

Chall's	Oppty's
<u>Diversified recruiting</u>	<u>Resources!!!</u>
<u>Specialized/Unique only recruitment</u>	<u>Be Specific - Explore Best Practices</u>
<u>EVASIVE JOB TITLES misleading</u>	<u>Pay attention to JPs & update as often as needed</u>
<u>Over-specific Job descriptions</u>	<u>Modernizing resources more real time access to Metrics Process improvement</u>
<u>Dated Processes</u>	

Staffing Overview Discussion Notes

Chall's	Staffing Oppty's
Competition	widen advertising area
Rigid requirements	flexibility
location	sell Det. perks
Compensation	benefits package
College image	Re-Brand

Staffing Overview Discussion Notes

Staffing	
Challis	Deputy's
Recruiting outside OF OHS	Compliance / Training Risk mgmt
Workforce Planning	Proactive review of talent, business needs, Peaks Valley of business
Wainers	Educate top down
Succession Planning	Planned approach Key positions

Staffing Overview Discussion Notes

Chall's	Oppty's
• "I know who I want to hire. Why do I have to post?"	• ENFORCE Policy/Process - Convince of expanding Search → may have other viable candidate(s)
• Lack of Interview Skills / NO Standardization of Questions	• Partner w/ Cust. on selection Committee