**<Insert Sport>**
**Director Recruitment and Talent Sourcing Plan**

Our recruitment and talent sourcing plan is critical to expose available opportunities to the widest market and identify appropriate talent. At times, the best candidates are *passive*, that is, they are not actively seeking a role or browsing online advertisements.

Consequently, an effective plan comprises multiple sourcing techniques which are used in combination to maximize results.

The way in which these methods are used depends upon several factors, some of which include:

* The types of candidates needed
* The preferences of the people managing the process
* Past success (what we have found works)
* The resources/personnel available to implement the plan

Delete after use: It is recommended to review and define these criteria specifically to interrupt potential bias or 'doing things in a certain way, because this is how it was done in the past' (i.e. referral hiring).

This plan is part of our broader ‘Guide for the recruitment and appointment of Directors’ which maps the ‘end to end’ process. For our candidate search to work best it needs to respond to the gaps in our organisation's board skills matrix and include the combination of candidate sourcing techniques.

# Five candidate sourcing techniques

1. **Sourcing candidates through relevant director databases**

We will use appropriate director databases to reach candidates with qualifications, experience and interest in serving on our board. This is especially effective in our search for appointed directors with specific skill or diversity characteristics as identified in the board skills matrix.

* The [National Sports Directorship Register](https://www.sportaus.gov.au/governance/development/join) advertises directorship and board sub-committee opportunities to a database of over 1500 individuals who receive alerts based on their profile (skills and experience).
* The [Australian Institute of Company Directors (AICD)](https://www.aicd.com.au/about-aicd/aicd-membership/directorship-opportunities/advertisers.html) is an organisation committed to strengthening society through world-class governance. They are an independent and trusted voice of governance and manage a membership of over 46,000 individuals. The ASC’s partnership with the AICD offers sporting organisations free advertisement of directorship opportunities. [Click here](https://www.sportaus.gov.au/__data/assets/pdf_file/0017/1070522/AICD-Directorship-Advertisement.pdf) for a simple one-page guide.
* [Governance Institute of Australia](https://www.governanceinstitute.com.au/) (GIA) is the professional body for individuals who have governance (including risk management) responsibilities. The GIA champion whole of organisation governance and risk management through education, advocacy and engagement with members and the broader community. The GIA offer a free *volunteer jobs board* opportunity that sends alerts to a network of governance professionals.
* The [Institute of Community Directors Australia](https://www.ourcommunity.com.au/icda/board/advertise.form) is a best-practice governance network for members of Australian not-for-profit and government boards/committees providing ideas and advice for community leaders. They offer a free service for community organisations wishing to advertise a board vacancy.
* [Women on Boards](https://www.womenonboards.net/en-au/home) (WOB) – The WOB Vacancy Board features board and committee roles in the public, private, government and community sectors. Registered individuals are sent alerts that match their interests.
1. **Sourcing candidates through social media (and ‘daily’ news)**
* [LinkedIn](https://www.linkedin.com/home) is the world’s leading professional networking service, providing opportunities for sporting organisations to connect with candidates. Posting through this channel leverages our network through ‘tagging’ current board members and sport stakeholders for them to share across their networks and maximum exposure.
* Our social channels have a significant following from individuals who are highly engaged and connected to our sport. Sharing opportunities through our channels will reach these individuals, alerting them to the opportunity and enabling them to share with their network.
* [Clearinghouse For Sport](https://www.clearinghouseforsport.gov.au/contact-us) (Clearinghouse) is the information and knowledge sharing platform for Australian sport and provides reach through the Clearinghouse Daily Sports News distributed across the Australian sporting network.
1. **Sourcing candidates through online job postings**

The significant community connected to industry specific job boards makes online job postings an effective mechanism for us. Job advertisements provide a reliable source for links in social channels to provide further information on the role being offered. We utilise [Sportspeople](https://www.sportspeople.com.au/) (Australia’s largest sport jobs board) to advertise volunteer roles (free).

1. **Sourcing candidates via our organisation’s network**

Our people (board or management) have an intimate understanding of our culture, and whether candidates would be a great ‘fit’. We encourage staff/management/directors to share opportunities via email or socials (like LinkedIn), as well as direct contact to known individuals who match the skills matrix criteria.

Delete after use: This can reduce the potential of diversity of thought due to uninterrupted bias (i.e. referrals). It is recommended to critically think whether this has worked in the past to contribute towards the D&I strategy.

1. **Sourcing candidates from within the organisation**

We work hard to provide an effective succession pathway within our organisation. We target candidates with strong organisational culture and specific sport knowledge which promotes quick onboarding, strong contributions from day one and rewards/recognises service through our organisation’s network of committees, working groups, etc.

**Guidance notes for candidate sourcing activities**

[**National Sports Director Register**](https://www.sportaus.gov.au/governance/development/advertise)

To post an opportunity for members of the NSDR you simply complete the advertisement form - [Advertise a board position | Australian Sports Commission (sportaus.gov.au)](https://www.sportaus.gov.au/governance/development/advertise)

By submitting the vacancy to the NSDR it will also be included in the Clearinghouse for Sport Daily News (Jobs Board).

[**Governance Institute Volunteer Jobs Board**](https://www.governanceinstitute.com.au/career-opportunities/current-voluntary-governance-opportunities/)

To post a free opportunity, you are required to be a not-for-profit recruiting for a voluntary position. Free listings should be approximately 100 words and can be based on a template found on the website, which is then emailed to **careerpost@governanceinstitute.com.au**

[**Institute of Community Directors Australia**](https://www.ourcommunity.com.au/icda/board/advertise.form)

To post an opportunity you create a listing profile which will allow you to manage your listings. Simply complete the [online form](https://www.ourcommunity.com.au/icda/board/advertise.form) describing your organisation, the opportunities, skills desired and contact person/s for further details.

**[Women on Boards (WOB)](https://www.womenonboards.net/en-au/home)**

Navigate to the right of the menu bar

> select ‘Board Positions’

> select ‘Post a Board Position’

> choose a plan (note basic plan is free).

Note: you will be required to join WOB (free) before being able to post.

[**LinkedIn**](https://www.linkedin.com/home)

Create a post using your organisation’s account, or CEO/President if this is not possible.

Link the post to the website or jobs board where the detailed information can be found.

‘Tag’ current board members @BillSmith to facilitate sharing/exposure.

[**Sportspeople**](https://www.sportspeople.com.au/)

To post an opportunity on Sportspeople you will need to be a registered member (free) and have an Employer Registration

To join - complete the [registration process](https://www.sportspeople.com.au/a/auth/register-advertiser?v=bb64075a37b3ea7583f4e3d109290ba35513eac4ffab742da3dba4b79d899884) / and or [Employer Registration](https://www.sportspeople.com.au/a/auth/register-advertiser?v=26196212c5df4a64852d263a0f8c3b9b632f6b564f8c7fc2ec067d06de8a29a1)

If you are a registered member and employer – [login here](https://www.sportspeople.com.au/a/auth/login?v=3ea1151d82b437f37f4f5fd36ddee14a5048c65a7a7255519a6b8f82de29b27b)

Once logged in

> Select Advertise > Jobs (top right of the screen)

> Scroll down past the paid job posting options to the Volunteer/Intern Job header

> Click on the link to post a job for free which will re-direct you to the Volunteer page

> Select ‘Post a Volunteer / Intern Job here’ (bottom of the page)

> Complete the relevant details and submit

This opportunity will be sent for approval (usually within 24 hrs) and appear in the volunteer listings.

