

# What is HOPE's philosophy of recruitment & retention?



## Dependence on God

### PRAYER IS AT THE CENTER OF OUR WORK

- We trust in the Lord's provision and follow His guidance.
- We intentionally and prayerfully invite Him into every aspect of our work.



## Kingdom focus

### WE PRIORITIZE CALLING

- We believe that HOPE is one part of God's all-encompassing promise to bring His kingdom to this earth.
- We act open-handedly (i.e., sharing candidates with like-minded organizations, developing an individual's gifts beyond what might be useful to HOPE, etc.).



## Fit over timeline

### WE SEEK OUT THE RIGHT PERSON

- We embrace a collaborative recruitment process that emphasizes equipping search committees to find well-aligned candidates.
- We prioritize hiring the right candidate over meeting internal recruiting goals.
- We believe our priorities lead to hiring candidates who are capable of growth through stretch assignments and new roles as we invest in them.



## Relational

### WE INSPIRE ENTHUSIASM

- We pledge to show genuine care for all stakeholders.
- We aim to make transitions of any type pleasant.
- We strive to establish an environment where all feedback is received well and leads to improvement.
- Our goal is for all people we interact with to become raving fans of HOPE.