

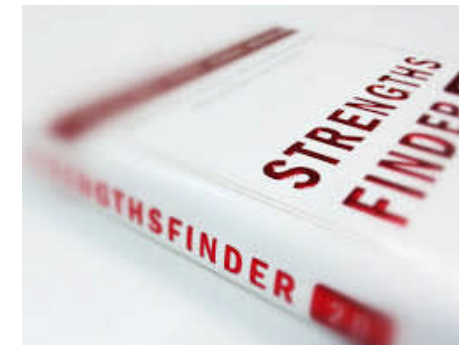
Hiring for Fundraising Success

PRESENTED BY: DAISY BRAYTON

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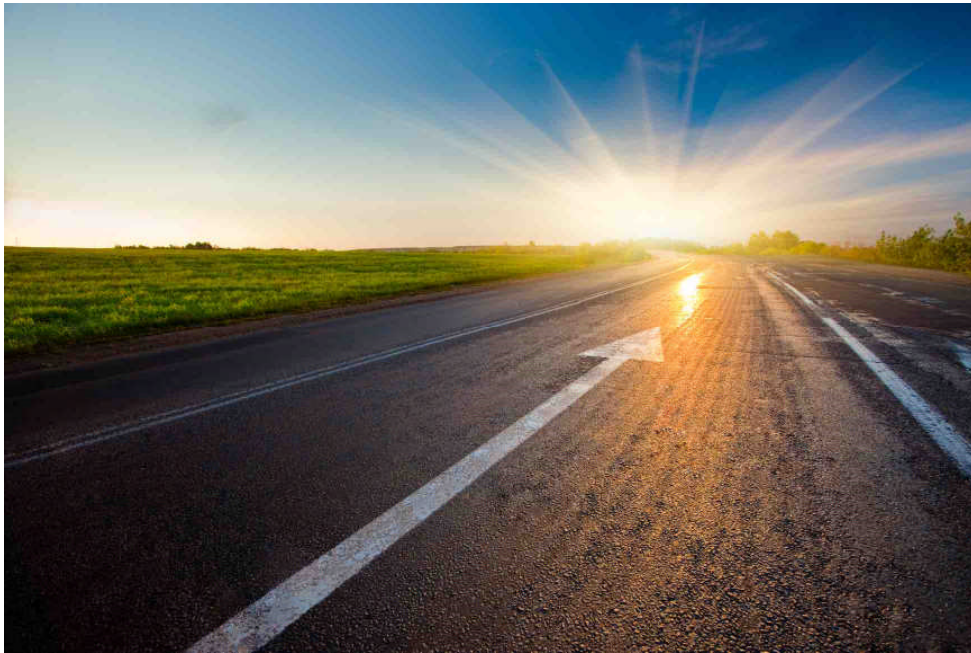


A little about ME



1. Communication
2. Competition
3. Harmony
4. Consistency
5. Maximizer

Our Journey Today



- Hiring the perfect fit
- Designing interview questions
- Insight from the interviewer perspective
- Questions



Perfect Fit

“perfect candidate”

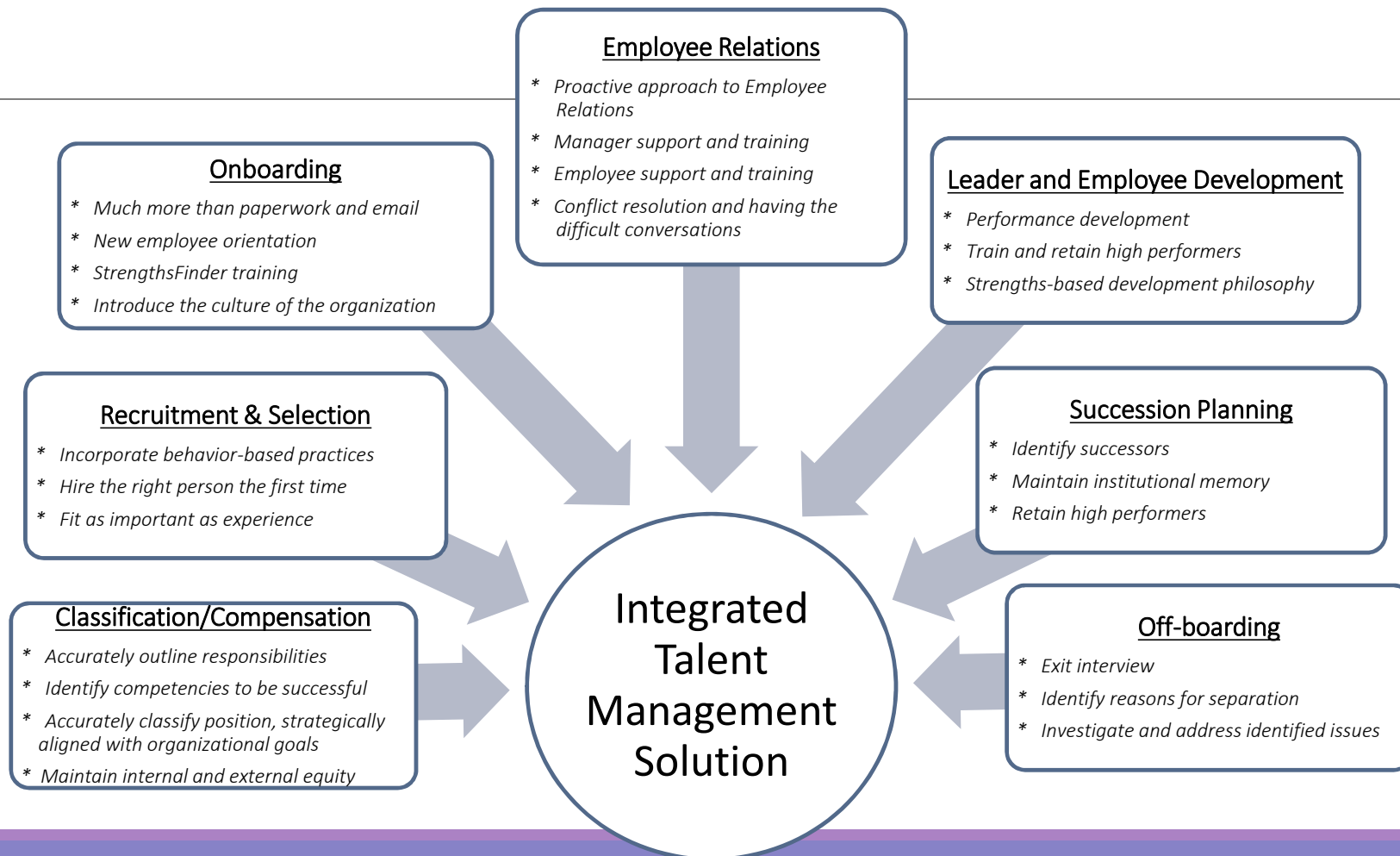


Hiring the Perfect Fit



- Starts with integration of all Human Resources functions
 - Define job description
 - Define core competencies
- Identify what is needed to be successful in the position

Integrated Human Resources



Define job duties

Example: Development Officer

Percentage of Time	Description
40%	Cultivate and develop donor relationships in Central and Western Nebraska resulting in increased annual fund giving for premium seating, ticket sales and booster club memberships.
20%	Prospect and solicit major gifts for capital campaigns including the Student Life Complex and Hall of Fame projects.
20%	Develop and implement new methods for giving to athletics by companies and individuals residing in Central and Western Nebraska and working with NU Foundation to develop scholarships to build student athlete experience.
10%	Assist with athletic event organization. Attend sporting events and engage in donor cultivation of prospects
10%	Other duties and special projects as assigned

Define Core Competencies

1. Review the competencies and identify what is needed for this position.
2. Remember LESS is MORE
3. Review the job description and assign the competencies
4. Which competencies are used the most?

Define job duties

Example: Development Officer

Percentage of Time	Description	Competencies
40%	Cultivate and develop donor relationships in Central and Western Nebraska resulting in increased annual fund giving for premium seating, ticket sales and booster club memberships.	Accurate Listening Developing Others Human Awareness
20%	Prospect and solicit major gifts for capital campaigns including the Student Life Complex and Hall of Fame projects.	Initiative Human Awareness
20%	Develop and implement new methods for giving to athletics by companies and individuals residing in Central and Western Nebraska and working with NU Foundation to develop scholarships to build student athlete experience.	Initiative Proactive Thinking Results Oriented
10%	Assist with athletic event organization. Attend sporting events and engage in donor cultivation of prospects	Creativity Organized
10%	Other duties and special projects as assigned	Flexibility



Design interview questions around competencies

Initiative

- Tell me about a time where your initiative caused a change to happen.
- What has been the best idea you have had in your professional career?

Creativity

- When was the last time you thought “out of the box” and how did you do it and why?
- What innovative ideas have you brought to your current position?

Human Awareness

- What was the most stressful professional negotiation you have been involved in? How did you handle it and what was the outcome?
 - Describe your philosophy on building relationships with new prospects? Talk about your most difficult situation regarding building a relationship and what was the outcome?
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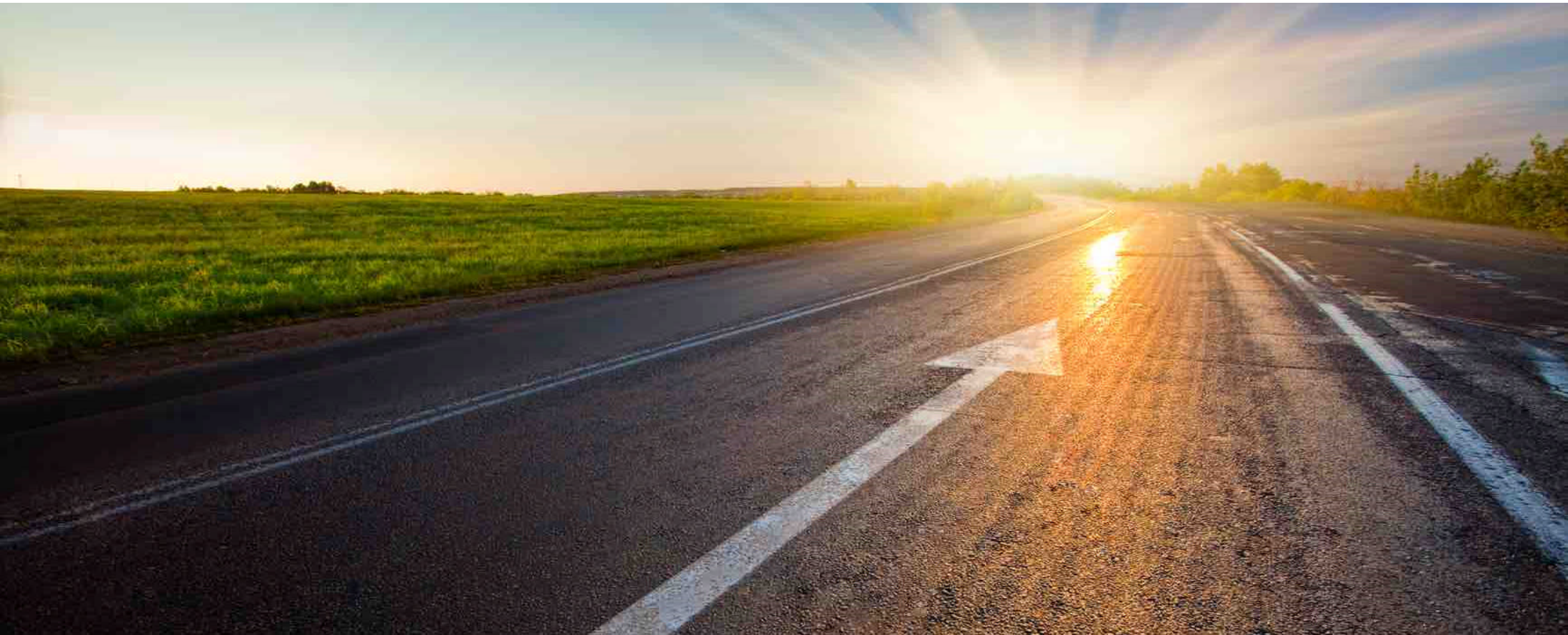
Some of my favorite interview questions

- If your supervisor only had 3 words to describe you what would they be?
What 3 words would your friends use?
- Describe your internal motivators. What makes you feel successful?
- How will you know when you are successful in this position?

Insight From the Interviewer Perspective



- Research...research...research
- What would you ask?
- Ask meaningful questions



END OF OUR JOURNEY....QUESTIONS?