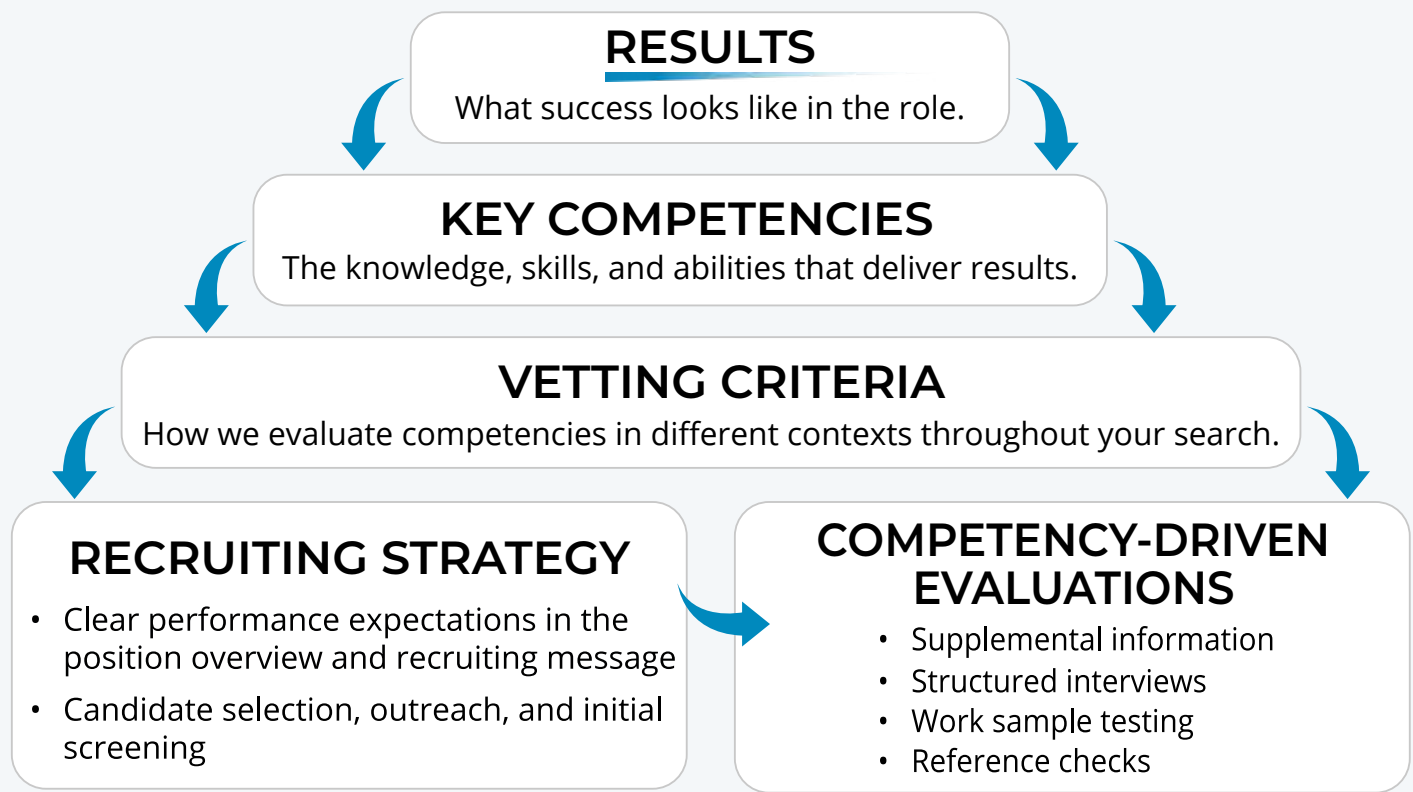
Senior Director, Human Resources
American Institute of Aeronautics and Astronautics

How Competencies Drive Your Search From Start To Finish

With clearly defined competencies as a benchmark, every interaction with candidates will allow you to more accurately predict whether they will succeed on the job. This skills-based approach also [reduces the potential for unintentional favoritism](#) toward candidates with more familiar backgrounds and allows you to be more inclusive when developing the candidate pool.

- We assess key competencies in our interviews with candidates.
- We develop interview questions and other decision-support tools to help you assess key competencies when you engage with candidates.
- We provide a candidate evaluation form and guidance on collecting feedback so no key competencies are overlooked when you compare candidates.

Our competency-driven approach to hiring intentionally makes space for your team to consider candidates from a wide range of career paths and lived experiences.

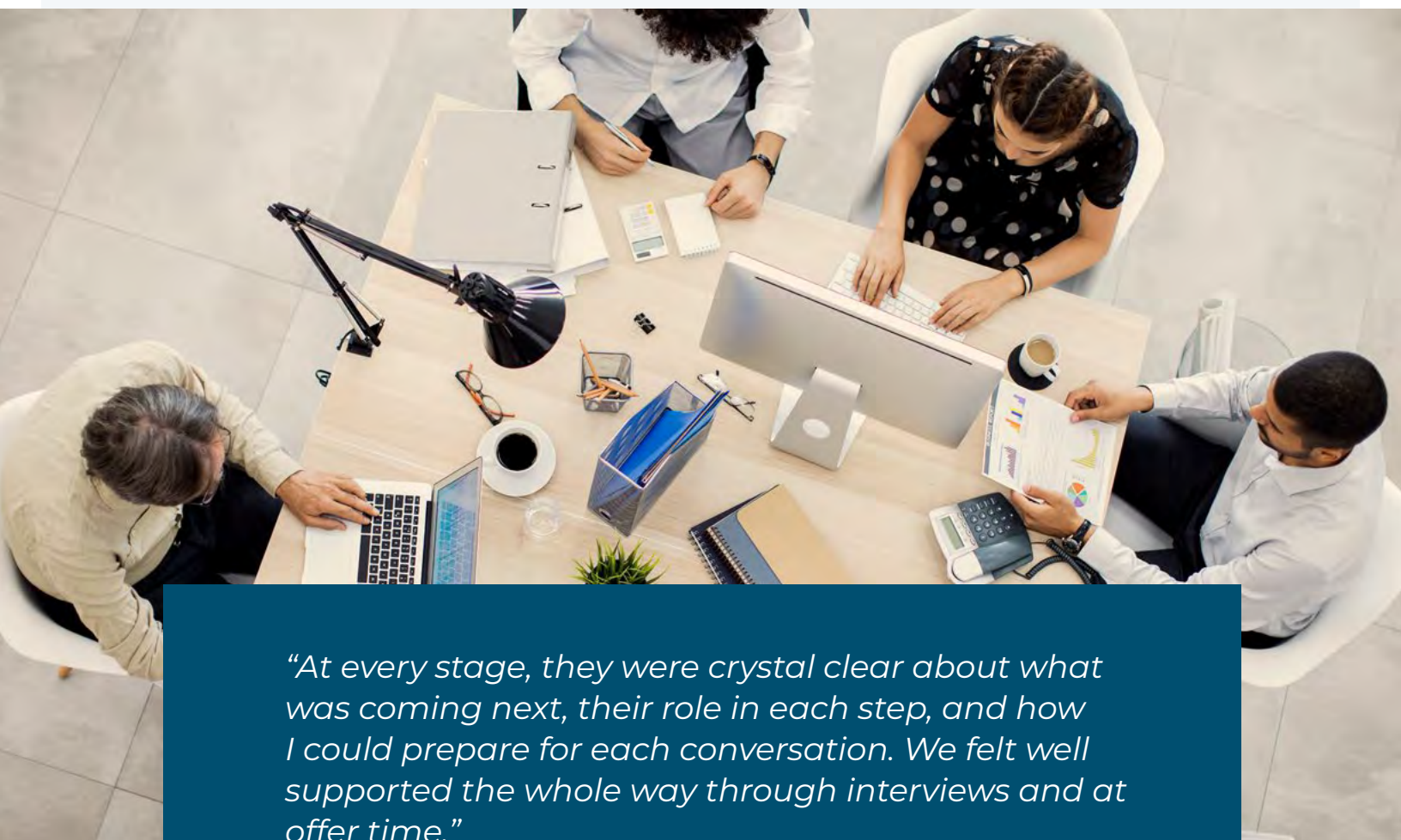


We Support You Every Step of the Way

Transparency and accountability are foundational to how we work and communicate. We deliver a detailed project timeline right up front; you will always know exactly what we are managing for you, what to expect, and when.

We handle everything, including writing the job description, scheduling interviews, developing briefing materials and customized interview questions, and benchmarking your salary range using a third-party compensation consultant. And we dovetail with your internal practices for salary negotiations and reference and background checks.

We document every step, leaving nothing to chance.



"At every stage, they were crystal clear about what was coming next, their role in each step, and how I could prepare for each conversation. We felt well supported the whole way through interviews and at offer time."


Peggy Otey
Head of School
Browne Academy

Crafting a Strategic Recruiting Message

Typical job description language is often abstract and imprecise. Direct, honest language allows your future employees to understand you better. A well-written recruiting message directly appeals to every candidate's desire to find meaningful work.

We develop a position overview tied directly to the key competencies defined by your team, and that messaging serves as a strategic marketing tool throughout your search. We include vivid details and in-depth context about your performance expectations, mission, workplace values, and other factors that make this role and your organization appealing.

We work with you to craft an authentic representation of the position in which candidates can see themselves succeeding. Within hours of your approval, our recruiting team dives in.



"The Staffing Advisors team gains a deep and tangible understanding of the cultural pieces that make each organization thrive, and they translate those lessons into a very successful rubric to determine if eligible candidates would be successful in our culture."

Raj Vinnakota

President

Institute for Citizens & Scholars

Recruiting a Diverse Pool of Talented Candidates

We don't rely on the typical "who do you know" approach (relying on existing networks) because it overlooks a vast number of candidates and often results in a less diverse group. It can be helpful to think about diversity as bringing in perspectives your team doesn't already have. This may span cognitive styles, industry or sector experiences, educational backgrounds, political affiliations, or factors like race, gender, socio-economic status, and more.

We don't broaden the range of candidates considered for a role just to drive up numbers. We take an inclusive approach so you can choose the best out of a larger, more diverse pool. Think best in the nation vs. best in your town.

Although our internal database holds detailed information on more than 100,000 nonprofit and association professionals, 90% of the candidates we contact for most searches are unique to that search, with only 10% previously interviewed by our team.

Led by our Vice President of Strategic Recruiting, a Certified Diversity Sourcing Professional, our research team has developed an intensive process to surface hundreds of qualified passive candidates (those not actively looking but who may be interested

in new opportunities) for every search. Our team identifies mission-driven professionals with the right competencies for the job who can bring a range of perspectives to your organization.

We have skilled candidate sourcers on our team who individually review all prospective candidates to determine which are most qualified to meet the challenges of the role. Within ten days of launching your search, we reach out to these candidates with targeted messaging.



"We are very happy with the outcome from our VP search with Staffing Advisors. They provided helpful guidance and resources and integrated their practices very nicely with our existing DEI work."

Peter Lurie

*President and Executive Director
Center for Science in the Public Interest*

Methodically Vetting Candidates To Reduce Your Hiring Risk

Before we begin outreach, we invite your team to review a sample of anonymized candidate profiles. Your feedback helps us consider how different career paths might translate into success in the role and helps to refine our outreach tactics and vetting questions.

After we have conducted the initial screening calls, we give promising candidates writing prompts to share job-relevant experience and illustrate their competency in key areas.

This supplemental information serves as a “blind” first interview, allowing you to see how each candidate thinks before making your selections to interview.

Many clients say this gives them far more useful information than a resume alone and widens the pool of candidates they would consider. This step also signals to candidates, including those from traditionally underrepresented groups, that their skills will be evaluated fairly.

With these timesaving and bias-reducing supports in place, you can select candidates to interview knowing you have made a fair and fully informed decision.



“I particularly appreciated them gathering the candidate’s supplemental information which was like the first 15-minutes of an interview saving us time and helping us focus the interviews to get quicker results.”

Josh Hodges
Chief Customer Officer
National Council on Aging

Decision Support to Make Your Interviews More Effective

Relying on a resume alone is one of the least effective ways to select a top performer. An impressive resume can hide an ineffective candidate; an unimpressive resume sometimes masks a great one. And no resume can give you the full story. When you limit yourself to the factors visible on a resume, you overlook highly qualified and nontraditional candidates.

To [help your team look beyond the resume](#) and form a more accurate picture of your prospective hire, we provide a robust candidate dashboard including:

- Each candidate's resume and supplemental information ("blind" first interview responses)
- Key competency evaluation criteria
- Competency-driven interviewing questions to assess job-specific functional skills, [soft skills, and working style](#) while reducing the potential for bias
- A competency-driven interviewing checklist
- Additional tools unique to your search

We also collaborate with you to develop customized real-world work sample tests that invite candidates to perform a small sample of actual work during the interview process.

[Research shows](#) that work sample testing is more predictive of successful job performance than the interview itself. And it's a valuable opportunity to evaluate the candidate's hard and soft skills in action.

Our structured decision support will help you assess whether candidates are demonstrably better than their peers at achieving the business results you require while working in an environment like yours.

"We have engaged Staffing Advisors for several searches, and I can't speak highly enough of the process – I gained real insights into each candidate's competencies and fit with our core values."

Beth Gunzel
CHRO
American Physical Society



Protecting Your Reputation

We do everything possible to fiercely protect your reputation and employment brand. Staffing Advisors has a long track record of paying meticulous attention to every aspect of the candidate experience, ensuring everyone is treated fairly, consistently, and with respect. We are transparent and responsive at every touch point.

We make applying for a position as easy as possible with a single click to upload a resume or online profile. Our applicant tracking system is one of the most user-friendly on the market and we offer self-scheduling options so candidates can speak with us at the time that is most convenient for them.

Staffing Advisors has spent decades developing recruiting strategies, process controls, and team expertise with one goal: to enable you to fill your open positions in record time, freeing you from the worries of hiring so you can focus on your mission and the communities you serve.

Efficient Processes Backed By Decades of Experience

With over 30 years of experience in executive search, Staffing Advisors founder Bob Corlett works closely with our [10-person team](#) to ensure quality results. Our client engagement team has over 50 years of combined recruiting experience, supported by expert researchers, writers, strategists, and sourcing professionals.

Our full team of specialists adapts our proven search methodology to your specific needs and works simultaneously to deliver a predictable and fast-moving interview sequence that is attractive to candidates and reduces the risk of losing your leading candidate to a competing offer.



A Business Model Built On Partnerships

Our clients work every day to improve the lives of others, and we do everything we can to help them succeed.

More than 87% of our work comes from existing clients, and most new clients come from referrals. That's because we take our ethical commitments to serving mission-driven organizations seriously. We understand that many are operating with limited staff and tight budgets while aiming to make a substantial impact.

As a fully remote organization, our specialized team is supported by best-in-class technology and streamlined workflows. We keep our overhead low so we can offer our clients the best possible service at the lowest possible cost.

In working with [over 200 nonprofit and association clients](#), many of whom we have partnered with three or more times, we know the challenges you face. That means we know the right questions to ask and how to recruit and evaluate exceptional leaders who get results.



"Our Society has come to rely on Staffing Advisors for all of our hiring needs. We've quadrupled our staff size in 3 years with the help and partnership of Staffing Advisors. They consistently bring us excellent candidates who are importantly also a good fit with our team and culture."

Francesca Dea

CEO

Society for Cardiovascular Angiography and Interventions

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1-888-884-0573

info@staffingadvisors.com

staffingadvisors.com