

NNJI PRO-TIP©: RECRUITMENT

CHIEFS OF POLICE: Departments across Indian Country are struggling to hire for all positions. It is important to bring together all your local resources to help build a recruitment team. Here are a few helpful Pro-Tips to get you started or strengthen your current efforts.

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READY

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AIM

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FIRE

A. PROCESS

1	READY: IDENTIFY LOCAL RESOURCES		STATUS
	Tribal Manpower (Section 166) Program State Job Service Programs Local Veterans Affairs Organizations Tribal Community College	Did You Know: Many of these organization missions (and funding) include costs for hiring and training specifically for unemployed and low-income NA/AN communities?	
2	READY: BUILD A TEAM		
	Include the above organizations and add these skills the PD does not have: <ul style="list-style-type: none"> Branding Marketing Media 	Did You Know: A great local team resource for these skills are your local colleges, tribal government programs, and news outlets. Team meetings should be bi-weekly.	
3	READY: EDUCATE THE DEPARTMENT		
	You need all hands engaged. Your staff know the community, potential candidates, and who may bring value to the department. Inspire them to be involved & competitive.	Ready the staff by creating competitive goals to recruit candidates for application, testing, selection, & academy completion! Open the recruitment team meetings to all PD staff	
4	AIM: CREATE VALUE		
	Nike, Military, & Colleges are great at branding focused on the end value, personal emotion, and pride. Not the product or job. Brand a team or personal value theme.	Here is the detail work: identify your brand, theme, and tools (brochures, banners, swag, print and video media). Think what swag would be cool AND practical to use.	
5	FIRE: RECRUIT 24/7		
	All Hands-On Deck: Identify local, regional, and online sites to prioritize for vacant positions. Include ALL TEAM MEMBERS who can attend- spread the wealth and value.	Prioritize, Prioritize, Prioritize: Engage ONLY where QUALIFIED candidates are located (hint: not in high schools). Keep an open info booth at the PD. Host a monthly open house.	