Recruitment Services

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Recruiting the right leader is a sound investment for your municipality.

For more than 35 years, VLCT has assisted its members in attracting outstanding leaders to join their teams. We provide a low-cost, high-quality suite of *recruitment services* to help you find your next town or city manager, town administrator, or department head. In addition, we offer *coaching and mentoring services* for newly hired managers and administrators to help ensure their onboarding success.

Hiring without professional help can be time-consuming and risky. It involves writing the appropriate job description for your community's unique needs, determining a competitive wage, posting on job boards, drafting and paying for ads, reviewing and culling potential candidates, developing and executing a fair and transparent selection process, negotiating terms of hire, performing important background and reference checks, etc. VLCT has a team of seasoned professionals with vast municipal knowledge and experience ready to help you carry out your next search.

Turnover is costly. There are direct costs like recruitment, hiring, and training, but there are also indirect costs like loss of productivity, increased overtime wages, decreased team morale, and loss of institutional knowledge. We understand what it is like to operate through a critical vacancy – it places an added burden at every level. Finding the right leader takes work and skill, but it is well worth the time and money to avoid repeated transitions. VLCT offers competitive services at affordable rates for tight municipal budgets.

VLCT has your back. Every day, VLCT fulfills its mission of *serving and strengthening Vermont local government*. Every town and city is a VLCT member. We exist to serve you and we understand you. We can help you determine your needs, access a

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deeper pool of qualified candidates, shepherd you through the selection process, thoroughly vet your final candidate, ***and*** help them succeed in their new role.

If you are interested in working with us or just want to learn more about our services, contact us!

recruitment@vlct.org

Vermont Town Careers

Broaden Your Reach, Build Your Workforce. VLCT's new service helps promote your open jobs. Jobs posted at VermontTownCareers.org will automatically be posted to vlct.org/classifieds and vice versa, making this a simple one step process. It's free advertising! Plus, visit the "Resources for Cities & Towns" page (located in the footer at VermontTownCareers.org) to find helpful ways you can promote the site and municipal jobs across the state.

Post or Search Jobs!

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