

### Did you know DEC is hiring?

By Laura Arnone, recruiter

I have really enjoyed my first few weeks here at DEC. Everyone has been very nice and welcoming to me. A huge thank you to all of those who answered my thousands of questions on what you do, what makes us different and how to do various things. All the knowledge I have gained from you has helped me acclimate to my new role. In addition, it has helped me create a tactical recruiting plan and a long-term strategic plan.

Currently, we are executing the tactical recruiting plan to fill open CO positions with quality candidates for the next Basic Dispatch Academy. The tactical plan includes advertising on HandShake (a central college posting site), MightyRecruiter.com and sharing our opportunity on our social media sites. We will begin working on the long-term strategic plan in the fall to advance our strategies from being reactive /operational to intergraded/strategic. This strategic plan includes enhancing the DEC Employer Value Proposition (EVP) to align with the department's mission and vision, along with highlighting what makes us different from other employers.

We need your help and support to execute both plans with the following:

- Do you know anyone who would be a great communications officer? If so, please email



DEC Recruiter Laura Arnone checks out equipment to be used for the Hiring Event in June.

the person's name, contact information and why you think they would be a great fit to [DEC-Recruits@Richmondgov.com](mailto:DEC-Recruits@Richmondgov.com).

- Please share your recruiting ideas! Outside-of-the box ideas help us attract candidates!
- Complete the anonymous employee survey that will come out in September. Your feedback on this survey will help us enhance our DEC Employer Value Proposition (EVP).