

Recruitment Process

*"Service is the rent we pay to be living
It is the very purpose of life and not something you do in your spare time."
-Marian Wright Edelman*

Campus Compact has a history of recruiting some of the most highly qualified applicants in the country through our extensive network of college and university service programs. These applicants typically have significant experience in community development and are drawn to volunteer in the higher education sector because of the energy and resources our campuses bring to community change. NYCC and CNCS are here to help you locate these dynamic volunteers.

National Recruitment

NYCC has access to an online recruitment system that enables applicants across the country to find information about your program. All NYCC position descriptions will be posted online by April 1, 2008. The application process is outlined below

- (1) Candidates will submit an on-line application through <http://www.americorps.org>
- (2) NYCC will verify that the application is complete, including two references and contact information.
- (3) All applicants will complete an initial phone interview with NYCC staff
- (4) Qualified candidates will then be referred to host sites for further review. Most sites choose to conduct a series of phone interviews with applicants, although in-person interviews are preferred.
- (5) Sites should contact NYCC when a candidate has been selected and NYCC will make the official offer to the applicant.

Local Recruitment

Programs often receive dozens of national applicants, but many sites still find that their own campus, community, or peer institutions have provided the applicants who are the best match for their program's needs. Please remember when recruiting on your campus that VISTA members must have completed a college degree and cannot be enrolled as a student or otherwise employed during their time of service.

Suggestions for Local Recruiting

Campus

- Departmental bulletin boards
- Career Services Center
- Community Service Center
- Undergraduate Association
- Student Affairs
- Key faculty
- Peer institutions
- University Leadership Programs

Community

- Community bulletin boards
- Newspaper
- Affiliated organizations

Online

- www.idealists.org
- www.monster.com
- www.craigslist.com
- www.careerbuilder.com

Campuses are encouraged to conduct their own recruitment campaign, especially within the graduating student class, however all locally recruited applicants for the VISTA position must also apply online at <http://www.americorps.org> in order to be formally approved for placement.

Members must be selected by **June 16, 2008** in order to begin service on **August 4, 2008**.
Members must be selected by **July 18, 2008** in order to begin service on **September 1, 2008**.

For More Information:

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