

# Article 8

## Appropriate for Outside Recruitment Services

- This article will fund dedicated recruiting services for department manager-level and other hard-to-recruit positions.
- The Town of Needham has experienced a high volume of turnover since the onset of the pandemic in 2020 due to a number of factors:
  - The effects of the pandemic caused employees across the world to reconsider the nature of their work and their career goals.
  - The presence of remote work has expanded greatly within the private sector, giving job seekers many options when considering work-life balance in their next employer.
  - Many employees who have been eligible for retirement for a number of years, decided to retire following the pandemic.
  - As hiring and wages have picked-up throughout the Greater Boston economy, the private sector is quickly outpacing local government in wages in comparable jobs.
  - Finally, the cost of living in the Greater Boston area is increasingly out of reach for many would-be candidates for Town jobs.
- The need to focus efforts on recruitment is critical and requires a significant specialized approach for each job.

- Using vendors who specialize in recruiting based on our industry, will expand our outreach beyond traditional job boards, to the consultants' own network of active (or passive) job seekers.
- The Town will be able to identify specialized skills or priorities desired for each position, and the recruiter can take a customized approach to find a candidate who has relevant experience and training for the vacancy.
- Additionally, the Town will be able to task a consultant with expanding our outreach to more diverse candidate pools. Finding the best fit for each position would help retain candidates and lower the opportunity cost resulting from hasty hiring decisions. The funding of this request would have a tremendous impact on the quality of our hiring in key positions in an ultra-competitive market.

The Select Board unanimously recommends adoption of this article.