Recruitment and Hiring

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Current as of: 11/29/2026

Your team is everything. Effective and compliant recruitment, hiring, and onboarding practices are key to operational success and employee engagement.

We can guide you on effective processes and tools for finding great people and successfully kicking off the employment relationship. In addition, municipal employers should pay attention to market competitive compensation as well as the other factors that make employers appealing to qualified applicants in this job market.

Many positions in local government require specialized licensure, training, or credentialling. Often these additional requirements come with added layers of process and screening. We can help you identify the steps you need to take when hiring for these positions.

Job Posting Resources

In addition to the Vermont Town Careers website, we have compiled a list of organizations, associations, and groups to raise awareness about municipal job opportunities. Some listed are regional or national resources but may be helpful for positions that may not be attracting talent locally.

Police

- New England Association of Chiefs of Police
- International Association of Chiefs of Police

Highway

- Vermont Local Roads (VLR) Listserv

Fire

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- IAFC Career Center

Financial & Administrative

- Government Finance Officers Assoc./GFOA (National) – Jobs Board
- New England State Governance Finance Officers' Association – Careers
- International City/County Management Association/ICMA – Job Posts

Human Resources

- Vermont Human Resource Association (VTHRA) – Job Postings

Wastewater

- Vermont Rural Water Association – Classifieds

Recreation & Libraries

- Vermont Outdoor Business Alliance – Employer Resources (must be a member)
- Vermont Library Association – Post a Job Ad

Engineering

- Vermont Society of Engineers – Jobs

General

- Town website
- Indeed - can post either a free* or paid job listing, also known as a Sponsored Job
- Vermont JobLink
- Vermont Professionals of Color Network
- VBSR – Post Jobs & Internships: Amplify Your Hiring Reach (must be a member)
- Careers In Government: Government Jobs

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- VT Digger – Vermont Job Search
- Social Media

*Free listings on indeed are shown in relevant job seeker search results but then fall back in search as new jobs are added over time. Paid job listings are prioritized in relevant search results and retain their optimal visibility for as long as they're sponsored; so they're seen more often by job seekers. To take advantage of the benefits of paid posting, consider placing a monthly cap on pay-per-clicks that fits within your advertising budget. One town has reported excellent results from using a budget of $10/day (about $300/month) for sponsored postings.

Note: Vermont Town Careers coordinates with "Handshake," a platform that connects students at local higher education establishments with career opportunities. Internships & seasonal work can also be advertised here.

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