

Recruitment and Engagement Activities

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Recruitment via Social Media

- Use of social media for recruitment is relatively new to NIST
 - Careers@NIST on Facebook
 - NIST's Youtube channel videos
 - Visible online presence is key for our future
- Mission guides who we hire
 - Technical and Administrative

“The Scope That NIST Built”



Federal Hiring at NIST: Pilot with CTL

- Specific requirements have to be met
 - Outcome: Hiring takes longer than we would like
 - Challenge: Competition requires speedy and valid job offers
- *Service Now* pilot – March, 2016
 - Goals:
 - Better service - Increased transparency for managers
 - Better data - Immediate and actionable metrics
 - Speed - Faster hiring

Engagement: Leadership Development Programs

- Environment Matters
 - Supervisors and leaders have enormous influence
- Leadership Development Programs
 - Programs for first line supervisors, project managers and aspiring leaders
 - Graduates possess common language and skills tool kit
- NIST significantly increased program investment in FY15

Modifying our NIST Personnel System?

- We have a unique personnel system
 - System was and is intended to be modified as needed
- NIST Director committed to a broad review
- Primary focus areas of upcoming review:
 - Staffing and Recruitment
 - Compensation
 - Performance Management

Thank you

Questions or Comments?