What is your proximity of involvement to the talent/skills gap in the animal advocacy movement	What is your experience on the talent/skills gap in the animal advocacy movement	Where historically have great candidates come from? (referred, agency, directly applied, recommendations,other)	Are there any observed traits in your organisations which you think have made people more effortlessly successful in their roles?	What characteristics do you feel embody the colleagues you most admire in your organisation?	Where do you see the biggest talent gap in the animal movement	What methods have you tried in finding talent?	Do candidates approach you for post- interview career advice?	What methods have you tried in building talent?	In regards to helping the movement and the talent gap, do you think it would be most beneficial to concentrate resources on:	What roles are you usually only open for "internal" candidates?	Are you seeing anything "trending" from applicants applying to the role e.g. all for a specific university or community	How long does the average job role stay open?	Which roles are the hardest to fill for?	Why are they the hardest to fill for? Is it a specificity of talent or are there any major barriers that stop you from hiring good candidates (e.g. visas, wages)	What are the 3 most common things candidates are missing?	Do you think it is trainable? - If so please recommend how you think it could be trained	Are there any countries/ locations you are/have found it particularly challenging to get good candidates in?	Where will you be looking to scale up hiring in the future?	How important is direct work experience for an animal organisation to you?	Are there any certificates or qualifications which you see are equatable to work experience for an animal advocacy organisation?	What bottleneck do you identify most with in your organisation	What do you think would be the most effective way to tackle this	What kind of talent does your organisation need most as a skill for the next 5 years? (pick up to 6)	What kind of talent does the animal movement need most as a skill for the next 5 years? (pick up to 6)	In regards to tackling this gap, what would be most valuable to you for an external partner to provide.	If your funding doubled for the next 3 years (vs staying constant) that would result in you accomplishing X% more good for the world over the next 3 years	If your quality- adjusted pool of applicants doubled for the next 3 years (vs staying constant) that would result in you accomplishing X% more good for the world over the next 3 years	Are there any questions you feel would have been	What 3 resources have you found most useful to help you perform well in your job?
		internal program, and referred	mission alignment, people have more job satisfaction	Core Values, dedication to effective work, willing to try something as long as they are moving the right direction	Legal	no recruitment from agency. job postings, job boards, have hired a person to do this now, linkedin- yielded one- high quality. more focused recruitment. do a referral bonus- as they are value aligned.		Portion of budget dedicated to education and talent development, attend industry specific conference- exposure outside the movement, encourage time in their workweek for skills development, learning management system.		Not done in a while, don't do alot only.						mission alignment trainable, work experience and qualifications, or they are very mission alignment but lack experience and qualifications.	alot of them e.g. apprenticeship.	not as international in their hiring. Asia probably	more support roles, administrative, hr, bigger finance, social media and technology- web design	role specific					training up young skilled, individuals who are animal advocates, creating a repository for candidates interested in high impact animal advocacy, working with you on hiring process & retention of quality staff, training individuals in your organisation				Retention is an important piece.	
	I personally recruit or am involved in the recruitment process	Recommendations	not being english or have prior knowledge in animal advocacy that have done activism-	self awareness, people who question themselves and are critically aware, pragmatism. stoicism.	Government	online advertisement, job boards, facebook groups, uni stalls, info stall, freshers fairs.	No	one-on-one training, showing people how to use canva, how to do press releases, strategy, internal webinars, written guides, lectures.			eastern europe, lots of students, not employeed.	a month	operations, fundraising	less of a direct and clear idea of their impact.		conscientiousness, lack of long term commitment, hard work ethic, confidence.	all three are. work ethic is hard to train, empower them with specific tasks with guidance,	united kingdom	professional fundraisers, and professional campaigning and volunteer coordinator.	no	Funding — additional financial resources from donations or fundraising	Hiring new people into your organisation with these skills	Government and policy experts, Legal expertises, Management, Negotiation and sales skills, Fundraising experience, Initiative, ability to work independently	Government and policy experts, Legal expertises, Management, Movement building, public speakers, public figures, public campaign leaders, Volunteer management and coordination skills, Economists, Impact orientated	creating a repository for candidates interested in high impact animal advocacy	100	300	what to look for and how to train individuals	CARE conference, networking conference, thinking fast and slow, language intelligence very good for communication, change of heart- rick cooney, the better angels of our nature
	I personally recruit or am involved in the recruitment process	directly applied- but within EA community	self-directed particularly important in a remote team, initiative	good decision making	Academia	job posting, active searches, advertise on platforms that attract from different demographics		professional development budgets, hire for people management, looking into workshops for managers, mentorship, classes, web analytics	academia	none	NYU- animal studies program, EA community, Vegan community	couple of months, 1 month	roles with management experience, or big picture knowledge of field.	Executive director's really require niche knowledge, professional management and people movement	management experience, experience working within a business (get alot from academia) don't necessarily need basic team, clear writing skills- ability to communicate complex ideas in simple terms.	domain knowledge is trainable, probably through exposure to conference, still could take alot of knowledge but would take a long time, hard to teach	no, only US, UK & Canada. would like to see more candidates from Middle East and developed countries.	foresee management level hires, communications staff, philanthropy- fundraising.	business degree, domain knowledge like a marketing background, academic graduate school in salary structure		Funding — additional financial resources from donations or fundraising	maybe both	Familiarity and expertise with the culture in particular target countries, Management Communication skills- Communication skills- literacy, Fundraising experience, Economists, specialised research- behavioural economist	Familiarity and expertise with the culture in particular target countries, Government and policy experts, Management, Scientists in cell biology, tissue engineering etc., Marketing & outreach, academics and non technical researchers	individually vetting high skilled people to see if they are a good personal fit for your organisation, creating a repository for candidates interested in high impact animal advocacy, headhunting		applicants would help us increase funding.	What questions do people ask on career advice	mentorship, conferences and reading.
	I personally recruit or am involved in the recruitment process	job ads- through facebook etc.	ability to take on a diverse tasks, openness to improve and persistence	persistence, impact orientated	Academia	trial days- 4 hours at the office, they tasks that would be difficult for the role, another interview and lunch with the team.	Yes	invest a lot in trainings general skills not necessarily related to their role, and recommend books to read, industry newspapers, external bodies- search for this that train in specific areas not connected to animal rights- marketing specialists.	helping find skilled candidates for high impact technology business'	management roles, specialist of their organisation and value them knowing them knowing the organisation.	most of the best applicants have a job a well paid job, better paid but less satisfactory, stop doing commercial and do something with purpose.	up to 3 weeks	corporate outreach.	because it requires a combination of skills that doesn't negotiation, writing, and communication skills in a diplomatic ways, and combination of analytic, creative writing skills. Not to mention research skills and time planning.	writing skills- e.g. motivation letters are written in bad language, negotiation skills, rhetorics and speaking and writing, business knowledge- fluency in business terms and understanding how business leaders and people working in business works, what kind of language skills.	trainable to some extent when there is talent. Mock phone calls and meetings- to brainstorm ideas, conflict resolution and diplomatics, try to be a difficult CEO's	n/a	Communications- social media, go towards fundraising, hire more people in poland. .	good university and foreign language, everything is that you can learn on the job, work environment. .		Funding — additional financial resources from donations or fundraising., Insights — new ideas about how to solve the problem., Awareness & support — how many people know about the problem and the issue, and how influential they are., Political capital — the amount of political power that's available for the issue.	Training individuals in your organisation to do these	Broad general knowledge about many relevant topics, Legal expertises, Management, Communication skills- english language and literacy, Impact orientated	Legal expertises, Fundraising experience, Economists, Data scientist, Scientists in cell biology, tissue engineering etc., Marketing & outreach	training up young skilled, individuals who are animal advocates, creating a repository for candidates interested in high impact animal advocacy	30	50	not at this point	animal charity evaluators and their insights, blog and findings, Animal welfare conference birds and animals, most effective best practices- general reading politics, geopolitics and business. books- managing to change the world and hiring process.
	I personally recruit or am involved in the recruitment process	EA network, facebook groups and international recruitment agency	ownership of projects, critical thought, initiative to drive change on best practices, interpersonal skills and political rhetoric	above 3 plus a knowledge of own fallability, able to take criticism	NGO's	personal outreach, posting on personal linked in, facebook, idealist, reaching out to EA's on facebook, recruiters, website.	Yes	setting up an environment system where people can get critical advice and take on leadership skills. Encouraging dissent. Books and conferences for professional development	better board members and executives- usually friends and less experience. Better external evaluators of this.	no	no was quite diverse- not economic or racial. Alot more women	2 months then it is reviewed. Multiple rounds	top leadership positions, executive director and just underneath, country managers	wages with the experience, senior director level- need experience but not the equivalent salary				China- cultural issue. Europe for a US organisation.	China and Europe- Italy and the US- scientists innovation entrepreneur.	no		Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	Hiring new people into your organisation with these skills	Specialised local knowledge, Subject area knowledge- Animal advocacy, Economists, Scientists in cell biology, tissue engineering etc., Initiative, ability to work independently, environmental scientist-	Familiarity and expertise with the culture in particular target countries, Broad general knowledge about many relevant topics, Management, Movement building, public speakers, public figures, public campaign leaders, Economists, Data scientist				management is the biggest issue.	emotional support from family, critical thought and be creative, passion to keep going and to think of the end goals but care about people. not alot of external resources that have been.
		recommendations and directly applied	detail orientation, and high degree of organisation. ability to stay organised and move things forward on alot of different front.	clear commitment to the mission and the skills they have like phd etc.	legislative, government and legal economist and social psychologists.	direct recruitment through own network, idealist.org	Yes	establishing professional development for each other. and work one of one for skills gaps internally.	advocacy side doesnt need to do the first, skilled candidates for non profits themselves and place effective animal advocates in effective places like policy and legislation	none	No	2-4 months, long process. multiple interview process	research team, need PhD level social scientist.	don't know who might be put off by wages, although coming from academia, the specificity of skill set.	clear and demonstrative commitment to animal protection (good skills but barely mention animals) specific skill set (e.g. get neuroscientist for social scientists) detail orientation	animal protection is trainable- since it is trainable- once in the movement. social scientists need to come with basic understanding, detail orientation- is definitely trainable, asana and slack.	No	research department- pure psychology or economist, operations and fundraising			Funding — additional financial resources from donations or fundraising., Coordination — the extent to which existing resources effectively work together.	Training individuals in your organisation to do these	Management, Movement building, public speakers, public figures, public campaign leaders, Communication skills- Communication skills- literacy, Fundraising experience, Marketing & outreach	Government and policy experts, Legal expertises, Marketing & outreach, Impact orientated, people focused on emerging countries.	increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy, training individuals in your organisation	doubled	tripled	no, follow ups excellent	board source, idealist. org- articles for managers, learning from others.
	I personally recruit or am involved in the recruitment process	i don't see it as an issue	through own network and grassroots volunteers	general curiosity and ability to challenge systems to make the more efficient	Government	headhunting, building pipeline through volunteers, have a good strategy on social media	Yes	give people alot of responsibility, need to be accountable but open for people to make mistakes	helping find skilled candidates for NGO's like yourself?	Alot of roles are only internal- important to show they are in the company for the long term					Good english- writing, reading and speaking (not perfect but need to have alot of language skills), ability to work in a group and work well even in technical skills- ability to organise team etc.,	both are trainable, but english takes time, maybe sponsorship to glossica.	internationally	fundraising, project management- coordinators and streamlining external partners			Funding — additional financial resources from donations or fundraising., Logistics and operations — the extent to which programmes can be delivered at scale., Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	Training individuals in your organisation to do these	Operations, Multi-linguists, Web development, Software development, Economists, Data scientist	Familiarity and expertise with the culture in particular target countries, Operations, Management, Movement building, public speakers, public figures, public campaign leaders, Generalist researchers, Economists	training up young skilled, individuals who are animal advocates, increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy	100	50	no	hard facts dangerous half truths and total nonsense- evidence based management. 9 lies about work, wearmuse
	I personally recruit or am involved in the recruitment process	Some roles have been particularly challenging to find the right calibre of staff	recommendations have historically been the best but don't recommend that continues	strategic mindset- maybe worked in corporate before, pro-active, take initiative	Government	advertising, recommendations, always give internal colleagues a chance, search agencies	Yes	offer internal candidates the chance to support, have a budget for training and development, ask for recommendations and buy a book. Non violent communication treatment, quality and diversity, mental health workshop	helping find skilled candidates for NGO's like yourself?	only a promotion, circulate and advertise externally.	not especially, usually vegan and come from within the vegan community.	at least 28 days, usually a good time frame.	senior roles	because they are so important and have a holistic approach and diversity of talents	the individual skills, alot of passion but not much of previous skills, succint and concise alot of candidates are verbous	yes, role playing and constructive development points regularly, peer to peer mentorships, reading books and articles	no	philanthrophy- more fundraising and BD	have some meaningful relationships with animal advocacy e.g. volunteergin	varies	Funding — additional financial resources from donations or fundraising., Political capital — the amount of political power that's available for the issue.	combination, one person alone couldnt do that	Government and policy experts, Legal expertises, Movement building, public speakers, public figures, public campaign leaders	Government and policy experts, Legal expertises, Operations, Management, Movement building, public speakers, public figures, public campaign leaders, Economists	training up young skilled, individuals who are animal advocates, working with you on hiring process & retention of quality staff, training individuals in your organisation	200	250	no	ACAS, croner, ella fourre
	I am not involved in the recruitment but do oversee all hiring	Some roles have been particularly challenging to find the right calibre of staff	Directly applied	passionate about teamwork and collaboration, ingenuinity have to come with a certain skills set.	humble, transparent and always looking for the best solutions, and put their own agendas above the mission, agnostic on all ideas.	Legal	full time reculiter for about a year- didn't produce a single	Yes	professional development and handled in each		open everything externally	passion for reduce climate change	4 to 8 weeks	science and technology and legal positions	specifity of skills	mission aligned	mission alignment are trainable, depend	domestic team in US affiliates do own hiring	half dozen positions	Not as important as their skill set		Funding — additional financial resources from donations or fundraising	Hiring new people into your organisation with these skills							
	I am not involved in the recruitment but do oversee all hiring	I have observed a number of job roles not being filled in our organisation as quickly as i would have like	Referred	impact driven and ambitious, but not too focused on maximizing one's own impact.	being ambitious and team players	Government	linkedin recruiter, job boars, events, and staff to promote, 60,000 hours, online job boards, idealist, vegan jobs, charity jobs, newsletter, internship program where they stay in contact with alumni's, actively trainings and recruit via that route.	No	leadership trainings, in house, training budget for each staffer, sending people to conference, mentorship programs, leaders as mentors, 10 days every year as an "educational vacation" try to be a learning institution,	helping find skilled candidates for NGO's like yourself?	when they create a job specifically for a person	not really	2-3 months	usually more senior e.g. finance director, organisational development	the more important they are the harder they are, roles where the private sector pays alot more money.	work experience, EA mindset, interpersonal skills	countries where the movement is less developed e.g. spain, SA, china	US maybe china. business background, and experienced fundraiser.	Not as important as their skill set	na	Funding — additional financial resources from donations or fundraising., Political capital — the amount of political power that's available for the issue., Logistics and operations — the extent to which programmes can be delivered at scale., Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	combination, want to train there existing staff but they are evolving. Want people who can train their people. some roles just need experience so makes sense to hire experts from the outside	Management, Negotiation and sales skills, Fundraising experience, Marketing & outreach, Impact orientated	Operations, Movement building, public speakers, public figures, public campaign leaders, Fundraising experience	training up young skilled, individuals who are animal advocates, increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy, working with you on hiring process & retention of quality staff	5	10	no	masters in non-profit management, trainee program at a large animal organisation, exchanging with others in similar roles in animal organisation.
	I personally recruit or am involved in the recruitment process	Some roles have been particularly challenging to find the right calibre of staff	Directly applied	value alignment (anti-speciesist) w/dif animal suffering because of that few other options, you can learn everything else,	commitment	Academia	posting amongst advocates and academia, post everywhere lists in university.	Sometimes	internship program relatively new and growing, on the job training, find people interested in what they do and has talents and teach them what they don't know, committed to learning and care about the language and how to answer questions, how to write for animal ethics. require new hires to read alot of content before.	helping find skilled candidates for NGO's like yourself?	none specific, have few people working for them, more interns than employees	people from the effective altruist community	depends some roles indefinatey	welfare biology manager	the science field, trying to establish this as a legitimate field of study and there arent yet too many people in these fields who are interested in what you do	knowledge of wild animal suffering, commitment, experience	she does, if the commitment is there it takes a lot of work, the science is changing. It is teachable and this has come from their internship program.	english speaking countries like the US and UK, more committed activist is easier to find in poorer countries	social scientists are very important.	Somewhat important	academic qualifications in science fields is the most important, ecologists	Funding — additional financial resources from donations or fundraising	multipronged, how to fundraise from the public in their own way and not rely on those.	Familiarity and expertise with the culture in particular target countries, Management, Movement building, public speakers, public figures, public campaign leaders, Fundraising experience, Initiative, ability to work independently	Multi- linguists, Movement building, public speakers, public figures, public campaign leaders, Impact orientated, Academia	training up young skilled, individuals who are animal advocates, creating a repository for candidates interested in high impact animal advocacy	200-300- fund academics that are not part of the staff	2-250	geographical question	AE website, being able to work closely with the board of AE.
	I personally recruit or am involved in the recruitment process	Some roles have been particularly challenging to find the right calibre of staff	Directly applied	Sales skills, willingness to grind (following established processes instead of continually trying to reinvent the wheel).	Passion for impact, willingness to take over tasks that aren't attractive to most other people.	don't know	networking, job boards, newsletter	No	internal and external courses, coaching	don't know	director level and above	I don't understand the question.	2-3 months	fundraising	Talent/skills and wages- though we're now establishing a way to offer higher salaries for certain roles	The ability to "sell" themselves. Job-specific skills (we replicate lots of applications from unskilled candidates) Knowledge in how to design and write job applications (this continues to puzzle me)	Does that refer to the prior question? Yes, mostly trainable through various sources.	no	In terms of countries/locations? Germany and one country that's yet to be determined (1/8ts)	Somewhat important	Yes. Depends on the role.	Funding — additional financial resources from donations or fundraising	Logistics and operations — the extent to which programmes can be delivered at scale.	both	Familiarity and expertise with the culture in particular target countries, Operations, Management, Movement building, public speakers, public figures, public campaign leaders, Communication skills- local language and literacy, Negotiation and sales skills, Impact orientated	Familiarity and expertise with the culture in particular target countries, Operations, Management, Movement building, public speakers, public figures, public campaign leaders, Fundraising experience, Impact orientated	training up young skilled, individuals who are animal advocates	I don't understand the question	I don't understand the question		

Timestamp	Which organisation do you work for?	What is your proximity of involvement to the talent/skills gap in the animal advocacy movement	What is your experience on the talent/skills gap in the animal advocacy movement	Where historically have great candidates come from? (referred, agency, directly applied, recommendations,other)	Are there any observed traits in your organizations which you think make people more comfortable/ successful in their roles?	What characteristics do you feel embody the colleagues you most admire in your organisation?	Where do you see the biggest talent gap in the animal movement	What methods have you tried in finding talent?	Do candidates approach you for post- interview career advice?	What methods have you tried in building talent?	In regards to helping the movement and the talent gap, do you think it would be most beneficial to concentrate resources on:	What roles are you usually only open for "internal" candidates?	Are you seeing anything "trending" from applicants applying to the role e.g. all for a specific university or community	How long does the average job role stay open?	Which roles are the hardest to fill for?	Why are they the hardest to fill for? Is it specificity of talent or are there any major barriers that stop you from hiring good candidates (e.g. visas, wages)	What are the 3 most common things candidates are missing?	Do you think it is trainable? - If so please recommend how you think it could be trained	Are there any countries/ locations you are/have found it particularly challenging to get good candidates in?	Where will you be looking to scale up hiring in the future?	How important is direct work experience for an animal organisation to you?	Are there any certificates or qualifications which you see are equitable to work experience for an animal advocacy organisation?	What bottleneck do you identify most with in your organisation	What do you think would be the most effective way to tackle this	What kind of talent does your organisation need most as a skill for the next 5 years? (pick up to 6)	What kind of talent does the animal movement need most as a skill for the next 5 years? (pick up to 6)	In regards to tackling this gap, what would be most valuable to you for an external partner to provide:	If your funding doubled for the next 3 years (vs staying constant) that would result in you accomplishing X% more good for the world over the next 3 years	If your quality- adjusted cost of applicants doubled for the next 3 years (vs staying constant) that would result in you accomplishing X% more good for the world over the next 3 years	Are there any questions you feel would have been useful to have been asked?	What 3 resources have you found most useful to help you perform well in your job?
8/29/2019 16:01:44	The Humane League			Student Alliance program, and referred	mission alignment , people have more job satisfaction	Core Values, dedication to effective work, willing to try something as long as they are moving the right direction	Legal	no recruitment from agency (ob postings, job boards, have hired a person to do this now, linkedin- yielded one-high quality, more focused recruitment, do a referral bonus- as they are value aligned		Portion of budget dedicated to education and training- employees attend industry specific conferences/events outside the movement, encourage time in their workweek for skills development, learning management system.		Not done in a while, don't do alot only.					mission alignment sometimes have experience and qualifications, or they are very mission alignment but lack experience and qualifications.	alot of them e.g. Apprenticeship.		not as international in their hiring due to open wing alliance. Asia probably.	more support roles, administrative, hr, bigger finance, social media and technology- web design	role specific							training up young skilled, individuals who are animal advocates- creating a repository for candidates interested in high impact animal advocacy, working with you on hiring process & retention of quality staff, training individuals in your organisation			Retention is an important piece.	
8/30/2019 16:55:48	Open cages		I personally recruit or am involved in the recruitment process	Recommendations	not being english or have prior knowledge in animal advocacy that have done activism-	self awareness, people who question themselves and are critically aware- pragmatism. stoicism.	Government	online advertisement, job boards, facebook groups, uni stalls, info stall, freshers fairs.	No	one-on-one training, showing people how to use canva, how to do press releases, strategy, internal webinars, written guides, lectures.		eastern europe, lots of students, not employeed.	a month	operations, fundraising	less of a direct and clear idea of their impact,	conscientiousness, lack of long term commitment, hard work ethic, confidence.	all these are. work ethic is hard to train, empower them with specific tasks with guidance,	united kingdom	professional fundraisers, and professional campaigning and volunteer coordinator.	no	Funding — additional financial resources from donations or fundraising.	Hiring new people into your organisation with these skills	Government and policy experts, Legal expertises, Management, Negotiation and sales skills, Fundraising experience, Innovative, ability to work independently	Government and policy experts, Legal expertises, Management, Movement building, public speakers, public figures, public campaign leaders, Communication skills, and coordination skills, Economists, Impact orientated	creating a repository for candidates interested in high impact animal advocacy	100	300	what to look for and how to train individuals	CARE conference, networking conference, thinking fast and slow, language intelligence very good for communication, change the way people think, the better angels of our nature
9/2/2019 12:22:39	ACE		I personally recruit or am involved in the recruitment process	directly applied- but within EA community	self-directed particularly important in a remote team, initiative	good decision making	Academia	job posting, active searches, advertise on platforms that attract from different demographics		professional development budgets, time for people management, looking into workshops for managers, mentorship, classes, web analytics	academia	none	NYU- animal studies program, EA community, Vegan community	couple of months, 1 month	roles with management experience, or big picture knowledge of field.	Executive director's really require niche knowledge, professional management and people movement	domain knowledge is hard to train through exposure to conference, still could take alot of knowledge but would take a long time, hard to teach	no, only US, UK & Canada would like to see more candidates from Middle East and developed countries.	finesse management level hires, communications staff, philanthropy-fundraising.	business degree, domain knowledge like a marketing background, academic graduate school in salary structure		Funding — additional financial resources from donations or fundraising.	maybe both	Familiarity and expertise with the culture in particular target countries, Management, Communication skills- english language and literacy, Fundraising experience, Economists, specialised research- behavioural economist	Familiarity and expertise with the culture in particular target countries, Management and policy experts, Management, Scientists in cell biology, tissue engineering etc., Marketing & outreach,	individually vetting high skilled people to see if they are a good personal fit for your organisation, creating a repository for candidates interested in high impact animal advocacy, headhunting		applicants would help us increase funding.	What questions do people ask on career advice	mentorship, conferences and reading.
9/2/2019 15:02:49	albert schweitzer foundation		I personally recruit or am involved in the recruitment process	job ads- through facebook etc.	ability to take on a diverse tasks, openness to improve and persistence	persistence, impact orientated	Academia	trial days- 4 hours at the office, they tasks that would be difficult for the role, another interview and lunch with the team.	Yes	helping find skilled candidates for high impact technology business'	management roles, understand the organisation and value them knowing them knowing the organisation.	up to 3 weeks	corporate outreach.	because it requires a combination of skills that doesn't negotiation, sales, management skills is a diplomatic ways, and combination of analytic, creative writing skills. Not to mention research skills and time planning.	writing skills- e.g. motivation letters are written in bad language, negotiation skills, rhetorics and speaking and writing, business knowledge- fluency in business language and understanding how business leaders and people working in business work, what kind of language skills.	trainable to some extent when there is talent Mock phone calls and meetings- to brainstorm ideas, problem solution and diplomatics, try to be a difficult CEO's	n/a	Communications- social media, go towards fundraising, hire more people in poland .	good university and foreign language, everything is that you can learn on the job, work environment .		Funding — additional financial resources from donations or fundraising., Insights — new ideas about how to solve the problem., Awareness & support — how many people know about the issue, and how influential they are., Political capital — the amount of political power that's available for the issue.	Training individuals in your organisation to do these	Broad general knowledge about many relevant topics, Legal expertises, Management, Communication skills- english language and literacy, Impact orientated	Legal expertises, Fundraising experience, Economists, Data scientist, Scientists in cell biology, tissue engineering etc., Marketing & outreach	training up young skilled, individuals who are animal advocates, creating a repository for candidates interested in high impact animal advocacy	30	50	not at this point	animal charity evaluators and their insights, blog and findings, Animal welfare conference birds eye view and most effective best practices-geopolitics and politics, geopolitics and business, books-managing to change the world and hiring process.
9/2/2019 17:11:49	GFI		I personally recruit or am involved in the recruitment process	EA network, facebook groups and international-recruitment agency	ownership of projects, critical thought, initiative to drive change on best practices, interpersonal skills and political rhetoric	above 3 plus a knowledge of own fallability, able to take criticism	NGO's	personal outreach, posting on personal linked in, facebook, idealist, reaching out to EA's on facebook, recruiters, website.	Yes	setting up an environment system where people can get critical advice and take on leadership skills, mentorship, Workshops, Books and conferences for professional development	better board members and executives- usually friends and less experience. Better external evaluation of this.	no	no was quite diverse- not economic or racial. Alot more women	2 months then it is reviewed. Multiple rounds	top leadership positions, executive director and just underneath, country managers	wages with the experience, senior director level- need experience but not the equivalent salary.		China- cultural issue, Europe for a US organisation.	China and Europe- Italy and the US- scientists innovation entrepreneur.	no	Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	Hiring new people into your organisation with these skills	Specialised local knowledge, Subject area knowledge- Animal advocacy, Economists, Scientists in cell biology, tissue engineering etc., Initiative, ability to work independently, environmental scientist-	Familiarity and expertise with the culture in particular target countries, Broad general knowledge about many relevant topics, Management, Movement building, public speakers, public figures, public campaign leaders, economists, Data scientist				management is the biggest issue.	emotional support from family, critical thought and be creative, passion to keep going and to think of the end goals of the animal people. not alot of external resources that have been.
9/3/2019 17:52:36	Faunalytics			recommendations and directly applied	detail orientation, and high degree of organisation, ability to stay organised and move things forward on and off different front.	clear commitment to the cause and the skills they have like phd etc.	legislative, government and legal, economist and social psychologists.	direct recruitment through own network, idealist.org	Yes	establishing professional relationships with each other, and work one of one for skills gaps internally.	advocacy side doesent need to do the first, skilled candidates for non profits themselves and place effective animal advocates in effective places- policy and legislation	none	No	2-4 months, long process, multiple interview process	research team, need PHD level social scientist.	don't know who might be willing to work for wages, although coming from academia, the specificity of skill set.	animal protection is learnable but not trainable- once in the movement. social scientists need to come with basic knowledge, detail orientation, detail orientation is definitely trainable, asana and slack.	clear and demonstrative commitment to animal protection (good skills but barely mention animals) specific skill set (e.g. get neuroscientist for advocacy) detail orientation	No, 5 based in the US but 3 are canadian	research department- pure psychology or economist, operations and fundraising		Funding — additional financial resources from donations or fundraising., Coordination — the extent to which existing resources effectively work together	Training individuals in your organisation to do these	Management, Movement building, public speakers, public figures, Communication skills- local language and literacy, Fundraising experience, Marketing & outreach	Government and policy experts, Legal expertises, Marketing & outreach, Impact orientated, people focused on emerging countries,	increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy, training individuals in your organisation	doubled	tripled	no, follow ups excellent	board source, idealist, org- articles for managers, learning from others.
9/4/2019 12:19:56	Anima international	I personally recruit or am involved in the recruitment process	I don't see it as an issue	through own network and grassroots volunteers	general curiosity and ability to challenge systems to make the more efficient	critical thinking or ability to have unpopular opinions and remain open minded	Government	headhunting, building pipeline through volunteers, have a good strategy on social media	Yes	give people alot of responsibility, need to be accountable but open for people to make mistakes	helping find skilled candidates for NGO's like yourself?	Alot of roles are only internal- important to show they are in the company for the long term					Good english- writing, reading and speaking (don't need to be native but have these skills), ability to work in a group and work well even in technical skills- ability to organise team etc.,	both are trainable, but english takes time. maybe sponsorship to glossica.		internationally	fundraising, project management- coordinators and streamlining external partners		Funding — additional financial resources from donations or fundraising., Logistics and operations — the extent to which programmes can be delivered at scale., Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	Training individuals in your organisation to do these	Operations, Multi-linguists, Web development, Software development, Economists, Data scientist	Familiarity and expertise with the culture in particular target countries, Operations, Management, Movement building, public speakers, public figures, public campaign leaders, Generalist researchers, Economists	training up young skilled, individuals who are animal advocates, increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy	100	50	no	hard facts dangerous half truths and total nonsense- evidence based management, 9 lies about work, wearmaise
9/5/2019 12:44:07	Animal Equality	I personally recruit or am involved in the recruitment process	Some roles have been particularly challenging to find the right calibre of staff	recommendations have historically been the best but don't recommend that continues	strategic mindset- maybe worked in corporate before, pro-active, take initiative	all of these things plus agile, qualified and passionate and creative	Government	advertising, recommendations, always give internal colleagues a chance, search agencies	Yes	offer internal candidates the chance to support, have a budget for training and development- apply for training, conferences and events, Training on violent communication treatment, quality and diversity, mental health workshop	helping find skilled candidates for NGO's like yourself?	only a promotion, circulate and advertise externally	not expectally, usually vegan and come from within the vegan community.	at least 28 days, usually a good time frame.	senior roles	because they are so important and have a holistic approach and diversity of talents	the individual skills, alot of passion but not much technical skills, succint and concise alot of candidates are verbose	yes, role playing and constructive development points regularly, peer to peer mentorships, reading books and articles	no	philanthropy- more fundraising and BD	have some meaningful relationships with animal advocacy e.g volunteergin	varies	Funding — additional financial resources from donations or fundraising., Political capital — the amount of political power that's available for the issue., Leadership and management — the extent to which programmes can be delivered at scale., Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	combination, one person alone couldnt do that	Government and policy experts, Legal expertises, Movement building, public speakers, public figures, public campaign leaders	Government and policy experts, Legal expertises, Operations, Movement building, public speakers, public figures, public campaign leaders, Economists	training up young skilled, individuals who are animal advocates, increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy, training individuals in your organisation	200	250	no	ACAS, cronner, ella forums
9/11/2019 16:19:00	GFI	I am not involved in the recruitment but do oversee all hiring	Some roles have been particularly challenging to find the right calibre of staff	Directly applied	passionate about teamwork and collaboration, ingenuinely have to come with a certain skills set.	humble, transparent and always looking for the best solutions, and put their own agendas above the mission, agnostic on all ideas.	Legal	full time recruiter for about a year- didn't produce a single	Yes	professional development and handled in each		open everything externally	passion for reduce climate change	4 to 8 weeks	science and technology and legal positions	specifity of skills	mission aligned	mission alignment are trainable, depend	domestic team in US affiliates do own hiring	half dozen positions	Not as important as their skill set		Funding — additional financial resources from donations or fundraising.	Hiring new people into your organisation with these skills								
9/23/2019 16:09:46	Pro Veg	I am not involved in the recruitment but do oversee all hiring	I have observed a number of job roles not being filled in our organisation as quickly as i would have like	Referred	impact driven and ambitious, but not too focused on maximising one's own impact.	being ambitious and team players	Government	linkedin recruiter, job boses, events, ask staff to promote, 80,000 hours, online job boards, idealist, vegan jobs, charity jobs, newsletter, internship program where they stay in contact with alumni and recruit manage and recruit via that route.	No	leadership trainings, in house, training budget for each staffer, sending people to conferences, hire more senior team leaders as mentors, 10 days every year as an "educational vacation", try to be a learning institution,	helping find skilled candidates for NGO's like yourself?	when they create a job specifically for a person	not really	2-3 months	usually more senior e.g. finance director, organisational development	the more important they are the harder they are, roles where the private sector pays alot more money.	work experience, EA mindset, interpersonal skills	first 2 yes, a good role model would could be useful.	countries where the movement is less developed e.g. spain, SA, china	US maybe china. business background, and experienced fundraiser.	Not as important as their skill set	na	Funding — additional financial resources from donations or fundraising., Political capital — the amount of political power that's available for the issue., Coordination — the extent to which programmes can be delivered at scale., Leadership and management — the extent to which concrete plans can be formed and executed on using the resources already available.	combination, want to train there existing staff because it is much more faster than they can train their people. some roles just need experience so makes sense to hire experts from the outside	Management, Movement building, Sales skills, Fundraising experience, Marketing & outreach, Impact orientated	Operations, Movement building, public speakers, public figures, public campaign leaders, Fundraising experience	training up young skilled, individuals who are animal advocates, increasing the awareness of your organisations job roles, creating a repository for candidates interested in high impact animal advocacy, working with you on hiring process & retention of quality staff	5	10	no	masters in non-profit management, trainee program at a large animal organisation, exchanging with others in similar roles in animal organisation.
10/4/2019 15:41:28	Animal Ethics	I personally recruit or am involved in the recruitment process	Some roles have been particularly challenging to find the right calibre of staff	Directly applied	value alignment (anti-speciesist) wild animal suffering because of the few other options, you can learn everything else.	commitment	Academia	posting amongst advocates and academia, post everywhere lists in university.	Sometimes	internship program relatively new and growing, on the job training, find people interested in what they do and then teach them what they don't know, committed but need to learn alot about the language and how to answer questions, how to write for animal ethics, require new lines to read alot of content before.	helping find skilled candidates for NGO's like yourself?	none specific, have few people working for them, more interns than employees	people from the effective altruist community	depends some roles indefinatley	welfare biology manager	the science field, trying to establish a new legitimate field of study and there arent yet too many people in these fields who are interested in what you do	knowledge of wild animal suffering, commitment, experience	she does, if the commitment is there it takes a lot of work, the science is changing, it is teachable and this has come from their internship program.	english speaking countries like the US and UK, more committed activist is easier to find in poorer countries	social scientists are very important.	Somewhat important	academic qualifications in science fields is the most important, ecologists	Funding — additional financial resources from donations or fundraising.	multipronged, how to fundraise from the public in their own way and not rely on those.	Familiarity and expertise with the culture in particular target countries, Management, Movement building, public speakers, public figures, public campaign leaders, Fundraising experience, Initiative, ability to work independently	Multi- linguists, Management, Movement building, public speakers, public figures, public campaign leaders, Initiative, ability to work independently, Academia	training up young skilled, individuals who are animal advocates, creating a repository for candidates interested in high impact animal advocacy	200-300- fund academics that are not part of the staff	2-250	geographical question	AE website, being able to work closely with the board of AE,
10/4/2019 16:23:53	Albert Schweitzer Stiftung	I personally recruit or am involved in the recruitment process	Some roles have been particularly challenging to find the right calibre of staff	Directly applied	Sales skills, willingness to grind (following established processes instead of continually trying to reinvent the wheel).	Passion for impact, willingness to take over tasks that aren't attractive to most other people.	don't know	networking, job boards, newsletter	No	internal and external courses, coaching	don't know	director level and above	I don't understand the question.	2-3 months	fundraising	Teleologists and wages are a problem, we are establishing a way to offer higher salaries for certain roles	The ability to "sell" themselves Job-specific skills (we receive a lot of applications from unskilled candidates) Ability to write a CV, design and write job applications (this continues to puzzle me)	Does that refer to the prior question? Yes, mostly trainable through various sources.	no	In terms of qualifications? Germany and one country that's yet to be determined (Fifth)		Somewhat important	Yes. Depends on the role.	Logistics and operations — the extent to which programmes can be delivered at scale.	both	Familiarity and expertise with the culture in particular target countries, Operations, Management, Communication skills- english language and literacy, Negotiation and sales skills, Impact orientated	Familiarity and expertise with the culture in particular target countries, Operations, Management, Movement building, public speakers, public figures, public campaign leaders, Fundraising experience, Impact orientated	training up young skilled, individuals who are animal advocates	I don't understand the question	I don't understand the question		