

Category	Intervention
Attracting talent and support from outside the animal advocacy community	Headhunting via LinkedIn, referral etc
Attracting talent and support from outside the animal advocacy community	Online course specifically for people with existing expertise in a specific area
Attracting talent and support from outside the animal advocacy community	Intensive course specifically for people with existing expertise in a specific area (i.e. longer time commitment, more like a full onboarding process)
Attracting talent and support from outside the animal advocacy community	Workshops/talks specifically for people with existing expertise in a specific area
Attracting talent and support from outside the animal advocacy community	Networking events specifically for people with existing expertise in a specific area
Attracting talent and support from outside the animal advocacy community	Mailing list or blog posts specifically for people with existing expertise in a specific area
Attracting talent and support from outside the animal advocacy community	Outreach to and talks to university groups of subjects/courses of specific interest, e.g. MBA courses for M&L, or engineering courses for cultivated meat
Attracting talent and support from outside the animal advocacy community	Online course that optimises for reach -- won't affect most people much, but may reach some of the low-hanging fruit of people who change career plans just by introducing new ideas to them
Attracting talent and support from outside the animal advocacy community	Various forms of broad outreach, e.g. major career sites, Amazon/book searches, high SEO, getting on podcasts
Attracting talent and support from outside the animal advocacy community	Mentorships between staff in industry/government and effective animal advocacy organisations (where a key goal is to support the industry/government people to think about transitioning)
Attracting talent and support from outside the animal advocacy community	Offering salary boosts for high-priority roles, organised with the organisation that is hiring
Attracting talent and support from outside the animal advocacy community	Offering salary boosts for promising candidates, organised with the individuals
Attracting talent and support from outside the animal advocacy community	Resources and advice specifically about making career transitions
Attracting talent and support from outside the animal advocacy community	Sponsored/targeted online ads, e.g. getting the job board in relevant places
Attracting talent and support from outside the animal advocacy community	Organise work shadowing for promising candidates
Attracting talent and support from outside the animal advocacy community	Connect people to skilled volunteering projects, e.g. securing placements on boards (for sharing expertise and/or for fundraising)
Attracting talent and support from outside the animal advocacy community	One-to-one coaching with promising candidates, e.g. repeat calls to help them actually land a position
Attracting talent and support from outside the animal advocacy community	More detailed look into external places that orgs can list job postings, e.g. some of the "Not searched" groups for our "Websites and social media groups to promote animal advocacy jobs" blog post, e.g. collecting data/feedback on the usefulness of different sites and paid services
Attracting talent and support from outside the animal advocacy community	[Meta] Fuller research into what has worked in terms of "movement-building" -- Lit review of relevant sociological works
Attracting talent and support from outside the animal advocacy community	[Meta] Fuller research into what has worked in terms of "movement-building" -- Try to identify successful programmes that have found young people, recruited them to particular causes
Attracting talent and support from outside the animal advocacy community	Pro-actively target areas where we have less advocates currently, people from low income groups, or ethnic minorities to expand the pool of talent and increase diversity
Attracting talent and support from outside the animal advocacy community	Internships/paid-work placements for promising candidates in certain organisations with a focus on finding unusually promising people
Attracting talent and support from outside the animal advocacy community	Internships/paid-work placements for promising candidates in certain organisations with a focus on specific bottlenecks
Attracting talent and support from outside the animal advocacy community	In-depth fellowships for promising candidates in certain organisations with a focus on finding unusually promising people
Attracting talent and support from outside the animal advocacy community	In-depth fellowships for promising candidates in certain organisations with a focus on specific bottlenecks
Support for current staff at animal advocacy organisations	Mentorships between staff in industry/government and effective animal advocacy organisations (where a key goal is providing external experts' advice)
Support for current staff at animal advocacy organisations	Identifying and prioritising existing courses on high-priority topics
Support for current staff at animal advocacy organisations	Subsidising staff to participate in existing courses on high-priority topics
Support for current staff at animal advocacy organisations	Designing courses on high-priority topics from scratch and providing them
Support for current staff at animal advocacy organisations	Mentorships across organisations, e.g. management and leadership in various orgs or fundraising in various orgs
Support for current staff at animal advocacy organisations	Support groups and networking across organisations, e.g. management and leadership in various orgs workshop their issues
Support for current staff at animal advocacy organisations	Resources focused on how to excel in particular role types, e.g. like an extension to the skills profiles where we focus more on the nitty gritty of the day-to-day work, e.g. relevant research blogs
Support for current staff at animal advocacy organisations	Online course specifically for volunteers about improving their volunteer skills
Support for current staff at animal advocacy organisations	Maintain lists of skilled volunteers, potential contractors and freelancers -- use as a stop gap during hiring difficulties
Support for current staff at animal advocacy organisations	Consultancy and support on recruitment and other human resources issues
Support for current staff at animal advocacy organisations	Acting as an intermediary between nonprofits and external headhunters, recruiters, or HR consultants (e.g. recommending certain providers over others)
Support and coordination for the animal advocacy community and job-seekers	Introductory online course
Support and coordination for the animal advocacy community and job-seekers	Introductory online course that branches off into optional modules with more detail on various aspects.
Support and coordination for the animal advocacy community and job-seekers	More intensive "fellowships" focused on learning (EA Oxford style)
Support and coordination for the animal advocacy community and job-seekers	More intensive "fellowships" focused on supporting them to do useful projects (Good Food Fund style)
Support and coordination for the animal advocacy community and job-seekers	Facilitate work shadowing
Support and coordination for the animal advocacy community and job-seekers	Curated lists of projects and opportunities (for specific high-priority role types), e.g. a support system for people to have a go at fundraising, report their results to us, contact orgs, and get recommended for specific opportunities
Support and coordination for the animal advocacy community and job-seekers	Job board
Support and coordination for the animal advocacy community and job-seekers	Job board with automated updates / emailing by role type
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising
Support and coordination for the animal advocacy community and job-seekers	Mentorships between more senior and more junior people or between current staff and jobseekers

Support and coordination for the animal advocacy community and job-seekers	Online course specifically for volunteers about optimising volunteering
Support and coordination for the animal advocacy community and job-seekers	One-to-one coaching -- more intensive, e.g. repeat calls to help them actually land those positions etc
Support and coordination for the animal advocacy community and job-seekers	Direct coaching and mentorship for underrepresented groups
Support and coordination for the animal advocacy community and job-seekers	Talks to EA groups and student VegSocs to promote/market other services -- optimise for attendance and sign-ups, not changes from the talk itself
Support and coordination for the animal advocacy community and job-seekers	Careers workshops with EA groups and student VegSocs -- optimise for behaviour change from the workshop itself
Support and coordination for the animal advocacy community and job-seekers	Systematic outreach to grassroots animal advocacy groups
Support and coordination for the animal advocacy community and job-seekers	Conferences
Support and coordination for the animal advocacy community and job-seekers	Facilitating one-to-ones between others, rather than doing one-to-one advising directly ourselves
Support and coordination for the animal advocacy community and job-seekers	Something like Glassdoor that provides info about EAA orgs to help people work out what their personal fit would be, what skills they can expect to have good mentoring on etc
Support and coordination for the animal advocacy community and job-seekers	Low-cost "headhunting" that just contacts participants in our various services for roles
Support and coordination for the animal advocacy community and job-seekers	Headhunting that more systematically builds up a database of people currently in the community
Support and coordination for the animal advocacy community and job-seekers	Careers fairs
Support and coordination for the animal advocacy community and job-seekers	Research blogs (e.g. lit reviews, e.g. interviews and "best practice") on hiring and HR stuff --> help orgs make the most of their existing talent pools
Support and coordination for the animal advocacy community and job-seekers	Maintain lists of skilled volunteers, potential contractors and freelancers -- treat as work trials for potential recruitment
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising, only for high-priority people (could be ad hoc, could be people that 80,000 or Probably Good want to pass on to us and feel that they can't support)
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising, only for people from underrepresented demographic groups
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising, as a paid service but with no application process
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising as part of the marketing funnel for other interventions, e.g. online course or headhunting
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising with heavy filters beforehand, e.g. link for intro content, link for if you just need to brainstorm ideas (write up a large blogpost with options, with ideas for how to generate new options from 80,000 Hours etc) -- then either a short call for addressing specific uncertainties, or a longer call for evaluating options on the cards.
Support and coordination for the animal advocacy community and job-seekers	One-to-one advising, when requested to support other organisations in the effective altruism community, e.g. by referral or at conferences
Support and coordination for the animal advocacy community and job-seekers	Financial support for individual promising advocates, e.g. for career capital development or to free up time for "growing the animal advocacy community in countries where it is small or new"
Support and coordination for the animal advocacy community and job-seekers	Volunteer/paid representatives in different countries to promote AAC services or just network and build up contacts
Support and coordination for the animal advocacy community and job-seekers	Volunteer/paid representatives in different adjacent industries to promote AAC services or just network and build up contacts
Support and coordination for the animal advocacy community and job-seekers	Grants for other organisations or individuals doing work that advances AAC's mission (e.g. people with better understanding or connections in particular countries or adjacent industries)
Support and coordination for the animal advocacy community and job-seekers	Systemising and supporting skilled volunteering, e.g. ask orgs what skilled volunteering they would like, or asking orgs if they have skilled volunteering in a specific thing
Support and coordination for the animal advocacy community and job-seekers	Networking and support to set up a pipeline for policy roles (likely US and/or UK focused)