



Recruitment Advertising

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EOP AAP Benchmarking 2015

University of Virginia

January 1, 2015 Annual Affirmative Action Plan

Placement Goals

Job Group & Name	Min	Fem
2B1 - FACULTY - AR-CU-NR - PROFESSOR	13.58	
2C1 - FACULTY - AS-AH - PROFESSOR	20.14	43.88
2D1 - FACULTY - AS-BS-PS - PROFESSOR		26.99
2D2 - FACULTY - AS-BS-PS - ASSOCIATE PROFESSOR	27.78	
2E1 - FACULTY - AS-EC-LW - PROFESSOR		39.65
2E2 - FACULTY - AS-EC-LW - ASSOCIATE PROFESSOR	24.71	
2F1 - FACULTY - AS-SS-FL - PROFESSOR		45.40
2F2 - FACULTY - AS-SS-FL - ASSOCIATE PROFESSOR		59.13
2G1 - FACULTY - EN - PROFESSOR	25.88	
2H1 - FACULTY - MC-BA-DA - PROFESSOR		33.13
2I1 - FACULTY - MD-C - PROFESSOR	15.99	38.80
2I2 - FACULTY - MD-C - ASSOCIATE PROFESSOR	26.26	44.96
2J1 - FACULTY - MD-PC - PROFESSOR	25.16	37.34
2J3 - FACULTY - MD-PC - ASSISTANT PROFESSOR	35.77	
2L - FACULTY - PROFESSIONAL	21.25	
3A1 - PROFESSIONALS - MGR - BUSINESS & FINANCE	21.82	
3A3 - PROFESSIONALS - MGR - MEDIA & PUBLIC RELATIONS	15.24	
3A4 - PROFESSIONALS - MGR - EDUCATION ADMINISTRATION & A	21.51	
3A5 - PROFESSIONALS - MGR - ADMINISTRATIVE SERVICES	21.27	
3A6 - PROFESSIONALS - MGR - HEALTHCARE/RESEARCH/SCIENCE	25.90	
3D4 - PROFESSIONALS - INSTRUCTION RELATED - EDUCATION AD	24.03	
3D5 - PROFESSIONALS - INSTRUCTION RELATED - ADMINISTRATI	27.77	
3D6 - PROFESSIONALS - INSTRUCTION RELATED - HEALTHCARE/R	25.98	
3D7 - PROFESSIONALS - INSTRUCTION RELATED -	29.29	

Placement Goals

TRAINING & H

3E2 - PROFESSIONALS - ENGINEERING & TRADES	22.00	
3E3 - PROFESSIONALS - MEDIA & PUBLIC RELATIONS	20.39	
3E4 - PROFESSIONALS - EDUCATION ADMINISTRATION & ATHLETI		42.77
3E5 - PROFESSIONALS - ADMINISTRATIVE SERVICES	24.35	
3E8 - PROFESSIONALS - COMPUTER & TECHNOLOGY SERVICES	25.99	
3F - PROFESSIONALS - HEALTH/SCIENCE/CLINIC RELATED	32.02	
3G2 - PRS - SENIOR SCIENTIST	36.05	
5J - TECHNICAL/PARAPROFESSIONAL - COMPUTER RELATED	22.60	
5L - TECHNICAL/PARAPROFESSIONAL - SERVICE TECHNICIAN	24.05	29.38
6B - SKILLED CRAFTS - SPVR	13.29	
6M - SKILLED CRAFTS - BUILDINGS & GROUNDS	16.29	
6N - SKILLED CRAFTS - CRAFTS/OPERATORS	27.48	13.24
7Q - SERVICE MAINTENANCE - BUILDINGS & GROUNDS		62.68
8A4 - TEMP C		75.68
8A5 - TEMP B		78.92
8A6 - TEMP A		68.23

University of Virginia— Contracted Advertising

*Positions posted on Jobs@UVA are automatically posted to the websites listed below.
There is no cost to the departments. Advertisement costs are paid by UHR.*

Higher Ed Jobs

Academic360

Indeed

SimplyHired

Recruitment Advertising National Websites

*Higher Education, General,
Information Technology, Finance,
General Diversity, Population-Specific
Diversity*

*Note: The term (used throughout this document), **Unique Visitor count** represents the number of individual visitors who have reviewed a page. Each visitor to a site is counted only once, no matter how many pages he/she opens.*

Higher Education Recruitment Advertising

Higher Ed Jobs, Higher Education Recruitment Consortium (HERC), Academic 360, Oodle, Chronicle of Higher Education, Inside Higher Ed, Graystone

Higher Ed Jobs

- Automatic postings are FREE (paid for by UHR)
- Postings automatically sent to [Higher Ed Jobs](#) daily
- Leading source for jobs and career information in academia
- More than 5,340 colleges and universities posted over 159,410 faculty, administrative and executive job postings to the company's web site
- 1 million unique visitors a month per Google Analytics
- Pricing Overview: \$3,195
- U.Va. membership valid through 7-13-16
- Posting on Higher Ed Jobs automatically sends postings to [Indeed.com](#), [SimplyHired](#), and [Academic360.com](#).

Higher Education Recruitment Consortium (HERC)

- The goal of the Mid-Atlantic [HERC](#) is to develop and promote a collaborative employment website for faculty and staff positions at member institutions in the Mid-Atlantic.
- Dual career focused with e-mail alert capability; includes options to search dual careers (by searching two jobs at once)
- 200,000+ Job Seekers
- Members include 56 regional institutions, teaching hospitals, and government agencies
- \$5,625 per year
- Jobs post automatically on [Glassdoor](#), [juju](#), [Hero 2 Hired](#), [DirectJobs](#), [Oodle](#), [Military Spouse Employment Partnership](#)

Academic360.com

- Automatic postings are FREE (paid for by UHR)
- 1 million unique visitors search HigherEdJobs.com[®] a month per Google Analytics
- Links to faculty, staff, and administration—not restricted to teaching
- Includes links to diversity resources
- U.S., Canada, Australia, and United Kingdom and Republic of Ireland postings

Contact Information

[academic360](https://academic360.com)

Oodle.com

- Automatic posting FREE (paid for by UHR)
- U.Va. academic and health system postings
- Network of online marketplaces
- More than 15 million monthly unique users

Contact Information

[Oodle](#)

Chronicle of Higher Education

- #1 source of news, information and jobs for college and university faculty members and administrators
- Published online every day
- 64,000 academic subscribers; total readership of more than 315,000

Contact Information

www.chronicle.com

Inside Higher Ed

- Online source for news, opinion and jobs for all of higher education
- Includes options to search dual careers (by searching two jobs at once)
- 1.2 million unique monthly visitors per Google Analytics
- Unlimited posting package \$2,100 to \$9,300
- 60-day posting (\$275); Multipack of (10) 60-day job postings (\$2,100); Multipack of (5) 60-day job postings (\$1,100)

Contact Information

[Inside Higher Ed](#)

Graystone Advertising

- Specializes in recruitment for academia, healthcare, and public sectors
- Information on over 4,000 recruitment resources including more than 1,000 Internet sites
- Over 550 client employers

Contact Information

[Graystone Advertising](#)

Insight into Diversity

- “Oldest and largest diversity magazine and website” in higher education
- 3,223 unique visitors per day
- Job postings
 - 1 Year Unlimited Package for student enrollment of over 15,000: \$6,475
 - 1 Year Unlimited Package for student enrollment of 10,001 – 15,000: \$5,125
 - Single job postings for 30 days (\$319), 60 days (\$399), or 90 days (\$479)
- Advertisements
 - Print: ¼ page ad (\$860) or ½ page ad (\$1,530) with free 30-day online ad
 - Website: Banner ad for 30 days (\$450) or 60 days (\$650)

Contact Information

[Insight Into Diversity](#)

800.537.0655

Diverse Issues in Higher Education

- Formerly Black Issues in Higher Ed; now includes additional diverse populations
- Associated publications and magazine
- One year unlimited posting package for institutions is \$4,250; 6 months \$2,975
- Magazine distribution= 20,000 subscriptions
- Pass along readership rate = 100,000+
- 6,285 unique visitors per day
- Online and print advertising available
- 61% of subscribers are female and 38% hold a Masters degree

Contact Information

[Diverse Issues in Higher Education](#)

800.783.3199



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Asians in Higher Ed

- Online advertising available
- 99% of subscribers are Asian, 34% are women
- Pricing Overview: A single 30-day job posting is \$99.00

Contact Information

[Asians in Higher Ed](#)

Latinos in Higher Ed

- #1 resource for professional Latino/Latina candidates, specifically for the higher education community
- A little over 2,000 unique visitors per day
- Can post unlimited jobs annually (see graph to the right) or post for 90 – 150 days
 - 1 posting for 90 days: \$175
 - 5 postings for 90 days: \$625
 - 10 postings for 150 days: \$1000

Contact Information

[Latinos in Higher Ed](#)

Live Support on website

Size of Full-Time Student Enrollment	Annual Subscription Cost
Divisional/Departmental	\$675
Less than 3,000	\$800
3,000-5,999	\$925
6,000-9,999	\$1,050
More than 10,000	\$1,175

Hispanic Outlook in Higher Ed

- Magazine devoted to Hispanic people in Higher Education
- Published bi-weekly
- 167 unique visitors per day
- Job postings: 4 weeks for \$195

Contact information

[Hispanic Outlook in Higher Ed](#)

201.587.8800 (Sales office)

General Recruitment Advertising

*Indeed, SimplyHired, GlassDoor, Juju, DirectJobs,
Peace Corps and AmeriCorps*

Indeed.com

- Automatic posting FREE (paid for by UHR)
- #1 job site worldwide; provides 72% more hires than the next largest resource
- 1,722,765 unique visitors per day
- Option to “sponsor” job postings (on a Pay per Click basis) for more exposure

Contact Information

[Indeed](#)

SimplyHired.com

- Automatic posting FREE (paid for by UHR)
- 30 million unique visitors each month
- 695 million job searches per year
- Open jobs in more than 974 official occupations in the U.S.
- Recruiting from more than 24 countries in 12 languages

Contact Information

[SimplyHired](http://SimplyHired.com)

408.400.4700

GlassDoor.com

- Automatic posting FREE (paid for by UHR)
- Includes jobs from 20,000+ job sites, newspapers, and company career pages
- Offers Enhanced Employer Profile to highlight employment brand and job postings

Contact Information

[GlassDoor](#)

juju.com

- Automatic posting FREE (paid for by UHR)
- Job search engine, not a job board
- Links to millions of jobs found on thousands of career portals, recruiter websites, and job boards
- Offers pay-per-click recruiting advertising solutions for employers to increase candidate flow and lower recruiting costs

Contact Information

[juju](http://juju.com)

DirectJobs.com

- Automatic posting FREE (paid for by UHR)
- Job postings compiled from Association Job Boards
- Online job portal connected to hundreds of association job boards
- Reaches individuals active in their professional and trade associations
- Allows employers to target candidates

Contact Information

[DirectJobs](#)



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Peace Corps and AmeriCorps

- Virginia is the first state to become an “Employer of National Service”
- Supported by Governor McAuliffe
- Learn more through the [Corporation for National & Community Service](#)

[Peace Corps Career Link](#)

[AmeriCorps VISTA Campus Job Board](#)

[AmeriCorps Alums’ Career Center](#)

Information Technology Recruitment Advertising

*Dice, Neon Guild, Northern Virginia Technology Council
(NVTC),*

Dice

- Leading career site for technology and engineering professionals
- 72,043 unique visitors per day

Contact Information:

[Dice](#)

[Find the Best in Tech](#)

1.800.979.DICE(3423)

Number of Postings	Cost per Posting
1	\$395
2	\$325
3	\$305
4	\$290
5-10	\$250

Neon Guild

- Local IT networking community. Post vacancies through their website
- Includes member directory (450 technical members)
- View qualified professional IT resumes
- Great if you are looking for someone who is already in the Charlottesville area that specializes in IT
- \$100 to post on website

Contact Information

[Neon Guild](#)

434.293.2468

Northern Virginia Technology Council

- U.Va. is a member
- As a member, U.Va. can do the following free of charge:
 - Post vacancies
 - View resumes

[Northern Virginia Technology Council](#)

Contact Information

[NVTC](#)

703.904.7878

Finance Advertising

*National Association of College and University Business
Officers (NACUBO)*

Society for College and University Planning (SCUP)

Association for Finance Professionals (AFP)

National Association of College and University Business Officers (NACUBO)

- NACUBO is the thought leader and authoritative resource for business and financial management of higher education and is recognized as such by key internal and external stakeholders.

[NACUBO](#)

[Post Jobs](#)

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Society for College and University Planning (SCUP)

- The Society for College and University Planning (SCUP), which was established in 1965, is a community of senior, higher education leaders who are responsible for, or are involved in, the integration of planning on their campuses and for the professionals who support them.
- Members look to SCUP to find ways to successfully integrate the institution's mission into their academic plan, and then seek to integrate all other kinds of planning on campus in support of the academic plan.

[SCUP](#)

[Post Jobs](#)

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Association for Finance Professionals (AFP)

- Headquartered outside Washington, D.C., the Association for Financial Professionals (AFP) is the professional society that represents finance executives globally.
- AFP established and administers the Certified Treasury Professional and [Certified Corporate FP&A Professional](#) credentials, which set standards of excellence in finance.

(Resume search included for all services)

- ▶ Single 30-day Posting:
Members: \$350 | Non-members: \$450
- ▶ 5 Pack of Single 30-Day Postings
Members : \$1500 | Non-members: \$2025
- ▶ 10 Pack of Single 30-Day Postings
Members: \$2800 | Non-members: \$3600
- ▶ 20 Pack of Single 30-Day Postings
Members: \$5500 | Non-members: \$6300

[AFP](#)

[Post Jobs](#)

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General Diversity Recruitment Advertising

Insight into Diversity, HireDiversity, Professional
Diversity Network, Monster Diversity, Diverse Issues in
Higher Education, DiversityJobs

Insight into Diversity

- “Oldest and largest diversity magazine and website” in higher education
- 3,223 unique visitors per day
- Job postings
 - 1 Year Unlimited Package for student enrollment of over 15,000: \$6,475
 - 1 Year Unlimited Package for student enrollment of 10,001 – 15,000: \$5,125
 - Single job postings for 30 days (\$319), 60 days (\$399), or 90 days (\$479)
- Advertisements
 - Print: ¼ page ad (\$860) or ½ page ad (\$1,530) with free 30-day online ad
 - Website: Banner ad for 30 days (\$450) or 60 days (\$650)

Contact Information

[Insight Into Diversity](#)

800.537.0655

Professional Diversity Network

- [Professional Diversity Network](#) (PDN) has 7 Additional Diversity job websites which reach over 20,000 users. Sites include: iHispano, Black Career Network, Women's Career Channel, Asian Career Network, Pro Able, Out Professional Network, and Military to Career
- 6,547 unique visitors per day
- Pricing Overview: \$395 per job posting on all the sites listed above, as well as the main PDN site

Contact Information

888.281.9066

Monster Diversity

- More than 22 million unique visitors
- Reaches more than 33% of online African Americans, more than 26% online Hispanics, 18% online Asians, and more than 20% of online women
- It is an add-on to Monster's original network, so postings may need to be purchased in addition to postings purchased through Monster. Contact a representative at Monster before buying

Contact Information

[Monster](#)

866.811.2458

Live chat available on website

Number of Postings	30 Days	60 Days
1	\$94.00	\$99.00
2	\$91.00	\$96.00
3	\$89.00	\$94.00
4	\$80.00	\$88.00
5-9	\$73.00	\$80.00
10-24	\$60.00	\$66.00
25-49	\$45.00	\$50.00
50-99	\$36.00	\$41.00
100-249	\$30.00	\$34.00

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Diverse Issues in Higher Education

- Formerly Black Issues in Higher Ed; now includes additional diverse populations
- Associated publications and magazine
- One year unlimited posting package for institutions is \$4,250; 6 months \$2,975
- Magazine distribution= 20,000 subscriptions
- Pass along readership rate = 100,000+
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- Online and print advertising available
- 61% of subscribers are female and 38% hold a Masters degree

Contact Information

[Diverse Issues in Higher Education](#)

800.783.3199



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DiversityJobs.com

- Distributes jobs to the following:
 - Veteranjobs.net
 - LatinoJobs.org
 - Disabilityjobs.net
 - WehireWomen.com
 - African American Hires
 - All LGBT Jobs.com
 - Asianhires.com
 - All Bilingual Jobs
 - All Hispanic Jobs
- Unique monthly visitors searching site: 750,000+
- Active daily job alert emails: 350,000+

Contact Information

DiversityJobs.com

Population-Specific Diversity Recruitment Advertising

*African-American, Asian, Women, Hispanic/Latino,
Persons with Disabilities, Military/Veteran*

African-American Recruitment Advertising

Black Career Network, National Black MBA Association, Other National Black Associations, National Association for the Advancement of Colored People (NAACP), Historically Black Colleges & Universities (HBCUs), National Urban League (NUL)

Black Career Network

- Targeted toward African-American community exclusively
- 4,489 unique visitors per day
- 90% are college educated, 36% male, and 64% female
- Part of [Professional Diversity Network](#)
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

[Black Career Network](#)

[Post Jobs](#)

National Black MBA Association

- Professional membership organization of African-American graduates with MBAs and doctoral degrees
- 47 chapters and more than 8,000 members in North America
- In partnership with over 400 of the country's top business organizations
- Represents many industries in private and public sector
- 60 day postings (price range from \$150 to \$295 per posting depending on number of postings)

Contact Information

888.975.1386

[National Black MBA Association](#)

Other National Black Associations

- National Black Association of [Social Workers](#)
- National Black Association for [Speech-Language and Hearing](#)
- National Association of Black [Journalists](#)
- National Black [Nurses](#) Association
- National Society of Black [Engineers](#)

National Association for the Advancement of Colored People (NAACP)

60-DAY JOB POSTINGS

1 Posting	\$250.00
4 Postings	\$800.00
10 Postings	\$1,800.00
15 Postings	\$2,500.00
20 Postings	\$3,200.00
30 Postings	\$4,800.00

60-DAY UNLIMITED JOB POSTINGS

6 Months	\$5,000.00
12 Months	\$8,000.00

Contact Information

[National Association for the Advancement of Colored People \(NAACP\)](#)

888.975.1386

Historically Black Colleges & Universities (HBCUs)

- University Human Resources provides weekly listings of new staff and wage vacancies to HBCUs via a listserv of 70 universities throughout the country
- Social network for graduates of HBCUs
- Provides a platform for networking, professional opportunities, educational opportunities and connections with employers seeking diverse candidates
- Over 400,000 unique user sessions per month
- 8.5 million page views per month
- Over 1 million registered members

Contact Information

[Historically Black Colleges & Universities \(HBCU\)](#)

877.864.4446



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National Urban League (NUL)

- connects jobseekers with employers who understand NUL's mission and the importance of diversity and inclusion in the workplace
- 1 job posting: \$250; 5 postings: \$1,000; 10 postings: \$1,750
- Hosts annual 3-day networking and career fair representing top national employers

Contact Information

[National Urban League \(NUL\)](#)

888.975.1386

Women Recruitment Advertising

*Women for Hire, Women's Career Channel, Women in
Biology*

Women for Hire

- Named by Forbes as one of the top 100 websites for women
- Hosts online career fairs and job postings from employers around the nation
- Up to 200,000 unique visitors per month
- Unlimited postings packages: 6 months \$2,395 & 1 year - \$3,395

Contact Information

212.290.2600

[Women for Hire](#)

Amount of Postings	Cost per Postings
1 – 4 postings	\$75
5 – 9 postings	\$60
10 – 14 postings	\$55
15 – 19 postings	\$45
20+ postings	\$40

Women's Career Channel

- Specializes in providing online corporate recruitment for women from a variety of diverse backgrounds and skill sets
- 13,851 unique visitors per day
- Part of [Professional Diversity Network](#)
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

[Women's Career Channel](#)

888.281.9066

Women in Biology

- Includes all sectors of the bioscience industry and employment at all levels—executives, scientists, academics, and professionals
- Job Posting Prices:

\$200.00	1 Job Posting
\$800.00	5 Job Postings
\$1,400.00	10 Job Postings

Contact Information

888.975.1386

[Women in Biology](#)

Asian Recruitment Advertising

Asian Career Network, Asians in Higher Ed

Asian Career Network

- Part of [Professional Diversity Network](#)
- Searchable by company, industry or state
- Around 1,000 unique visitors per month
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

[Asian Career Network](#)

888.281.9066

Asians in Higher Education

- Online advertising available
- 99% of subscribers are Asian, 34% are women
- Pricing Overview: A single 30-day job posting is \$125.00

Contact Information

[Asians in Higher Ed](#)

Hispanic Recruitment Advertising

*iHispano, Latinos in Higher Ed, Hispanic Outlook in
Higher Ed, Hispanic Association of Colleges and
Universities (HACUs)*

iHispano

- Specializes in providing online corporate recruitment of bilingual professional talent in the Hispanic community.
- Part of [Professional Diversity Network](#)
- 5,587 unique visitors per day
- 89% have a college education, 32% are male and 68% are female
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

[iHispano](#)

888.281.9066

Latinos in Higher Ed

- #1 resource for professional Latino/Latina candidates, specifically for the higher education community
- A little over 2,000 unique visitors per day
- Can post unlimited jobs annually (see graph to the right) or post for 90 – 150 days
 - 1 posting for 90 days: \$175
 - 5 postings for 90 days: \$625
 - 10 postings for 150 days: \$1000

Contact Information

[Latinos in Higher Ed](#)

Live Support on website

Size of Full-Time Student Enrollment	Annual Subscription Cost
Divisional/Departmental	\$675
Less than 3,000	\$800
3,000-5,999	\$925
6,000-9,999	\$1,050
More than 10,000	\$1,175

Hispanic Outlook in Higher Ed

- Magazine devoted to Hispanic people in Higher Education
- Published bi-weekly
- 167 unique visitors per day
- Job postings: 4 weeks for \$195

Contact information

[Hispanic Outlook in Higher Ed](#)

201.587.8800 (Sales office)

Hispanic Association of Colleges and Universities (HACUs)

- University Human Resources provides weekly listings of new staff and wage vacancies to HACUs via a listserv of 25 colleges and universities throughout the country
- Search Pro Talento resume database

[HACU](#)

Contact information: [HACU](#)

Hispanic Association of Colleges and Universities (HACUs) - continued

Posting and ProTalent Resume database pricing

	Job Posting per Month**	Unlimited Job Postings per Year**	Résumé Database Access per Month	Résumé Database Access per Year
HACU Member	\$100	\$2000	\$100	\$500
Non-member university/college/non-profit	\$150	\$3000	\$150	\$650
Government agency	\$175	\$3500	\$175	\$750
Corporation	\$200	\$4000	\$200	\$1000
Banner posting	\$300/month (flat rate)			
Logos*	\$250/month (flat rate)			

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LGBT Recruitment Advertising

Out Professionals, Out Professional Network

Out Professionals

- Nation's leading LGBT networking organization
- Connects employers recruiting talented LGBT professionals
- 1,000 members and 4,500 email subscribers
- Over 600 companies post jobs
- FREE job postings

Contact Information

[Out Professionals](#)

Out Professional Network

- Part of [Professional Diversity Network](#)
- Connects employers recruiting talented LGBT professionals
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

[Out Professional Network](#)

Individuals with Disabilities Recruitment Advertising

Careers and the disABLED, Pro Able

Careers and the disABLED

- First and only career guidance magazine for people with disabilities. Targets all disabled people at the undergraduate, graduate or professional levels
- Part of the EOP publications (Woman Engineer, Minority Engineer, Workforce Diversity, Hispanic Career World, African-American Career World)
- 792 unique visitors per day
- 64% of subscribers are between ages 20-40, 55% are male, 45% are female
- Pricing Overview: \$6,000 for unlimited postings for 12 months

Contact Information

[Careers and the disABLED](#)

631.421.0359

Pro Able

- All inclusive packages connect employers with over 3 million diverse members
- Part of [Professional Diversity Network](#) which reaches over 28 million diverse individuals
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

info@eop.com

[Post Jobs](#)

Military Veteran Recruitment Advertising

*Hero2Hired, Military Spouse Employment
Partnership (MSEP), Corporate Gray, Recruit
Military, Military 2 Career, Hire Heroes USA,
Hire A Hero*

Hero2Hired

- Automatic posting FREE (paid for by UHR and Office of the Provost)
- Connects to military service members (unlimited postings)
- Complete an online form OR register and post with your State Job Bank, and the US.jobs National Labor Exchange will acquire your jobs directly from your corporate website and provide a daily feed to the Veterans Job Bank
- Search for candidates by creating “search and match criteria” in order to find candidates that fit profile, and invite candidates over the website to look at postings
- Virtual and live career fairs, mobile app, and social networking

Contact Information

[Hero2Hired](#)

[Post Jobs](#)

[Veterans job bank and career fairs](#)

Military Spouse Employment Partnership

- Automatic posting FREE (paid for by UHR and Office of the Provost)
- Targets recruitment and employment of military spouses
- Provides companies with direct access to military spouses seeking career opportunities

Contact Information

[Military Spouse Employment Partnership](#)

Corporate Gray

- Helps transitioning military personnel connect with employers
- Includes resource guide for those who are transitioning to civilian life
- Job Postings: \$500 /month or \$5,000/year for resume searches and unlimited job postings
- Employers invited to participate in recruiting fairs/events

Contact Information

[Corporate Gray](#)

703.690.6381

Recruit Military

- Full-service military-to-civilian U.S. recruiting
- Serves veterans from all ranks and branches of the armed forces to help them find careers
- 22.3% African-Americans, 16.5% Women, 9.6% Hispanic, 2.3% Asian, 26% persons with disabilities
- 68,796 job views per day
- \$3,995 for 12 months of unlimited postings
- Employers invited to participate in recruiting fairs/events

Contact Information

[Recruit Military](#)

513.683.5020

Military 2 Career

- Military veteran professional network
- Part of [Professional Diversity Network](#)
- Posting \$395; includes access to all sites in Professional Diversity Network

Contact Information

[Military2Career](#)

[Post Jobs](#)

Hire Heroes USA

- 50 veterans confirmed hired every week
- Dedicated to creating job opportunities for US military veterans and their spouses through personalized employment training and corporate engagement
- Single (30 days) Job Posting \$150.00
- (5) Job Postings Package \$700.00 (30 days)
- Resume searches for 6 months \$600.00
- Resume searches for 1 year \$1,000.00

[Hire Heroes USA](#)

Contact Information

[Job Board](#)

Hire A Hero

- 337,000 registered members
- 1.2 million unique visitors
- 30 Day Single Job Posting \$220.00
- (3) Job Package \$600.00 (30 days)
- (5) Job Package \$950.00 (30 days)
- Resume database access available
- Offers Job Alerts for job seekers

[Hire A Hero](#)

Contact Information

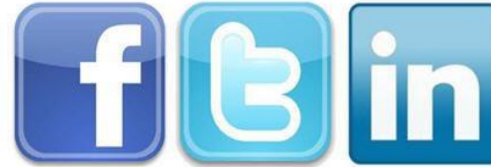
[Post Jobs](#)

Free Recruitment Resources

*Social Media, U.Va. Internal Outreach, and
Charlottesville Community, Sistah Circle*

Social Media

- [Twitter](#)
- [Facebook](#)
- [LinkedIn](#) (from your own account)
- [Charlottesville Networking Group](#)
- [University of Virginia Career Networking Community](#)



U.Va. Internal Outreach

- U.Va. Temp Services Group (TSG)—source of candidates who might be ideal for a part-time or full-time salaried vacancy
- Internal emails—sent to same and lower level positions determined (*contact your HR Consultant*)
- [Staff Senate](#)
- School/Unit faculty and staff—ask where they look for jobs in their specialty areas
- Department-created career/job flyers for jobs—useful for attracting candidates at job fairs and recruiting events attended by U.Va. representatives
- Listservs—tap into candidates via your listserv memberships
- [U.Va. Alumni Career Services](#)
- Sistah Circle – indicate in the subject line: Job Announcement to sistah-circle@virginia.edu

The Charlottesville Community

[Virginia Employment Commission](#) (VEC) 434.951.6440 or 963.2972

Provide the Virginia Workforce Center (VWC) with a position description, and they will pre-screen candidates for U.Va. This might be especially helpful for wage and entry level vacancies.

[Virginia Employment Commission](#) – Veteran focused

Veteran’s Employment Representative

804.229.6204 (located in Charlottesville, VA)

[Virginia Workforce Connections](#)

Department of Aging & Rehabilitation Services 434.531.5895

[Worksource Enterprises](#) 434.972.1730

[Charlottesville Chamber of Commerce](#) 434.295.3141 or develop@cvillechamber.com

[Charlottesville Business Innovation Council \(CBIC\)](#) “Cville Tech Jobs”

Local and State Recruitment Advertising

**Many of these resources target diverse populations*

Local & State Recruitment Advertising

- Asian Fortune (Monthly)
www.asianfortunenews.com
Centreville, VA 703.753.8295
- Blue Ridge Community College
careers@brcc.edu
- Charlottesville Business Journal
(Daily Progress)
www.dailyprogress.com
classified@dailyprogress.com
434.978.7200 or 434.978.7202
- Clasificados (Monthly)
www.clasificadosonline.com
Richmond, VA 804.643.4414
- Creciendo Juntos
www.cj-network.org
coordinator@cj-network.org
- C'Ville Weekly
www.c-ville.com
office 434.817.2749 ext 36
- El Eco de Virginia (Friday)
Norfolk, VA (includes Williamsburg and
Richmond areas)
757.625.1341
- Forward/Adelante (monthly)
www.forwardvirginia.com
434.960.4037

Local & State Recruitment Advertising

- Horizontes (Tuesday)
www.diariorizonte.com
Louisa, VA
540.967.3292
- Jobs2Careers
www.jobs2careers.com
biz@jobs2careers.com
- Metro Herald (Friday)
<http://www.metroherald.com>
Alexandria, VA
703.548.8891
- New Journal and Guide (Thursday)
www.njournalg.com
Norfolk, VA 757.543.6531
- Richmond Free Press (Thursday)
www.richmondfreepress.com
Richmond, VA 804.644.0496
- Roanoke Tribune (Thursday)
www.theroanoketribune.org
Roanoke, VA
540.343.0326
- Rural Virginian Charlottesville Region
www.dailyprogress.com/ruralvirginian
434.978.7200

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Local & State Recruitment Advertising

- VA Job Connections (WCAV CBS 19)
Harrisonburg, VA
540.437.7797