

CAREERS IN GOVERNMENT



**ATTRACT TOP TALENT WITH
COMPELLING JOB POSTS
AND
RECRUITMENT
MARKETING TACTICS**



TMHRA



Welcome to

LGBTQ JOBS

IN

GOVERNMENT



FORGING CONNECTIONS: LGBTQ+ OPPORTUNITIES IN GOVERNMENT



THE 3 STEPS TO BUILD A RECRUITMENT MARKETING STRATEGY

2) ~~EMPLOYERS~~ ~~BASED~~ ~~ON~~ ~~THEIR~~ ~~EXISTING~~
CAMPAIGNS

Annie Fox @anniekathfox

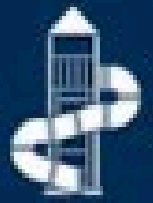
In honour of my beloved #libraries, today's socks are from the @britishlibrary @BL_Shop




City and County of Denver Government about a year ago



James A. Bible Park



**NEW
PLAYGROUND**



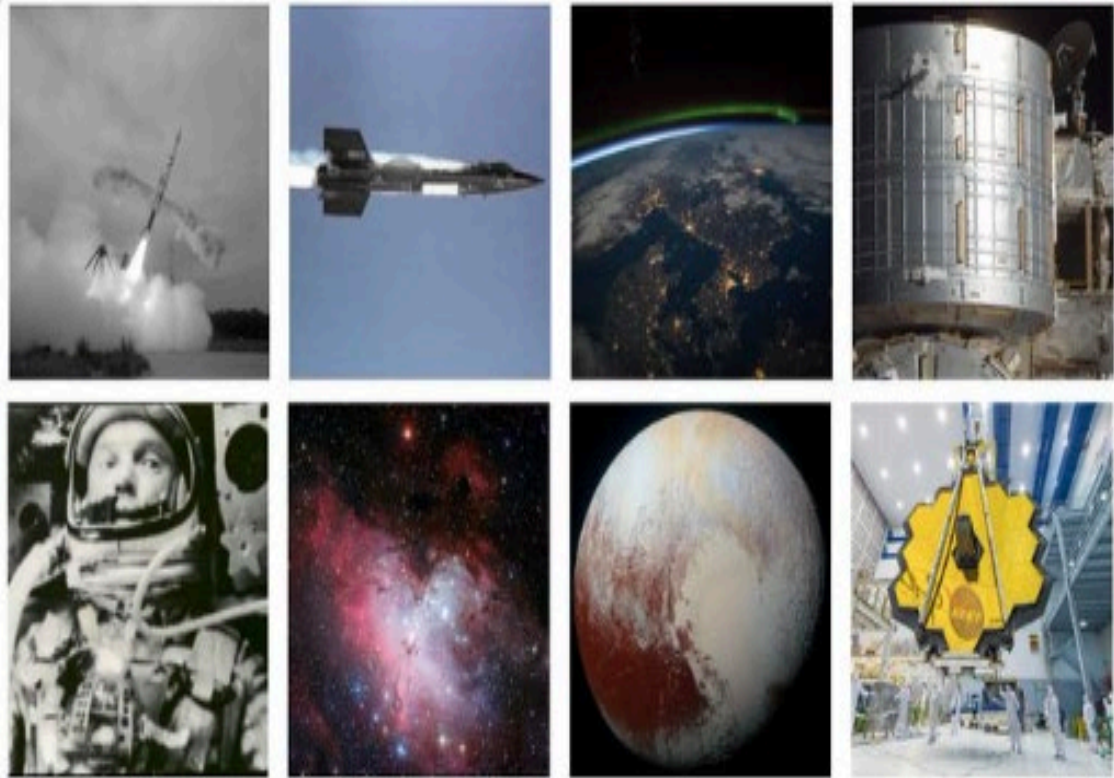
DENVER
THE MILE HIGH CITY

Let your imagination run wild at Denver's newest playground! Bible Park is in southeast Denver and was made possible by voters who passed the Elevate Denver Bond (thank you, voters!). This new playground is more inclusive with an accessible swing and merry-go-round. Learn more about Denver's city parks at <https://www.denvergov.org/.../Agencies.../Parks-Recreation/Parks> Denver Parks and Recreation



I fly these flags 365 days a year.

Our work in the last 60 years has made great advances in aviation, helped to develop a commercial space industry, enriched our economy, created jobs & strengthened international diplomacy. As we prepare for the [#NASA60th](#) anniversary on Oct. 1, learn more: go.nasa.gov/2QxstN3





Google

27,600,266 followers

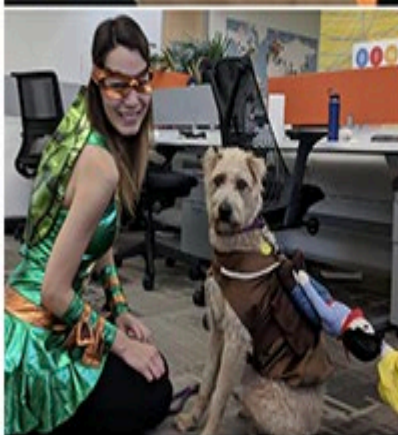
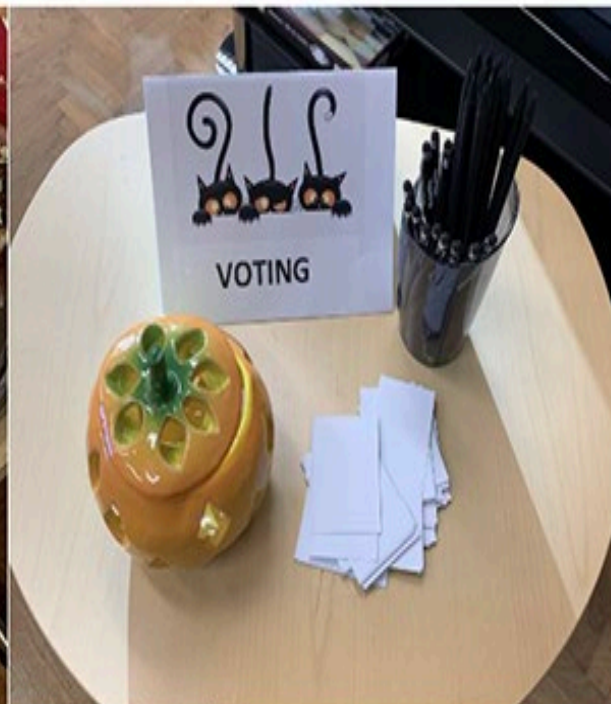
2mo

...

Thank you to everyone who participated & created this cozy atmosphere in our offices! ❤️

Happy Halloween from all the [#Dooglers](#) who showed up to work in costume today! Here's to co-workers who make [#LifeAtGoogle](#) spooktacular.

[#DeloitteBaltics](#) [#CareerAtDeloitte](#) [#LifeAtDeloitte](#) [#BakingContest](#)





City of San Diego
@CityofSanDiego



We're not crying, you're crying! Anita's heartfelt reaction to getting a place of her own is an example of the impact the City and partners involved with Operation Shelter to Home are having for those who've lived on our streets. See for yourself. 🙌



ABC 10NEWS | SAN DIEGO

HOTEL ROOMS CONVERTED INTO HOMES

5:10
60°



MORE ON 10NEWS.COM ALERT RESOURCE HELP IS AVAIL ABLE TO SAN DIEGANS BY GOING TO 10NEWS.COM/REBOUND



U.S. Department of Defense (DoD)



5 March at 16:00

#ICYMI: The [109th Airlift Wing](#), New York [Air National Guard](#), just wrapped up their 33rd season of supporting U.S. science research in the [#Antarctic](#). Check out their mission - codenamed [#OperationDeepFreeze](#). ❄️ [#KnowYourMil](#)



NATIONALGUARD.MIL

109th Airlift Wing wraps up Antarctic research support

STRATTON AIR NATIONAL GUARD BASE, New York – The New York ...



Careers at Dell

November 15 at 4:59am · 🌐



Your resume has about a minute to get attention. Joanne, our recruiter shows you how to get noticed in the blink of an eye. See our openings:

<http://dell.to/2hsj6Or>



#ResumeTip

Is your resume ready for a one-minute scan?

- First 20 seconds:
Keywords that match job requirements.
- Next 20 seconds:
Your experience in the last few roles.
- Last 20 seconds:
Your highlights and achievements in the past roles or during your studies.

- Joanne Jose, Talent Acquisition

Follow us on Twitter @CareersAtDell



Boston Consulting Group (BCG)

3,547,115 followers

5mo · Edited · 🌐

+ Follow



Are you ready for your next interview? Asking thoughtful questions demonstrates interest and makes a great impression. Use the opportunity to learn more about the role, company culture, and whether you are a good fit.

To help you get started, we've compiled eight questions BCGers recommend you ask. Don't forget: an interview works both ways!

Check out our careers site for even more interview prep.

<https://lnkd.in/eWqJU5uD>



Questions to Ask During Your Interview



City of Fort Lauderdale 

@FTLCityNews



We are a city on the move! [#WeAreFTL](#) 



1:08 4,197 views



7 TIPS FOR GREAT JOB TITLES

#1 - Keep it simple

#5 – Location

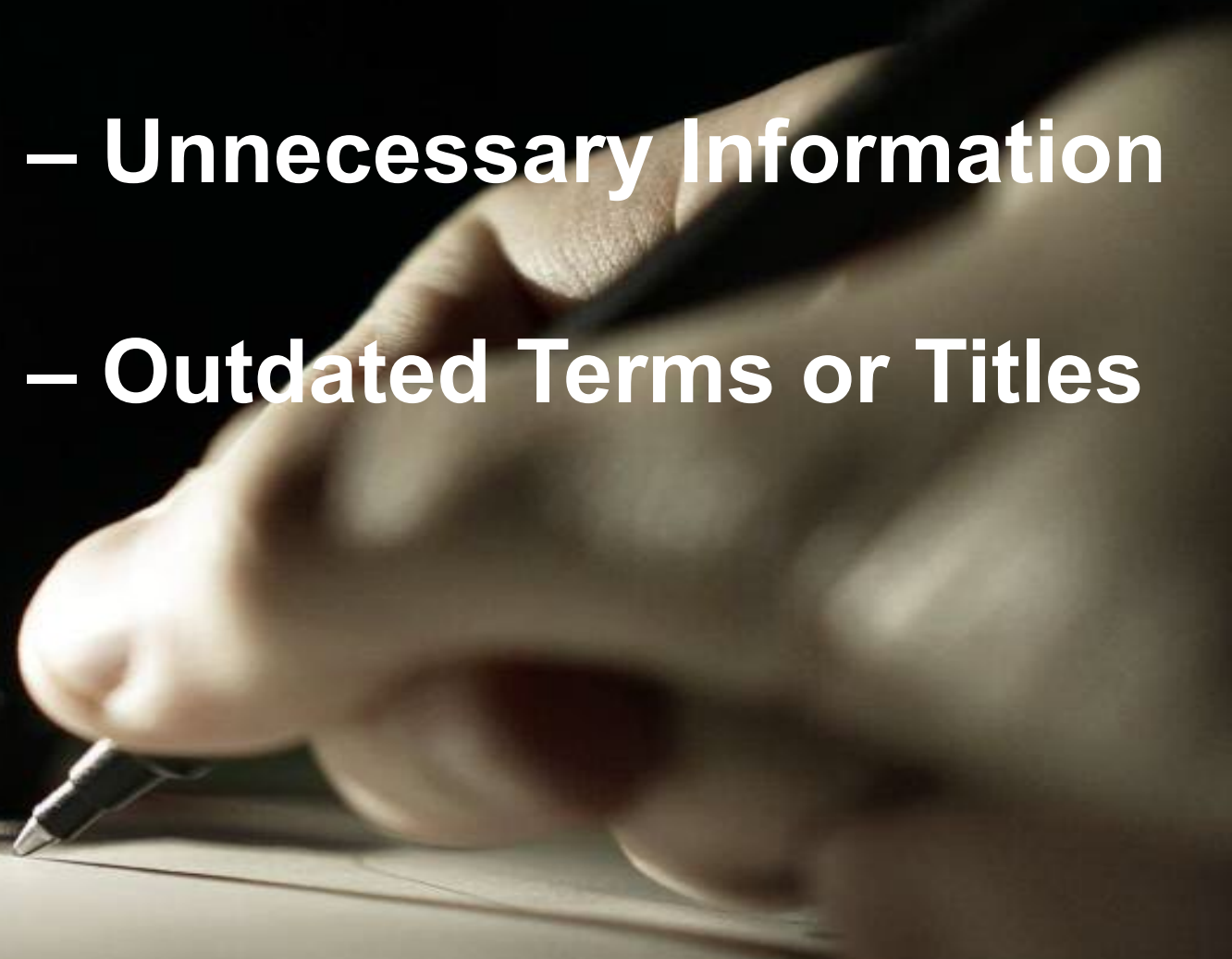
#2 – Avoid Jargon

#6 – Unnecessary Information

**#3 – Remove
Special Characters**

#7 – Outdated Terms or Titles

#4 – Abbreviations



Tools to Help You Write a Job Post

● Call Center Representative
Search term

● Call Center Agent
Search term

+ Add comparison

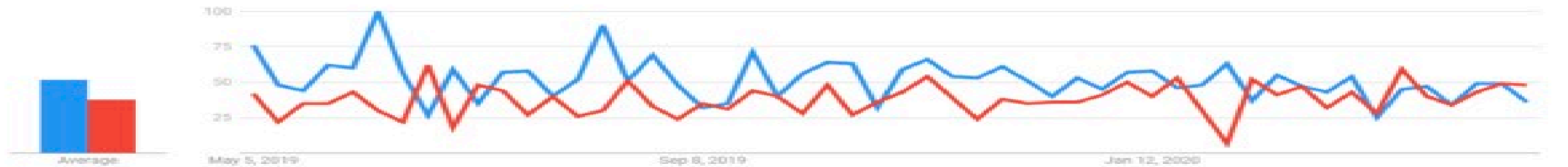
United States

Past 12 months

All categories

Web Search

Interest over time



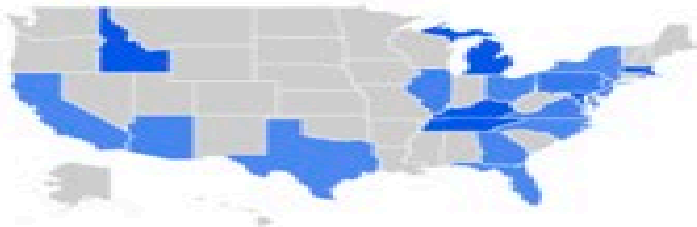
Compared breakdown by subregion

Subregion



● Call Center Representative ● Call Center Agent

Sort: Interest for Call Center Representative

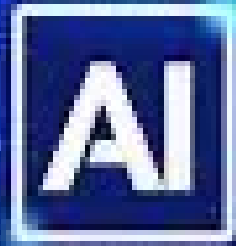


Color intensity represents percentage of searches [LEARN MORE](#)

Rank	Subregion	Interest Level
1	Rhode Island	High
2	Maryland	High
3	Tennessee	High
4	Kentucky	High
5	Michigan	High

CHAT GPT – The Future of Recruiting?

GPT Chatbot



OPENAI





Create a list of 5 questions for my interview with a human resources analyst?



1. What motivated you to pursue a career in human resources analysis, and what do you find most rewarding about your job?
2. What techniques or strategies do you use to identify the strengths and weaknesses of an organization's HR policies and procedures?
3. Can you share an example of a time when you had to collaborate with other departments or stakeholders to address a complex HR issue? What was the outcome?
4. How do you stay up-to-date with the latest trends and best practices in HR analysis, and what sources do you rely on for research and professional development?
5. How do you balance the need to comply with legal and regulatory requirements with the need to create a positive employee experience and promote a culture of diversity, equity, and inclusion within the organization?



write an email trying to engage with a Human Resources Analyst candidate. Begin with their potential interests in career growth, then present the job opportunity. Use a convincing tone. Use industry terminology. Keep it short, do not use unnecessary words. Be friendly and human in tone. Use call-to-action, add a sense of urgency.



Subject: Exciting Opportunity for HR Analysts!



Dear [Candidate Name],

I hope this email finds you well. As an experienced HR Analyst, I imagine you're always on the lookout for new opportunities to grow and develop your career. That's why I wanted to reach out to you about an exciting position that I believe will pique your interest.

Our company is currently looking for a skilled HR Analyst to join our team. We are a rapidly growing organization in the [insert industry] industry, and we're looking for someone who is eager to take their skills to the next level and make a real impact on our business.

As an HR Analyst with us, you'll be responsible for analyzing and interpreting HR data to help inform strategic decisions across the company. You'll work closely with our HR team to identify key insights, trends, and areas for improvement, and you'll have the opportunity to collaborate with other departments to help drive growth and success.

We're looking for someone who has a solid understanding of HR best practices, as well as experience with data analysis and reporting. If you're looking for a challenging and rewarding opportunity to grow your career in the HR field, this could be the perfect fit for you.

If you're interested in learning more about this position, I encourage you to respond to this email as soon as possible. We're moving quickly to fill this role, and I don't want you to miss out on this exciting opportunity.

Thank you for your time, and I hope to hear from you soon!

Best regards,

 Regenerate response



write a job post for an HR Analyst in the City of Santa Rosa



Job Title: HR Analyst



Location: City of Santa Rosa

Job Type: Full-Time

Salary: Competitive and based on experience

Job Description:

The City of Santa Rosa is seeking a highly motivated and skilled HR Analyst to join our team. As an HR Analyst, you will be responsible for providing expert analysis and support to our HR department. You will be expected to support the HR team in all areas of HR functions including recruitment, employee relations, performance management, compensation and benefits administration, and HR data analytics.

Responsibilities:

- Provide HR analytical support by analyzing and interpreting HR data, identifying trends, and providing insights to guide HR decision-making
- Assist in developing and implementing HR policies, procedures, and guidelines to ensure compliance with applicable laws and regulations
- Collaborate with the HR team to identify areas for improvement in HR processes and make recommendations for change
- Conduct research on HR best practices and make recommendations to improve HR programs and initiatives

Regenerate response



SOCIAL MEDIA MARKETING

84% of employers use
platforms to assess candidates
for whether they are writing in
candidate quality



SOCIAL MEDIA
ADVERTISING

SOCIAL MEDIA MARKETING

Tweet Activity

CareersInGovernment @careersingov
@TheCityofSac is #hiring a #Diversity and Equity Manager <http://ow.ly/Kegn30jbZxX> - A great #career awaits! At least 5 years FT experience demonstrating success in administration of diversity, equity and inclusion programs @WomenLeadingGov @naaap @Jopwell



Promote your Tweet

Your Tweet has **604** total impressions so far.
Get more impressions on this Tweet!

Promote your Tweet

Impressions	604
Total engagements	11
Link clicks	4
Retweets	2
Likes	2
Detail expands	2
Hashtag clicks	1



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@FTLGovtJobs

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#governmentjobs @careersingov #jobs
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CityLosAngeles-Jobs
@CityLajobs

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12:15 PM - 18 Jan 2018

29,818 Retweets 74,225 Likes



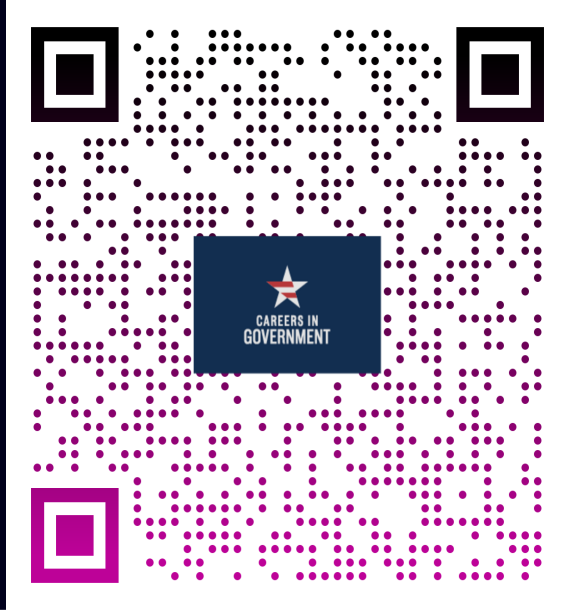
1.0K 30K 74K

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great place to live and work!
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@governmentjobs
#jobs #jobsearch #careers
@FLPD411 @FtLaudFire



ANY QUESTIONS?



PRINCIPLE OF THE DAY

**HIRE RIGHT, BECAUSE
THE PENALTIES FOR
HIRING WRONG
ARE HUGE.**



Michael Hurwitz

michael@careersingovernment.com

323-791-9117 • Work



President/Co-Founder • Careers In
Government

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