Staff and Board Recruitment, Development and Retention

Finding, engaging and retaining qualified, interested human resources to support the needs of a water utility are becoming increasingly difficult. However, all ongoing business concerns, public or private, cannot function without appropriate human resources. To this point, utilities need tools to recruit new staff and where necessary Board members, to develop staff and Board members through appropriate training and mentoring, and to retain staff and Board members such that the investment in time and money to recruit and develop personnel is not lost.

Staff

Recruitment

Development

Board

Board recruitment and development focuses on many of the same networking and social connections that are discussed in the staff development section. In that Board membership typically involves the commitment and engagement of volunteers to support the organizations in its efforts to develop and sustain business operations, Board members that are familiar with the needs of the water company are desired. Development of Board members therefore typically include the following tasks (from the Council of Non-Profits):

Find the "Right" Board Members

Decide Whose Job it is to Recruit New Board Members

Bringing New Board Members Onboard

Beyond Orientation

Resources

For Staff Issues

http://www.acacamps.org/category/free-tags/staff-recruitment

http://nsdta.aphsa.org/

http://www.ehow.com/how_4928456_write-staff-development_and_evaluation-plan.html

http://www.ehow.com/how_5023348_evaluate-employee-performance-easy-steps.html

http://www.ehow.com/info_8643469_fun-staff-development-ideas.html

For Board Issues

http://208.42.83.77/boards/boards.htm

http://managementhelp.org/boards/index.htmhttp://www.councilofnonprofits.org/resources/resources-topic/boards-governance/board-development

http://www.centerfornonprofitexcellence.org/board-development

http://www.civicpartnerships.org/docs/tools_resources/nonprofit_board_dev.htm

http://www.nyc.gov/html/nonprofit/downloads/pdf/Board%20Development%20Best%20Practices.pdf

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