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## Nonprofit Job Sites Rated

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By [Tom Battin](#)

*This article reviews and rates 31 sites nonprofits for several specific criteria, and includes a Table of Contents and the Tom Battin Awards for Best Nonprofit Job Sites. We're grateful to Tom and many Blue Avocado readers who sent in their suggestions for creating this very useful resource.*

For this article, we revisited, updated, and expanded the job websites we reviewed in our original piece for *Blue Avocado* (2009). We've also dropped some of the original ones. One important addition to this update are sites that use "web crawlers" to find jobs posted anywhere on the web, and then aggregate them for you.

### First, the **Tom Battin Awards for Best Nonprofit Job Sites:**

- Best all-around: [Idealist](#)
- Best nonprofit site: [Opportunity Knocks](#)
- Best commercial site: [Simply Hired](#)
- Best international: [Devex](#)

But don't ignore the other 28 sites in this directory! Many have special features that will make them the best for you.

### **About job sites**

Job sites serve two audiences: job seekers and employers. Job seekers can look for potential nonprofit positions as

well as upload their résumés so that employers can seek them out. In addition, many sites offer tools to create and track cover letters, flag job postings, set up alerts for new listings, and track applications. For nonprofit employers, such job sites allow them to post jobs, search posted résumés to find candidates, and purchase recruitment services to enhance their hiring campaigns.

This is far from a complete list. We have focused on sites that:

- Are either exclusively for nonprofit jobs or have a substantial number of nonprofit jobs
- Update listings regularly
- Include special, helpful features for either employers or job-seekers
- Are either national or localized enough to be helpful.

Canadian listings are in a the regional category.

We have *not* included the hundreds of

websites, such as those of nonprofit associations where members can post openings, nor did we try to find all the

listservs and association newsletters where members post openings.

### Criteria for rating

To critique the sites for usefulness, we established criteria to allow for comparisons:

- How easy or hard is the site to navigate?
- What is available for free?
- What paid services are available?
- How many job listings does each have?
- Are jobs posted directly to the site by employers or does the site use a "web crawler" to aggregate jobs posted elsewhere?
- Are there useful resources to help the job seeker and employer be successful?

Some sites allow you to send your request directly through to employers, while for others you need to create and send your own email. Some allow you to search on types of organizations, while others simply put them all into the same batch.

We like sites that help you get background on the nonprofit that has posted job listings and when they have interactive support and help for visitors. For those that allow you to post your résumé, we looked for flexibility in format, ability to edit and re-post résumés, and whether they include tagging for potential employers. In particular, we liked the ability to be sent an email when certain types of jobs appear.

We also wanted to see whether the site provided articles, links to relevant resources, how-to guides, and tools to help applicants find the right job.

**To suggest changes:** To suggest changes and additions, please submit the full listing as you believe it should be posted, along with your contact information to [editor@blueavocado.org](mailto:editor@blueavocado.org). Making the suggested changes is at our discretion. In addition, everyone is encouraged to add information and experiences in the Comments section at the end of the article.

Special thanks to [Blue Avocado](#) readers for sending along additional ideas for sites and direction.

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*Note: in each section listings are sequenced as our suggestion for the order in which a job seeker might begin.*

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Note: to make it easier to read, each site is shaded; the colors were selected at random.

## 1. Comprehensive nonprofit job sites

Scope: All categories of nonprofit jobs in the United States or international locations. Useful for getting a full picture of the types of opportunities available to job seekers or to identify candidates beyond one's usual channels.

<p><b>Idealist.org</b>  <a href="http://www.idealist.org">www.idealist.org</a></p> <p><b>Phone:</b> 646.786.6886  <b>Email:</b> via site  <b>Locations:</b> New York, NY and Portland, OR</p>	<p><b>Features</b></p>	<p><b>Notes &amp; comments</b></p>
	<p><b>Mission/purpose</b></p>	<p>“Idealist connects people, organizations, and resources to help build a world where all people can live free and dignified lives.”</p>
	<p><b>Org type &amp; longevity</b></p>	<p>Nonprofit, 15 years. Revenue from donations, earned income for postings, and grants.</p>
	<p><b>Scope</b></p>	<p>US national and international</p>
	<p><b>Listings</b></p>	<p>6,752 jobs; 12,821 volunteer opportunities</p>
	<p><b>General usability</b></p> <p>Clean opening dashboard home page with summary counts of jobs, internships, events, etc., immediately available and quick links to the details of those listings. Current news/items listed with links to more in-depth information. Nice quick search on top of home page with advanced search capability. Easy to navigate and FAQs are readily available. Functions like a social networking site so it has a “community” orientation.</p> <p>Site is in English, French, or Spanish.</p>	
	<p><b>Social media links</b></p>	<p>Twitter, Facebook, LinkedIn, MySpace</p>
<p><b>for the Job Seeker</b></p>	<p><b>Search functions</b></p>	<p>Provides a search on country, state, city, keywords, area of focus, job category, and job types.</p> <p>Can narrow search results by employment type, education, professional level, salary, organization type, location, or language. Categories provide summary counts of contents.</p>

		Can save search criteria and have updates emailed daily with new matches.
	<b>Registration/Fees</b>	Free to search; other features free after registration.
	<b>Job listings tracking</b>	Seeker can bookmark jobs and email link to external email address.
	<b>Résumé</b>	Résumé not loaded. Seeker builds profile online similar to Facebook or LinkedIn.
	<b>Alerts</b>	Seeker can set up regular alerts based on search criteria.
	<b>Links to employers</b>	Via job listing instructions. Can view employer profile on Idealist.org.
	<b>Resources</b>	User profile functions like Facebook with links to other seekers and organizations; job search tips, books, blogs, special "grad" programs, "info centers," events, and links to external resources.

<b>for the Employer</b>	<b>Posting fees</b>	Organizations based in the U.S. are charged \$60 per job listing. Volume discounts are available. All other listings, including internships and volunteer opportunities, are free for everyone. Organizations outside the United States post jobs for free.
	<b>How to post job</b>	Via website form. Must register to post.
	<b>Recruitment help</b>	None
	<b>Resources</b>	Articles on how to start and manage a nonprofit. "Nonprofit FAQ" was off-line.
	<b>Link to candidate</b>	Via job application. Can view seeker profile on Idealist.org.

<b>Opportunity</b>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	"Opportunity Knocks is a national online job site, HR resource and

<p><b>Knocks</b></p> <p><a href="http://www.opportunityknocks.org">www.opportunityknocks.org</a></p> <p><b>Phone:</b> 888.656.6257 <b>Email:</b> <a href="mailto:support@opportunityknocks.org">support@opportunityknocks.org</a> <b>Location:</b> Atlanta, GA</p>		career development destination focused exclusively on the nonprofit community. We are committed to lead and support efforts that help further nonprofit careers and promote a robust workforce that enables organizations to complete their missions.”
	<b>Org type &amp; longevity</b>	Nonprofit, 20 years
	<b>Scope</b>	U.S. national and some international
	<b>Listings</b>	Maximum of 200 jobs displayed at one time; total count not provided. Test run on “executive director” for all areas returned 16 postings within the last month.
	<b>General usability</b>	Clean opening dashboard on home page with a quick search at top and menu of quick links to more in-depth information. Current information on jobs, events, etc., on home page. Easy to navigate with specific website sections for job seekers and employers. Help is available in multiple ways via website, phone, or email.
	<b>Social media links</b>	LinkedIn, Facebook, Twitter, “OK Radio” podcasts
<b>for the Job Seeker</b>		
	<b>Search functions</b>	Search by keyword, company name, organization category, job function, employment term, and location: city/state, ZIP code/radius, or defined metro area.  Sort results by date, location, or company name. Can save search to “saved searches” box.
	<b>Registration /Fees</b>	Free to search; other features free after registration.
	<b>Job listings tracking</b>	Seeker can send listing to internal email box.
	<b>Résumé</b>	Upload multiple résumés and create

		cover letters. Additional service fee allows résumé to be highlighted for employers.
	<b>Alerts</b>	Create “agent” based on a search to provide daily, weekly, bi-monthly, or monthly updates.
	<b>Links to employers</b>	Apply to employer through the site. Must be registered.
	<b>Resources</b>	<p>Newsletter, job search tips, webinars (for fee) on key topics, online chat option with OK staff.</p> <p>Annual salary survey, newsletters, forums, books, events, nonprofit news, special reports.</p>
<b>for the Employer</b>		
	<b>Posting fees</b>	\$100 per post to employer for 30 days. Résumé database starts at \$109 for 1 week. Volume discounts and packages available.
	<b>How to post job</b>	Via website form. Provision for multiple employer staff to have access.
	<b>Recruitment help</b>	Packages enable access to résumé database for searching.
	<b>Resources</b>	Same as above
	<b>Link to candidate</b>	Employer communicates with seeker via website.

<p><b>Change.org</b></p> <p><a href="http://jobs.change.org/">http://jobs.change.org/</a></p> <p><b>Phone:</b> NA  <b>Email:</b> <a href="mailto:help@change.org">help@change.org</a>  <b>Location:</b> San Francisco, CA and Washington, DC.</p>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	<p>“Our mission is to build an international network of people empowered to fight for what's right locally, nationally, and globally. We hope you'll join us.”</p> <p>Larger focus of Change.org is to facilitate grassroots campaigns. Job page is a sub-site of Change.org.</p>
	<b>Org type &amp; longevity</b>	Social venture, 6 years, fee for job posting
	<b>Scope</b>	U.S.
	<b>Listings</b>	Total count not provided. Test on “executive director” returned 13 listings.
	<b>General usability</b>	Nice opening dashboard of summary content but a bit long as a page. Provides quick search on keywords or pre-defined job categories. Current listings and articles on home page. Separate areas for jobs and employers. FAQs are organized by topic but answers are to user questions rather than a summary explanation. Site has a “community” feel.
	<b>Social media links</b>	Facebook, Twitter, LinkedIn
<b>for the Job Seeker</b>		
	<b>Search functions</b>	<p>Search by keyword, job category, job type, work experience, cause.</p> <p>Search results can be filtered by job category, work experience, job type, and cause.</p>
	<b>Registration /Fees</b>	Free to search, track jobs after registration.
	<b>Job listings tracking</b>	Save to “My jobs” list
	<b>Résumé</b>	None
	<b>Alerts</b>	None



	<b>Links to employers</b>	Via job posting instructions
	<b>Resources</b>	Articles, links to “experts,” job search tips, Q&A by topic/job area.
<b>for the Employer</b>		
	<b>Posting fees</b>	\$50 for 30 days
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None specific to employers
	<b>Link to candidate</b>	Via job application

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>WomensJobList.com</b></p> <p><a href="http://www.womensjoblist.com/">http://www.womensjoblist.com/</a></p> <p><b>Phone:</b> 888.984.3547  <b>Email:</b> via website or <a href="mailto:sales@womensjoblist.com">sales@womensjoblist.com</a>  <b>Location:</b> St, Louis, MO</p>	<b>Mission/purpose</b>	<p>“Founded in 1999, WomensJobList.com was created to give employers a tool to promote diversity and inclusion within their workplaces and to provide job seekers with easy access to those companies.”</p> <p>WomensJobList.com is a women-owned business.</p>
	<b>Org type &amp; longevity</b>	Commercial, 12 years, fee for service
	<b>Scope</b>	U.S. national
	<b>Listings</b>	8,164 companies and organizations. Total job listings not available. Test run for “executive director” found none on site but provided 20 from “around the web.”
	<b>General usability</b>	Nice opening dashboard with quick search and current information on home page. Menu tabs provide quick links to jobs, résumés, blog, and education opportunities. No obvious FAQs on how to use site or services. Ads are mixed in making it difficult to distinguish website content from advertising. Seems more oriented to employers seeking candidates.

	<b>Social media links</b>	LinkedIn, Facebook
<b>for the Job Seeker</b>		
	<b>Search functions</b>	Search by key words and geographic category. If no listings in their list, supplemental listings are provided from general web search.
	<b>Registration /Fees</b>	Free after registration
	<b>Job listings tracking</b>	Can use “Job Fox” to track via email address. Requires separate account on Job Fox.
	<b>Résumé</b>	Via website form
	<b>Alerts</b>	Can set up by keyword and location.
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	User blog of articles, general articles on women in the workplace, job seeker tips, Internet search for additional external resources.
<b>for the Employer</b>		
	<b>Posting fees</b>	\$219 for 60 days. Discounts for longer periods. Additional fee based on listing priority in search results.(\$9.99-\$59.99). Additional membership fees to view résumé database starting at \$989 a month.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None identified
	<b>Resources</b>	None identified
	<b>Link to candidate</b>	Via job application

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>Community Career Center: Enterprise, Inc.</b></p> <p><a href="http://www.nonprofitjobs.org">www.nonprofitjobs.org</a></p> <p><b>Phone:</b> 702.809.8599</p> <p><b>Email:</b> <a href="mailto:info@nonprofitjobs.org">info@nonprofitjobs.org</a></p> <p><b>Location:</b> Natick MA</p>	<b>Mission/purpose</b>	“An on-line gathering place where not-for-profit employers and management personnel can meet one another.”
	<b>Org type &amp; longevity</b>	Commercial, 6 years, fee for service
	<b>Scope</b>	U.S. national
	<b>Listings</b>	470
	<b>General usability</b>	Basic home page with quick links to website listings or functions. How to use site instructions on home page. Easy to navigate.
	<b>Social media links</b>	None
	<b>for the Job Seeker</b>	
	<b>Search functions</b>	Search by city, state, region, specific member organization, primary skill, job type, job title, and up to 3 defined keywords.
	<b>Registration /Fees</b>	Free to search
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	Create profile using website form
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Links to external sites
<b>for the Employer</b>		
	<b>Posting fees</b>	Non-members \$125 per 60 days. Members get unlimited postings, access to résumé database, and marketing assistance for \$1000/year.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	Consulting service to help in recruiting and screening candidates. Email Susan at <a href="mailto:susanm@nonprofitjobs.org">susanm@nonprofitjobs.org</a> .
	<b>Resources</b>	Links to external sites
	<b>Link to candidate</b>	Via job application. Members can access candidate profiles.

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>Nonprofit Jobs Cooperative</b></p> <p><a href="http://www.nonprofitjobscoop.org/">http://www.nonprofitjobscoop.org/</a></p> <p><b>Phone:</b> CA: 213.346.3253; MA: 617.357.5550; DE: 215.991.3677 <b>Email:</b> CA: <a href="mailto:cyule@cnmsocal.org">cyule@cnmsocal.org</a> NE: <a href="mailto:mtracey@escne.org">mtracey@escne.org</a> or via website <b>Location:</b> California, New England</p>	<b>Mission/purpose</b>	“The Nonprofit Jobs Cooperative is a collaboration of nonprofit Management Service Organizations (MSOs) from across the United States who have combined their efforts to create a nonprofit jobs site by nonprofits, for Nonprofits. The goal of the Cooperative is to use a regional focus and local presence to provide service on a national scale.”
	<b>Org type &amp; longevity</b>	Nonprofit Coop, 7 years. Fee for service.
	<b>Scope</b>	U.S. national
	<b>Listings</b>	151
	<b>General usability</b>	Nice dashboard home page with quick search for jobs and latest job postings. Menu tabs click to website functions. No FAQs on how to use site but usage is pretty obvious.
	<b>Social media links</b>	None
	<b>for the Job Seeker</b>	<b>Search functions</b>
<b>Registration /Fees</b>	Free to seekers	
<b>Job listings tracking</b>	None	
<b>Résumé</b>	None	
<b>Alerts</b>	None	
<b>Links to employers</b>	Via job listing instructions	
<b>Resources</b>	None	
<b>for the Employer</b>	<b>Posting fees</b>	Registration allows employers to post jobs. Fees vary by region for

		employers (\$66-199).
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None
	<b>Link to candidate</b>	Via job application

## 2. General job sites: for both for-profit and nonprofit jobs

All categories of jobs in U.S. or international locations. Useful for getting a full picture of the types of opportunities available to job seekers or to identify candidates beyond one's usual channels for any sector of the economy.

	Features	Notes & comments
<p><b>Craigslist</b>  <a href="http://www.craigslist.org">www.craigslist.org</a></p> <p><b>Phone:</b> NA  <b>Email:</b> via website  <b>Location:</b> San Francisco, New York and many other localized lists.</p>	<b>Mission/purpose</b>	"An email list of SF events, started as a hobby by <a href="#">Craig Newmark</a> in early 1995."
	<b>Org type &amp; longevity</b>	Commercial, 13 years, fees from ads
	<b>Scope</b>	Organized by location, site contains classified ads and user forums. Craigslist is considered a "go to" site for nonprofits.
	<b>Listings</b>	Numerous listings that vary by location. 700 local sites in 70 countries. FAQs claim over 1 million postings a month. Test search in SF/Bay area site returned 167 listings for "executive director" in the "nonprofit sector" list.
	<b>General usability</b>	User interface is basic but functional. Listings are organized by category or topic but essentially a serial list of postings. A good site for very localized listings of jobs.
	<b>Social media links</b>	None
	<b>for the Job Seeker</b>	
	<b>Search functions</b>	By job area. Can refine by keyword and job term (full time, part time, etc).
	<b>Registration /Fees</b>	Free to seekers
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	None
<b>for the Employer</b>		
	<b>Posting fees</b>	For poster, fees range from \$25-75 by

		geographic location.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None
	<b>Link to candidate</b>	Via job application

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>Career Builder</b></p> <p><a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p> <p><b>Phone:</b> 773.527.3600 or 800. 638.4212</p> <p><b>Email:</b> via website</p> <p><b>Location:</b> Chicago, IL with sales offices around the country.</p>	<b>Mission/purpose</b>	<p>“As the global leader in human capital solutions, we help organizations target and attract their most important asset - their people. We use world-class technology, data-analysis, a comprehensive partner network and superior customer service to match the right people with the right jobs.”</p> <p>Site is owned by Gannett Co, Inc., Tribune Company, The McClatchy Company, and Microsoft Corp.</p>
	<b>Org type &amp; longevity</b>	Commercial, 16 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	Total listings not available. 300,000 employers post more than 1 million jobs on CareerBuilder.com. Test run for “nonprofit executive director” jobs gave 219 results.
	<b>General usability</b>	Nice dashboard home page with quick search on jobs and drop down tabs for links to other functions or information. Good navigation but, as a commercial site, popup ads and offers are frequent.
	<b>Social media links</b>	Facebook, Twitter, LinkedIn
	<b>for the Job Seeker</b>	<b>Search functions</b>

		<p>city or state. List can be sorted on job title, company, location, and when posted.</p> <p>“Job Recommendation Tool” provides automatic search based on résumé and past searches and applications.</p>
	<b>Registration /Fees</b>	Free after registration for seekers. Additional fees to better position résumé in employer searches.
	<b>Job listings tracking</b>	Save to list with provision for notes
	<b>Résumé</b>	Upload document or paste text into website form. Online tool can help create a résumé. Create cover letters via website form.
	<b>Alerts</b>	Yes
	<b>Links to employers</b>	Apply via website form to employer. Résumé and cover letters selected from online file.
	<b>Resources</b>	Job seeker tips, help with résumé writing, education opportunities, career tests, skills training, online courses, and more.
<b>for the Employer</b>	<b>Posting fees</b>	\$419 per post for 30 days. Discounts for multiple posts. Call 877.345.5256.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	Online tools to facilitate screening of candidates
	<b>Resources</b>	Tips for hiring, articles, forums, training opportunities, and events
	<b>Link to candidate</b>	Applicants apply online. Additional fees to search résumé database starting at \$600 for 2 weeks, with discounts for longer terms.



<p><b>Monster.com</b></p> <p><a href="http://www.monster.com">www.monster.com</a></p> <p><b>Phone:</b> 800.666.7837  <b>Email:</b> via website  <b>Location:</b> New York, NY</p>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	“Monster Worldwide, Inc. (NYSE: MWW) is the parent company of Monster.com, the premier global online employment solution for people seeking jobs and the employers who need great people.”
	<b>Org type &amp; longevity</b>	Commercial, 17 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	Total listings not available. Test run for “nonprofit executive director” jobs gave 479 results.
	<b>General usability</b>	Nice dashboard home page with current listings, articles, and offers. Separate sections for job seekers and employers. Good navigation but, as a commercial site, popup ads and offers are common. FAQs and tips easily available.
	<b>Social media links</b>	Facebook, Twitter
<b>for the Job Seeker</b>	<b>Search functions</b>	Search by job title, years of experience, skills by keyword, location, company name, industry, posting date, salary, education level, job level, and/or job category.  Search results can be sorted on post date, job title, company, location, and miles from home.
	<b>Registration /Fees</b>	Free with registration
	<b>Job listings tracking</b>	Yes
	<b>Résumé</b>	Upload or create online. Can create cover letters as well.
	<b>Alerts</b>	Yes
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Job seeker tips, help with résumé writing, education opportunities, career tests, skills training, online

		courses, and more.
<b>for the Employer</b>	<b>Posting fees</b>	Registration required to post. \$210-395 (based on location) for 30 days; discounts for multiple posts or longer terms. Additional fees for résumé database, recruitment help, and other services.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	Candidate screening, recruitment strategies, and résumé searches
	<b>Resources</b>	Tips for hiring, articles, forums, training opportunities, and events
	<b>Link to candidate</b>	Via application or résumé database

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>Indeed.com</b></p> <p><a href="http://www.indeed.com">www.indeed.com</a></p> <p><b>Phone:</b> 800.666.7837  <b>Email:</b> via website  <b>Location:</b> New York, NY</p>	<b>Mission/purpose</b>	“Indeed is the #1 job site worldwide, with over 40 million unique visitors and 1 billion job searches per month. Indeed is available in more than 50 countries and 24 languages, covering 94% of global GDP.”
	<b>Org type &amp; longevity</b>	Commercial, 17 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	The site is a “job aggregator” that uses a “web crawler” over the web to find listings from over 10,000 sources. Average listings are over 1 million in a week. Test search found 1,097 listings for keyword “executive director.”
	<b>General usability</b>	Clean home page with quick links to job search, tools, employer services, and partner publishers. Easy navigation. Searches very responsive. Multiple languages (12).

	<b>Social media links</b>	Facebook. Additional tools for mobile apps or browser plugins.
<b>for the Job Seeker</b>	<b>Search functions</b>	Search by keyword or phrase, company name, job type (full time, part time, etc), salary, location, source website, age of post. Found list can be refined by same categories.
	<b>Registration /Fees</b>	Free after registration
	<b>Job listings tracking</b>	Passively saves jobs viewed or flagged for later review.
	<b>Résumé</b>	Upload résumé or create online using standard template.
	<b>Alerts</b>	Daily or weekly based on keyword or location
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	User forums for Q&A, good FAQs on how to use site, job trends
<b>for the Employer</b>	<b>Posting fees</b>	Fee per click. Employer sets rate that will affect traffic.
	<b>How to post job</b>	Via website form. Drive traffic to employer email.
	<b>Recruitment help</b>	Additional services can help employer highlight posting in job searches.
	<b>Resources</b>	Employment trends
	<b>Link to candidate</b>	Via job application

	<b>Website</b>	<b>Notes &amp; comments</b>
<a href="http://SimplyHired.com">SimplyHired.com</a> <a href="http://www.simplyhired.com">www.simplyhired.com</a> <b>Phone:</b> 650.254.9000 <b>Email:</b> via website	<b>Mission/purpose</b>	<p>“Simply Hired is a vertical search engine company based in Silicon Valley, and we're building the largest online database of jobs on the planet. Our goal is to make finding your next job a simple yet effective, enjoyable journey.”</p>

<b>Location:</b> Mountain View, CA	<b>Org type &amp; longevity</b>	Commercial, 15 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	The site is a “job aggregator” that pulls listings from other sites using “web crawler” technology. Site claims 5 million jobs and growing. Test run on keyword “executive director” returned 1,452 listings.
	<b>General usability</b>	Simple interface with quick links to seeker, employer, and publisher information. Search engine interface with modest number of ads. Good FAQs on how to use the site.
	<b>Social media links</b>	Facebook, LinkedIn, Twitter, mobile search app
<b>for the Job Seeker</b>	<b>Search functions</b>	<p>Search on keywords, location, post date, job type, experience, education, “special filters” (such as “Age 50+ friendly,” “Dog friendly,” etc.), job boards, recruiters, company size, company revenue, and geographic range. Uses Boolean logic within search phrases.</p> <p>Can refine results by same categories once list is found.</p> <p>Can set preferences for search criteria.</p>
	<b>Registration /Fees</b>	Free after registration
	<b>Job listings tracking</b>	<p>Passive tracking of viewed jobs and prompts to create a regular alert on criteria.</p> <p>Click viewed job to save in personal list. Can add personal notes to listing and “rate” it.</p>
	<b>Résumé</b>	None
	<b>Alerts</b>	Create with keywords and location for daily or weekly updates to specified email address.

	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	User blogs, lists of “local” jobs, salary trends, employment trends, job seeking tips
<b>for the Employer</b>	<b>Posting fees</b>	\$49 for 15 days, \$99 for 30 days, \$199 for 30 days and publication to partner sites.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	Staff will facilitate a recruitment drive for a position.
	<b>Resources</b>	None targeted to employer
	<b>Link to candidate</b>	Via job application

### 3. Nonprofit executive positions

Executive positions, typically management team positions and other "C-suite" positions (CEO, CFO, COO, etc.)

	Features	Notes & comments
<p><b>Execsearches.com</b></p> <p><a href="http://www.execsearches.com">www.execsearches.com</a></p> <p><b>Phone:</b> 888.238.6611 <b>Email:</b> <a href="mailto:info@execSearches.com">info@execSearches.com</a> or <a href="mailto:california@execSearches.com">california@execSearches.com</a></p> <p><b>Location:</b> Fort Lauderdale, FL; Dallas, TX; and Los Angeles, CA</p>	<b>Mission/purpose</b>	“ExecSearches.com's job board has been serving the nonprofit, government, education, and health sectors since 1999. Our goal is to be the most efficient, online source for connecting mission and talent.”
	<b>Org type &amp; longevity</b>	Commercial, 12 years, employer fees
	<b>Scope</b>	U.S. national
	<b>Listings</b>	297 listings; 70,000 active members on site.
	<b>General usability</b>	Nice opening dashboard home page with featured jobs, how to use site instructions, articles, and clear explanations of services for both seekers and employers. Menu tabs to website functions with clear instructions on how to use. Easy navigation.
	<b>Social media links</b>	Twitter, Facebook, LinkedIn
<b>for the Job Seeker</b>	<b>Search functions</b>	Search by keywords, job area, industry, and/or region.
	<b>Registration /Fees</b>	Free to seekers. Additional résumé help available for fee starting at \$75 for 30 minutes.
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	Email to external account
	<b>Links to employers</b>	Candidates respond directly to employers/recruiters per the instructions in the posting.
	<b>Resources</b>	Articles on job seeking, newsletter, career counseling

<b>for the Employer</b>	<b>Posting fees</b>	\$99 to post for 30 days. Discounts for longer terms.
	<b>How to post job</b>	Via website form or by sending email to exec searches
	<b>Recruitment help</b>	Executive search services by contract. Initial consult free. 888.238.6611 or info@execsearches.com.
	<b>Resources</b>	Articles for employers, newsletter
	<b>Link to candidate</b>	Via job posting response

<p><b>Bridgespan</b></p> <p><a href="http://www.bridgestar.org/MyCareerCenter.aspx">http://www.bridgestar.org/MyCareerCenter.aspx</a></p> <p><b>Phone:</b> 617.572.2593</p> <p><b>Email:</b> <a href="mailto:bridgestar@bridgespan.org">bridgestar@bridgespan.org</a></p> <p><b>Location:</b> Boston, MA; New York, NY; San Francisco, CA</p>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	“Founded in 2000 and incubated at Bain & Company, the Bridgespan Group ( <a href="http://www.bridgespan.org">www.bridgespan.org</a> ) is a 501(c)(3) nonprofit organization that helps nonprofit and philanthropic leaders make strategic decisions and build organizations that inspire and accelerate social change. Bridgestar is dedicated to advancing your career and involvement in the nonprofit sector.” Named best nonprofit job board by More.com.
	<b>Org type &amp; longevity</b>	Nonprofit, 11 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	339, of which 41 are board of director positions. Site reports 1 million site visitors per year.
	<b>General usability</b>	Nice dashboard home page with quick links to job seeker “career center” and employer “recruiting center.” Good instructions and FAQs available in context. Easy navigation.
	<b>Social media links</b>	Twitter, Facebook, LinkedIn
<b>for the Job Seeker</b>	<b>Search functions</b>	Search on geographic location, job “domain,” job type, country, and organization function.

		Search results can be sorted by position, organization, or post date.
	<b>Registration /Fees</b>	Free with registration
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	Email to external account
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Articles, user stories, user forums, library, newsletters
<b>for the Employer</b>	<b>Posting fees</b>	\$100 for full time; \$50 for part time or board of directors. Jobs post for 60 days and board of directors for 6 months.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	The Bridgespan Group provides organizational consulting.
	<b>Resources</b>	Articles, user stories, user forums
	<b>Link to candidate</b>	Via job applications



## 4. Nonprofit fundraising positions

Fund development staff positions in nonprofit organizations

	Features	Notes & comments
<p><b>Charity Channel</b></p> <p><a href="http://www.charitychannel.com/career-search/search-job-listings.aspx">http://www.charitychannel.com/career-search/search-job-listings.aspx</a></p> <p><b>Phone:</b> 949.589.5938  <b>Email:</b> <a href="mailto:editors@charitychannel.com">editors@charitychannel.com</a>  <b>Location:</b> Rancho Santa Margarita, CA</p>	<b>Mission/purpose</b>	“CharityChannel is a resource that connects you to your nonprofit colleagues around the corner and around the world. Our Purpose: To foster a place where nonprofit professionals can learn from each other, share information and work together to advance the cause of philanthropy.”
	<b>Org type &amp; longevity</b>	Nonprofit, 19 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	20
	<b>General usability</b>	Clean interface with menu choices for articles, forums, consultants, jobs, news, and events at site. Quick search by keyword. Easy navigation. No FAQs on how to use site but “Live Help” is available.
	<b>Social media links</b>	Twitter
	<b>for the Job Seeker</b>	<b>Search functions</b>
	<b>Registration /Fees</b>	Can search jobs for free, but \$37 membership for more access.
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Articles, user forums, online classes, consultant registry

<b>for the Employer</b>	<b>Posting fees</b>	Employers pay \$127 per post for 120 days. Discounts for multiple posts.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	Articles, user forums, online classes, consultant registry
	<b>Link to candidate</b>	Via job application

<p><b>Chronicle of Philanthropy</b></p> <p><a href="http://www.philanthropycareers.com">www.philanthropycareers.com</a></p> <p><b>Phone:</b> 202.466.1200  <b>Email:</b> <a href="mailto:jobs@philanthropy.com">jobs@philanthropy.com</a>  <b>Location:</b> Washington, DC</p>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	“The <i>Chronicle of Philanthropy</i> is the No. 1 news source, in print and online, for nonprofit leaders, fund raisers, grant makers, and other people involved in the philanthropic enterprise. For more than 20 years, <i>The Chronicle</i> has been connecting the nonprofit world with news, jobs, and ideas.”
	<b>Org type &amp; longevity</b>	Nonprofit, 14 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	531
	<b>General usability</b>	Nice dashboard home page with complete job search function and current information. Clicks to job search articles, interviews, job events, and employers. Good FAQs and “how to use site” instructions. Easy navigation.
	<b>Social media links</b>	Twitter, LinkedIn, Facebook
<b>for the Job Seeker</b>	<b>Search functions</b>	Search on location, keywords, position type, job field, and/or ZIP code. Can filter found list by date, position, field, or location.
	<b>Registration /Fees</b>	Free after registration
	<b>Job listings</b>	Track viewed jobs by saving to list

	<b>tracking</b>	
	<b>Résumé</b>	None
	<b>Alerts</b>	Create and save search for daily or weekly update to email account.
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Job seeker advice, nonprofit news, articles, employer profiles
<b>for the Employer</b>	<b>Posting fees</b>	\$132 per column inch. Wide range of options for creating a print ad that is mirrored on site.  Online ads \$175, volume discounts available. Added job listing enhancements are available at additional cost. Contact 202.466.1230.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	Recruitment packages available from \$75-445
	<b>Resources</b>	None specific to employer
	<b>Link to candidate</b>	Via job application

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>On Philanthropy; Changing Our World, Inc.</b></p> <p><a href="http://www.dotorgjobs.com/">http://www.dotorgjobs.com/</a></p> <p><b>Phone:</b> NA <b>Email:</b> <a href="mailto:info@ChangingOurWorld.com">info@ChangingOurWorld.com</a> <b>Location:</b> New York, NY</p>	<b>Mission/purpose</b>	“onPhilanthropy.com is a global resource for nonprofit, philanthropy, and corporate social engagement professionals. onPhilanthropy.com is published by <a href="#">CauseWired Communications</a> , a communications firm specializing in helping nonprofits and causes effectively communicate and secure the support to advance their mission.”
	<b>Org type &amp; longevity</b>	Commercial, 12 years, employer fees
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	47

	<b>General usability</b>	Nice dashboard home page with counts of jobs by location, experience, and job expertise. Both “featured jobs” and “sponsored results” listed. Menu tabs click to other information or resources. No FAQs on how to use site but easy to use and navigate. Modest number of ads.
	<b>Social media links</b>	Facebook, LinkedIn, Twitter
<b>for the Job Seeker</b>	<b>Search functions</b>	Search on keywords, location, experience, and job expertise.
	<b>Registration /Fees</b>	Free
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	Send daily or weekly update to email address.
	<b>Links to employers</b>	Apply via website or job listing instructions.
	<b>Resources</b>	Articles on books, foundations, gifts & giving, nonprofits, social ventures, and online activism. Links to external sites.
<b>for the Employer</b>	<b>Posting fees</b>	\$40 for 60 days. Volume discounts available. Extra fee to make listing a “featured job.”
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	Not specific service here but available through JobThread ( <a href="http://www.jobthread.com">www.jobthread.com</a> or 877.715.6071). onPhilanthropy provides organizational consulting.
	<b>Resources</b>	None targeted at employers
	<b>Link to candidate</b>	Per employer instructions

	<b>Features</b>	<b>Notes &amp; comments</b>
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<p><b>Council on Foundations</b></p> <p><a href="http://www.cof.org/programsandservices/jobs/">http://www.cof.org/programsandservices/jobs/</a></p> <p><b>Phone:</b> 800.673.9036  <b>Email:</b> NA  <b>Location:</b> Arlington, VA</p>	<b>Mission/purpose</b>	The Council on Foundations is a national association of approximately 2,000 grantmaking foundations and corporations.
	<b>Org type &amp; longevity</b>	Nonprofit, 60 years, member fees
	<b>Scope</b>	U.S. national
	<b>Listings</b>	39
	<b>General usability</b>	Basic home page with simple list of job postings. Website current being revised. Drop down tabs provide links to Council information. No FAQs on how to use site.
	<b>Social media links</b>	Facebook, Twitter
<b>for the Job Seeker</b>		
	<b>Search functions</b>	No search or sort functions
	<b>Registration /Fees</b>	Free for members and collegial organizations; system currently being revamped.
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	System currently being revamped
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job description instructions
	<b>Resources</b>	Articles are available on a number of topics. Specific services are for members.
<b>for the Employer</b>		
	<b>Posting fees</b>	Free for members and collegial organizations; current system being revamped
	<b>How to post job</b>	NA
	<b>Recruitment help</b>	NA
	<b>Resources</b>	NA
	<b>Link to candidate</b>	Via job application

<p><b>Philanthropy News Digest of the Foundation Center</b></p> <p><a href="http://foundationcenter.org/pnd/jobs">http://foundationcenter.org/pnd/jobs</a></p> <p><b>Phone:</b> NA <b>Email:</b> <a href="mailto:ecr@foundationcenter.org">ecr@foundationcenter.org</a> <b>Location:</b> New York City; Washington, DC; Atlanta; Cleveland; and San Francisco</p>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	“ <i>Philanthropy News Digest (PND)</i> , a daily news service of the Foundation Center, is a compendium, in digest form, of philanthropy-related articles and features culled from print and electronic media outlets nationwide. The Job Corner features current full-time job openings at U.S. foundations, grantmaking public charities, and nonprofit organizations.”
	<b>Org type &amp; longevity</b>	Nonprofit, 56 years
	<b>Scope</b>	U.S. national
	<b>Listings</b>	631
	<b>General usability</b>	Nice dashboard home page with list of jobs organized by state and sidebar menu for additional information or services. Job search function on home page.
	<b>Social media links</b>	Mobile app
<b>for the Job Seeker</b>		
<b>Search functions</b>	Provides search on organization type, job function, and state.	
<b>Registration /Fees</b>	Free to view, register for alerts	
<b>Job listings tracking</b>	None	
<b>Résumé</b>	None	
<b>Alerts</b>	Select by state and job type and sent to email address	
<b>Links to employers</b>	Via job listing instructions	
<b>Resources</b>	Articles, conference calendar, blogs, podcasts, RFP listings, Links to external resources	
<b>for the Employer</b>		
<b>Posting fees</b>	Organizations may submit up to ten postings a month at no charge. Additional postings, and postings	

		from for-profit executive recruiters or staffing agencies, will be charged a \$50 (per job) handling fee.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted to employers
	<b>Link to candidate</b>	Via job application

## 5. Nonprofit Technology

Technology positions in nonprofit organizations both in the U.S. and international. Listed alphabetically.

	<b>Features</b>	<b>Notes &amp; comments</b>
<b>Nonprofit Technology Network (NTEN)</b>  <a href="http://groups.nten.org/vb/">http://groups.nten.org/vb/</a>  <b>Phone:</b> 415.397.9000 <b>Email:</b> <a href="mailto:anna@nten.org">anna@nten.org</a> <b>Location:</b> Portland, OR	<b>Mission/purpose</b>	"NTEN aspires to a world where all nonprofit organizations skillfully and confidently use technology to meet community needs and fulfill their missions.  We are the membership organization of nonprofit technology professionals. Our members share the common goal of helping nonprofits use all aspects of technology more effectively."
	<b>Org type &amp; longevity</b>	Nonprofit, 12 years
	<b>Scope</b>	U.S. national and international
	<b>Listings</b>	1,141 job posts
	<b>General usability</b>	Simple interface with quick clicks to various resources. Jobs page is a user forum of jobs postings. FAQ explains how to use forum for posting a job.
	<b>Social media links</b>	Twitter, Facebook, LinkedIn
	<b>for the Job Seeker</b>	<b>Search functions</b>
	<b>Registration /Fees</b>	Free to view

	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	Via RSS feed
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Site has other resources for the nonprofit technology person.
<b>for the Employer</b>	<b>Posting fees</b>	Register to post
	<b>How to post job</b>	Via website blog form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None
	<b>Link to candidate</b>	Via job application

<p><b>Development Executive Group</b></p> <p><a href="http://www.devex.com">www.devex.com</a></p> <p><b>Phone:</b> 202.249.9222  <b>Email:</b> <a href="mailto:info@devex.com">info@devex.com</a>  <b>Location:</b> Barcelona, Manila, Tokyo and Washington, DC.</p>	<b>Features</b>	<b>Key features and notes</b>
	<b>Mission/purpose</b>	“Devex began as a student project at Harvard University’s Kennedy School of Government in the year 2000. Today, our social enterprise has become the largest provider of business intelligence and recruitment services to the development community; serving a majority of the world’s leading donor agencies, companies, NGOs, and development professionals.”
	<b>Org type &amp; longevity</b>	Nonprofit, 11 years, seeker and employer fees
	<b>Scope</b>	International
	<b>Listings</b>	2,263
	<b>General usability</b>	Nice dashboard home page with summary counts of job listings organized by job level and sector for quick click. Home page has featured and recent listings. Easy navigation using menu tabs. Site provides for multiple languages: English, French, Spanish, and several Asian languages.  No obvious FAQs on how to use site.



		Has a community feel.
	<b>Social media links</b>	Twitter, Facebook, LinkedIn
<b>for the Job Seeker</b>		
	<b>Search functions</b>	Provides search on keywords, job level, region/country, and contract length.  Search results can be filtered by region, job level, contract length, and region/country. Results can be sorted by job title, organization, country/region, job level, apply by, and post date.
	<b>Registration /Fees</b>	Free after registration. Additional membership benefits available for \$114/yr.
	<b>Job listings tracking</b>	Job listings can be saved in “Favorites” folder. Applications are tracked when made to employer.
	<b>Résumé</b>	Create online profile as well as upload résumé.
	<b>Alerts</b>	Select job area and region to send daily or weekly to email address.
	<b>Links to employers</b>	Via job listing instructions. Employer profile online.
	<b>Resources</b>	Job seeking articles and advice, testimonials, events calendar, international development news
<b>for the Employer</b>		
	<b>Posting fees</b>	A job post costs \$395 for 30 days. Devex members receive free and discounted job posting options. An additional \$175 gets the job featured on jobs page.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted to employers
	<b>Link to candidate</b>	Via job application

## 6. Regional nonprofit sites

General positions in nonprofit organizations limited to specific geographic regions. Listed alphabetically by name of region.

	Features	Notes & comments
<p><b>Chicago/Illinois</b> <b>NPO.net</b></p> <p><a href="http://www.npo.net">www.npo.net</a></p> <p><b>Phone:</b> 312.372.4872 <b>Email:</b> <a href="mailto:jobs@npo.net">jobs@npo.net</a>, <a href="mailto:npoHelp@lumity.org">npoHelp@lumity.org</a> <b>Location:</b> Chicago, IL</p>	<b>Mission/purpose</b>	<p>“Lumity is a nonprofit organization that provides IT, finance, and training services to Chicago area nonprofits. NPO.net is a full-featured job board that services only recognized nonprofits and certain government agencies (such as city offices and companies that provide the majority of their services to the nonprofit community) that desire to find staff with deep community service experience. NPO.net is dedicated to free access for job seekers and low cost job posting for agencies seeking dedicated and talented staff.”</p> <p>Managed by Lumity LEC. Ltd.</p>
	<b>Org type &amp; longevity</b>	Nonprofit, 16 years
	<b>Scope</b>	Chicago area
	<b>Listings</b>	951
	<b>General usability</b>	Basic interface with job listings. Quick search to find jobs by specific categories. Good FAQs on how to use site.
	<b>Social media links</b>	None
	<hr/>	
<b>for the Job Seeker</b>	<b>Search functions</b>	Search on keywords, type of work, city, job title, job term, job description, location, and salary.
	<b>Registration /Fees</b>	Free to view; other functions accessible after registration.
	<b>Job listings tracking</b>	Save job postings to “My Saved Jobs” list. Tracks list of jobs applications.
	<b>Résumé</b>	Create profile and upload résumé.

	<b>Alerts</b>	Create search with criteria and receive every 2 days to email address.
	<b>Links to employers</b>	Can apply online via website or per job listing instructions.
	<b>Resources</b>	None
<b>for the Employer</b>		
	<b>Posting fees</b>	Range of pricing options starting at \$50 for 30 days. Packages allow for multiple postings for a date period. Premium posts are available for \$120.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None
	<b>Link to candidate</b>	Via website email or job application

	<b>Features</b>	<b>Key features and notes</b>
<p><b><i>San Diego County</i></b></p> <p><b>Nonprofit Management Solutions</b></p> <p><a href="http://www.npworks.org">www.npworks.org</a></p> <p><b>Phone:</b> 858.292.5702</p> <p><b>Email:</b> <a href="mailto:npsolutions@npsolutions.org">npsolutions@npsolutions.org</a></p> <p><b>Location:</b> San Diego, CA</p>	<b>Mission/purpose</b>	“San Diego NPWorks.org is a program of Nonprofit Management Solutions. Nonprofit Management Solutions has been providing management assistance to nonprofits throughout Southern California since 1984, training over 90,000 nonprofit practitioners to run hundreds of nonprofit organizations more effectively during that time.”
	<b>Org type &amp; longevity</b>	Nonprofit , 27 years
	<b>Scope</b>	Nonprofit jobs in San Diego, Chula Vista, National City, El Cajon, La Mesa, Escondido, Oceanside, Vista, Carlsbad - throughout San Diego County
	<b>Listings</b>	125
	<b>General usability</b>	Simple list of jobs with easy navigation clicks to find by category
	<b>Social media links</b>	None

<b>for the Job Seeker</b>	<b>Search functions</b>	Listings are organized as lists by Grantmaking, Management, Programs, Fundraising/ Marketing, Technology, and Support.
	<b>Registration /Fees</b>	Free
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Links to external nonprofit job sites. Many other resources are available on Nonprofit Management Solutions.
<b>for the Employer</b>	<b>Posting fees</b>	Free
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted at employer
	<b>Link to candidate</b>	Via job application

	<b>Features</b>	<b>Notes &amp; comments</b>
<b>Massachusetts</b>  <b>Associated Grant Makers</b>  <a href="http://www.agmconnect.org/jobs">www.agmconnect.org/jobs</a>  <b>Phone:</b> 617.426.2606 <b>Email:</b> <a href="mailto:jobhelp@agmconnect.org">jobhelp@agmconnect.org</a> <b>Location:</b> Boston MA	<b>Mission/purpose</b>	“AGM’s job listings are provided by AGM as a service to the community. Associated Grant Makers, Inc. is the only regional association of grant makers, both foundations and corporations with giving programs, serving in, or making grants in Massachusetts and surrounding areas.”
	<b>Org type &amp; longevity</b>	Nonprofit , 42 years
	<b>Scope</b>	Massachusetts job listings
	<b>Listings</b>	45
	<b>General usability</b>	Provides a simple list of job postings
	<b>Social media links</b>	None

<b>for the Job Seeker</b>	<b>Search functions</b>	List of job postings organized by Administrative, Consultant, Development, Executive Director, Grantwriting, Marketing, Program, Volunteer, and Other.
	<b>Registration /Fees</b>	Free
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Links to external sites. Other resources on Associated Grant Makers website.
<b>for the Employer</b>	<b>Posting fees</b>	Free
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted to employers
	<b>Link to candidate</b>	Via job application

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>Greater Philadelphia</b></p> <p><b>Greater Philadelphia Cultural Alliance</b></p> <p><a href="http://www.philaculture.org/jobbank">www.philaculture.org/jobbank</a></p> <p><b>Phone:</b> 215.399-3533 <b>Email:</b> <a href="mailto:jobbank@philaculture.org">jobbank@philaculture.org</a></p> <p><b>Location:</b> Philadelphia, PA</p>	<b>Mission/purpose</b>	“The Cultural Alliance is committed to the power of arts and culture in our everyday lives. We connect cultural resources to community needs; provide direct services for nonprofit cultural organizations; produce direct marketing programs for cultural consumers and lead cultural research, advocacy, and policy work.”
	<b>Org type &amp; longevity</b>	Nonprofit, 39 years
	<b>Scope</b>	Jobs are of all types, including administrative, curatorial, development, education, financial, management, and senior-level positions, as well as volunteer opportunities.

	<b>Listings</b>	110
	<b>General usability</b>	Basic list of jobs. Quick links to searches.
	<b>Social media links</b>	Twitter
<b>for the Job Seeker</b>		
	<b>Search functions</b>	Search on job title, keywords, job category, county, and discipline.
	<b>Registration /Fees</b>	Free
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	Via RSS or Twitter
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	None on page but additional resources on Cultural Alliance site
<b>for the Employer</b>		
	<b>Posting fees</b>	Free to members, \$85 for nonprofit, \$150 for for-profit. 30 day term.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted to employers
	<b>Link to candidate</b>	Via job application

<i>Northwest States</i>	<b>Features</b>	<b>Notes &amp; comments</b>
<b>Philanthropy Northwest</b>  <a href="http://services.philanthropy.pynw.org/jobbank">http://services.philanthropy.pynw.org/jobbank</a>  <b>Phone:</b> 206.443.8430 <b>Email:</b> <a href="mailto:jobbank@philanthropy.pynw.org">jobbank@philanthropy.pynw.org</a> <b>Location:</b> Seattle, WA	<b>Mission/purpose</b>	“Philanthropy Northwest works to build a strong philanthropic community that reflects the diversity of the Northwest, connects people to each other so they can achieve more with giving, and inspires action to address critical problems in our society.”
	<b>Org type &amp; longevity</b>	Nonprofit, 12 years
	<b>Scope</b>	The job bank serves the Northwest nonprofit community: Alaska, Idaho, Montana, Oregon, Washington, and Wyoming.
	<b>Listings</b>	74 listed. 10-15 new listings a week.

	<b>General usability</b>	Nice opening home page with quick link to either post a job or search for one. Instructions and help email on home page. Easy navigation and help/FAQs in context.
	<b>Social media links</b>	Facebook, Twitter, MySpace, and most “share” links

<b>for the Job Seeker</b>	<b>Search functions</b>	Search on keywords, job category, employee type, salary range, paid or volunteer, full time or part time, location and/or organization name.  Results can be sorted by post date, job title, organization, or city.
	<b>Registration /Fees</b>	Free to seeker
	<b>Job listings tracking</b>	81
	<b>Résumé</b>	None
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job posting instructions
	<b>Resources</b>	None targeted to job seekers. Articles, programs, publications, trends, and directory are on Philanthropy Northwest website.

<b>for the Employer</b>	<b>Posting fees</b>	Free to members. \$39 for non-members to post. Jobs are posted for 45 days.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted at employer
	<b>Link to candidate</b>	Via job application

<b>Job Site</b>	<b>Features</b>	<b>Notes &amp; comments</b>
<b>Midwest NP Connect</b>	<b>Mission/purpose</b>	“Nonprofit Connect links the nonprofit community to education, resources, and networking so organizations can more effectively achieve their missions.”

<a href="http://www.Npconnect.org">www.Npconnect.org</a> <b>Phone:</b> 816.235.6259 <b>Email:</b> <a href="mailto:info@npconnect.org">info@npconnect.org</a> <b>Location:</b> Kansas City, MO	<b>Org type &amp; longevity</b>	Nonprofit, 28 years
	<b>Scope</b>	Industry-specific online job postings in the Midwest
	<b>Listings</b>	240
	<b>General usability</b>	Nice dashboard home page with menu tabs for quick links to information. Easy navigation.
	<b>Social media links</b>	Facebook, Twitter, LinkedIn
<b>for the Job Seeker</b>	<b>Search functions</b>	Search on keywords, company name, industry, job function, sector, city, state, description, and/or post date.
	<b>Registration / Fees</b>	Free to seekers
	<b>Job listings tracking</b>	None
	<b>Résumé</b>	None
	<b>Alerts</b>	None
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Nonprofit Connect hosts Job Clubs and Job Fairs. Additional articles, events, training resources, and more on main site.
<b>for the Employer</b>	<b>Posting fees</b>	\$75 for a 60-day ad
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted at employer
	<b>Link to candidate</b>	Via job application

<b>Canada</b>  <a href="http://workinnonprofits.ca">workinnonprofits.ca</a>  <a href="http://workinnonprofits.ca">http://workinnonprofits.ca</a> <a href="#">a</a>	<b>Features</b>	<b>Key features and notes</b>
	<b>Mission/purpose</b>	“To build and strengthen Canada's nonprofit sector by connecting nonprofits across the country with job seekers as well as suppliers of services and products.”
	<b>Org type &amp; longevity</b>	Commercial, 5 years, consultant fees



<b>Phone:</b> NA <b>Email:</b> via website <b>Location:</b> Delta, BC		support website
	<b>Scope</b>	Canadian wide
	<b>Listings</b>	122
	<b>General usability</b>	Nice dashboard home page with quick links for job seekers and employers. Good set of FAQs on how to use the site. Easy navigation.  English and French.
	<b>Social media links</b>	Facebook, Twitter, StumbleUpon, Delicious, and many more share sites
<b>for the Job Seeker</b>	<b>Search functions</b>	Search by job type, job category, organizational sector, region, keywords, and/or post date.
	<b>Registration /Fees</b>	Free to view, register to use functions
	<b>Job listings tracking</b>	Save postings to “jobs folder”
	<b>Résumé</b>	None
	<b>Alerts</b>	Create using search criteria for daily or weekly alerts to email address.
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Set of links to external sites
<b>for the Employer</b>	<b>Posting fees</b>	Free for 180 day posting
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted to employer
	<b>Link to candidate</b>	Via job application

<b>Canada</b>  <b>Charity Village</b>  <a href="http://charityvillage.ca">http://charityvillage.ca</a>  <b>Phone:</b> National:	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	“ <a href="http://CharityVillage.ca">CharityVillage®</a> went online and quickly became the leading online source of information, news, jobs, services, and resources for the Canadian nonprofit community.”
	<b>Org type &amp; longevity</b>	Commercial, 16 years

800.610.8134 Toronto: 416.977.7227 or 1.888.977.7640 <b>Email:</b> <a href="mailto:help@charityvillage.com">help@charityvillage.com</a> <b>Location:</b> Toronto, Ontario; Vancouver, British Columbia	<b>Scope</b>	Canada wide
	<b>Listings</b>	424
	<b>General usability</b>	Good dashboard home page with click buttons to jobs, news, training, resource library, and other nonprofits. Easy navigation. Good FAQs and tutorials in context throughout the site.  English and French.
	<b>Social media links</b>	None

**Job Seeker**

<b>for the Job Seeker</b>	<b>Search functions</b>	Search by location, region or postal code, position type, job category, organization focus, career level, salary range, and keywords.  Results can be sorted by post date, job title, organization, region, location, and deadline. Multiple jobs can be flagged and saved to personal folder at once.
	<b>Registration /Fees</b>	Free. Register to use alerts.
	<b>Job listings tracking</b>	Save to personal folder
	<b>Résumé</b>	None
	<b>Alerts</b>	Search results can be saved as an alert for daily sending to email address.
	<b>Links to employers</b>	Via job listing instructions
	<b>Resources</b>	Career assessment tools, consultation with career coach, workshops, articles, newsletters, and books.

<b>for the</b>	<b>Posting fees</b>	\$257 nonprofit, \$457 for
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<b>Employer</b>		profit per ad for 60 days; Discounts for volume purchases.
	<b>How to post job</b>	Via website form
	<b>Recruitment help</b>	None
	<b>Resources</b>	None targeted to employers
	<b>Link to candidate</b>	Via job application

## 7. Sites Run by Recruiters

These sites are run by job recruiters to help employers find candidates that fit specific jobs. The job seeker often has to enroll on the site and is limited in what s/he can search.

	<b>Features</b>	<b>Notes &amp; comments</b>
<p><b>Professionals for NonProfits (PNP)</b></p> <p><a href="http://www.NonprofitStaffing.com">http://www.NonprofitStaffing.com</a></p> <p><b>Phone:</b> 212.546.9091 <b>Email:</b> via website or <a href="mailto:info@nonprofitstaffing.com">info@nonprofitstaffing.com</a></p> <p><b>Location:</b> New York, NY; Newark, NJ; Washington, DC</p>	<b>Mission/purpose</b>	“What differentiates Professionals for NonProfits is our commitment to quality and our focus on the needs and interests of nonprofits. We are always seeking more effective and efficient ways to address your particular staffing requirements.”
	<b>Org type &amp; longevity</b>	Commercial, 15 years
	<b>Scope</b>	An employment agency for temporary and permanent jobs at nonprofit agencies in New York, New Jersey, and Washington, DC
	<b>Listings</b>	NA
	<b>General usability</b>	Nice opening dashboard on home page with quick links to explanation of services. Easy navigation and help/FAQs in context.
	<b>Social media links</b>	Facebook, Twitter, LinkedIn
	<b>for the Job Seeker</b>	<b>Search functions</b>
	<b>Registration /Fees</b>	Registration required to be considered for positions.
	<b>Job listings tracking</b>	NA
	<b>Résumé</b>	NA
	<b>Alerts</b>	NA
	<b>Links to employers</b>	Register to be considered for positions
	<b>Resources</b>	Links to articles about PNP on external sites, information on recent

		placements
<b>for the Employer</b>	<b>Posting fees</b>	Recruitment under contract only
	<b>How to post job</b>	NA
	<b>Recruitment help</b>	Provides recruiting, contract employees management, and payroll services for a fee.
	<b>Resources</b>	Information on recent placements, partial list of clients
	<b>Link to candidate</b>	Via recruitment service

<p><b>Commongood Careers</b></p> <p><a href="http://www.cgcareers.org">www.cgcareers.org</a></p> <p><b>Phone:</b> 617.542.1404</p> <p><b>Email:</b> <a href="mailto:info@cgcareers.org">info@cgcareers.org</a></p> <p><b>Location:</b> Boston, MA</p>	<b>Features</b>	<b>Notes &amp; comments</b>
	<b>Mission/purpose</b>	“The mission of Commongood Careers is to enable innovative nonprofits to build strong organizations through the recruitment, retention, and development of outstanding talent.”
	<b>Org type &amp; longevity</b>	Commercial, 6 years
	<b>Scope</b>	U.S. national, expanding internationally
	<b>Listings</b>	22
	<b>General usability</b>	Nice opening dashboard home page with current information and links. Menu tabs provide quick links to functions and information. Good explanations/ FAQs on how to use site. Easy navigation.
	<b>Social media links</b>	Facebook, LinkedIn, Twitter, many share sites
	<b>Job Seeker</b>	<b>Search functions</b>
		Results can be sorted by functional area, job title, organization, or metro region.

	<b>Registration /Fees</b>	Free. Registration allows seekers to get alerts and apply for jobs.
	<b>Job listings tracking</b>	NA
	<b>Résumé</b>	Apply online with résumé
	<b>Alerts</b>	By subscribing to CGC newsletter current job postings are sent to email address.
	<b>Links to employers</b>	Via application through Common Good Careers
	<b>Resources</b>	Articles, tips for jobseekers, links to external sites, CGC blog, monthly newsletter

<b>Employer</b>	<b>Posting fees</b>	On average, the total cost for a search ranges from \$15,000 to \$25,000. Adding fees for job posting costs. Volume discounts are available. Contact CGC President, Cassie Scarano at 617.542.1404 or <a href="mailto:cscarano@cgcareers.org">cscarano@cgcareers.org</a> .
	<b>How to post job</b>	As part of hire search contract
	<b>Recruitment help</b>	Planning, recruiting, and screening of candidates
	<b>Resources</b>	Articles on hiring best practices
	<b>Link to candidate</b>	As part of hire search contract

<b>Job Site</b>	<b>Features</b>	<b>Notes &amp; comments</b>
<b>Nonprofit Oyster</b> <a href="http://www.nonprofitoyster.com/">http://www.nonprofitoyster.com/</a> <b>Phone:</b> 888.575.9675 <b>Email:</b> <a href="mailto:mail@nonprofitoyster.com">mail@nonprofitoyster.com</a> <b>Location:</b> Winston Salem, NC	<b>Mission/purpose</b>	<p>“Our goal is to support the nonprofit sector by offering this venue for employers to post low-cost, high-functionality nonprofit-related job listings, and for candidates to search listings, and post their résumé online for employers to find. Our vision is to create, over time, a centralized nonprofit career center containing useful resources for both employers and candidates. We are also dedicated to donating 5% of our profits to support nonprofits whose</p>

		missions are particularly close to our hearts.”
	<b>Org type &amp; longevity</b>	Commercial, 10 years. Fee for service.
	<b>Scope</b>	U.S. jobs
	<b>Listings</b>	224
	<b>General usability</b>	Nice opening dashboard home page with quick links to either job seeker or employer pages. Easy to navigate, no ads, and good FAQs.
	<b>Resources</b>	Resources are links to other sites.
	<b>Social media links</b>	None
<b>for the Job Seeker</b>	<b>Search functions</b>	Provides search on pre-defined categories of key words, job function, industry, and state.
	<b>Registration /Fees</b>	Registration allows seekers to set up alerts, post résumé, and apply for jobs.
	<b>Job listings tracking</b>	Seeker can save job listing to account.
	<b>Résumé</b>	Seeker can upload a résumé or create using online profile tool. Personal information is not included in résumé database.
	<b>Alerts</b>	Seeker can set up an alert using search criteria.
	<b>Links to employers</b>	Submit application via website. Employers review anonymous résumé and then submit a contact request to seeker with details of their job opening.
	<b>Resources</b>	Resources are links to other sites.
<b>for the Employer</b>	<b>Posting fees</b>	\$75 for 60 days. Volume discounts available.
	<b>How to post job</b>	On website
	<b>Recruitment help</b>	For additional fee, helps develop search plan, identify and vet

		candidates, and assist with selection.
	<b>Resources</b>	Resources are links to other sites.
	<b>Link to candidate</b>	Via website by request of employer



Author **Tom Battin** is a nonprofit technology consultant and community organizer. He lives in Bangor, Maine and continues to ply his trade with various election campaigns. He is presently looking for suitable employment, hence the article.

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