

NOAA Workforce Management Office

Recruitment Sources

September 2007

Focus should be placed on ready audiences that are likely to include talented individuals who possess the competencies, skills and experience required for the position being recruited. Below are a few recruiting sources that may help achieve a diverse workforce:

- Colleges and universities with strong undergraduate and/or graduate programs in relevant areas
- Job fairs
- Career development offices
- Academic departments
- Professional organizations
- Advertisements in professional association publications
- Professional gatherings (luncheons, conferences, etc.)
- Minority and women organizations
- Internet

Management's Role in Recruiting

Management may serve different roles in the recruitment process. As part of NOAA's effort to attract top talent in a competitive job market, management or an SME may be asked to participate in job fairs and college recruitment efforts. Professional and academic contacts can be used to locate qualified candidates and to encourage them to apply when positions are announced. The HRA should be notified if a leading candidate is detected.

For additional information: [WFMO Contact Lists](#)