

## **Job Posting Policy AFP Central PA Chapter**

AFP Central PA Chapter posts job openings related to the fundraising and nonprofit sector on its website and on social media platforms as a benefit to both Chapter members and nonmembers, providing an employer a targeted audience of professional fundraisers and nonprofit leaders primarily based in Central Pennsylvania.

All job postings are submitted to the Chapter Administrator and reviewed for completeness and accuracy. Once received and confirmed, the Chapter Administrator will place the Job Posting on the Chapter website for 90 days, send a dedicated email through the Chapter database to all contacts, and post on social media. After 90 days, the job posting will be removed from the Chapter website.

The Job Posting service provides revenue for the Chapter. If an employee or employer organization submitting a posting is a current member of AFP Central PA, the posting qualifies for the member rate of \$50 per job posting. All non-AFP Central PA members will be charged \$125 per job posting. One job listing is allowed per submitted posting.

Effective March 1, 2021, in conjunction with the decision of our parent organization AFP Global, all job postings must include a salary range. This is based on the following rationale:

**First**, not including the salary range in a job posting reinforces the salary gaps we see in the fundraising profession and in all of society based on gender, race and other factors. Studies show that women and people of color often have huge disadvantages during salary negotiations. Requiring salary ranges promotes equity in the fundraising profession.

**Second**, this change is all about encouraging transparency. We demand transparency in the relationship between our donors and our organizations. We should expect no less from our organizations when hiring a fundraiser (or any other position).

**Third**, salary ranges set expectations from the beginning and ensure there is no surprise about salaries and that neither party is wasting their time on a candidate or a position that doesn't meet their salary needs. In addition, there is research which shows that jobs with salary ranges get 30% more attention.

**Finally**, the salary compensation of any position should be based on the work and value of the position to the organization and its roles and responsibilities. Of course, not everyone will be paid the same for the same job because of differing levels of skills and experiences. But those salaries should be similar and set in a range because the work is similar.

Organizations that have questions about setting ranges for various jobs can consult the annual *AFP Compensation and Benefits Report* to see the general range of salaries for a variety of fundraising positions.

<https://afpglobal.org/news/job-postings-and-equity-profession>