



Lean Recruiting Web-Based Resources

These are some excellent web-based resources that have proved to be invaluable to our team. We share them with you with the hopes they will provide you with the same success in which we have reaped from them.

Need More Help

Please refer to our websites and do not hesitate to contact us.

- Small But Mighty: <http://www.smallbutmightybook.com>
- Civitas Strategies: <http://civstrat.com>
- Contact Us: info@civstrat.com

Job-Feeder Sites

In the era of Internet robots and search engines, if you put your listing on the right job board, it will be picked up by every other job board without you doing anything. Here is a list of sites in which potential candidates might be following.

- Idealist.org – *focused on nonprofit opportunities*
- LinkedIn.com – *broad site across sectors and levels of experience*
- Schoolspring.com – *specific site serving the education community*
- Bridgespan's Job Board – *primarily senior-level nonprofit jobs*
- Dice.com – *specifically caters to technology professionals*
- Indeed – *general job postings across sectors and levels of experience*
- CareerBuilder – *general job postings across sectors and levels of experience*
- TheLadders – *upper level positions primarily in the for-profit sector*

Behavioral Interview Questions

These sites offer vetted interview questions for your selection process

- The Society for Human Resource Management: *Has an extensive list, but it is behind the membership firewall. However, the list is excellent and worth a membership alone (and SHRM offers even more value for organizations with little or no internal HR capacity).* <https://www.shrm.org/resourcesandtools/tools-and-samples/interview-questions/pages/default.aspx>
- Glassdoor: *Offers the top 50 questions. Some will be very familiar or even seem cliché, but are effective nonetheless.* <https://www.glassdoor.com/blog/common-interview-questions/>
- The Muse: *Offers an excellent list of common behavioral questions that will apply to most jobs and sectors.* <https://www.themuse.com/advice/30-behavioral-interview-questions-you-should-be-ready-to-answer>
- RecruitLoop: *Offers 75 more behavioral questions* <http://recruitloop.com/blog/behavioural-interview-questions/>