

# Recruitment Guidance & Resources

Explore and utilize the strategies and tools outlined below if you are not receiving the quantity or quality of candidates you are looking for. explore and utilize the hiring strategies and tools outlined below to increase the visibility of job opportunities. This is not an exhaustive list.

## Online Job Boards

Name	Cost
<a href="#">Live and Work In Maine</a>	FREE
<a href="#">Maine Association of Nonprofits</a>	\$
<a href="#">Diversity Hiring Coalition</a>	FREE
<a href="#">Government Jobs</a>	\$
<a href="#">Indeed</a>	\$
<a href="#">Monster</a>	\$

## College & University Job Boards

Name	Cost
<a href="#">Handshake</a>	FREE
<a href="#">Symplicity</a>	FREE or \$
<a href="#">Husson University</a>	FREE
<a href="#">Maine Community Colleges</a>	FREE
<a href="#">Maine Maritime Academy</a>	FREE
<a href="#">University of Maine at Augusta</a>	FREE
<a href="#">University of Southern Maine</a>	FREE
<a href="#">University of Maine</a>	FREE

## Social Media

Name	Cost
<a href="#">Facebook</a>	FREE or \$
<a href="#">Instagram</a>	FREE or \$
<a href="#">LinkedIn</a>	FREE or \$
<a href="#">Twitter</a>	FREE or \$
<a href="#">Request BHR Social Media Promotion</a>	FREE

## Job Fairs

Name	Cost
<a href="#">Department of Labor Career Fairs</a>	FREE
<a href="#">Hire-A-Veteran Campaign</a>	FREE

## Internship Programs

Name	Cost
<a href="#">Maine Government Summer Internship Program (Margaret Chase Smith Policy Center)</a>	\$
Agency Internship Program - work with HR to develop	FREE or \$

## Additional Resources

Name	Cost
<a href="#">Professional Diversity Network</a>	\$
<a href="#">New Mainers Resource Center</a>	FREE
Professional Organizations	FREE or \$
Local newspapers	\$

## Integrations

Openings posted using Trakstar, the State of Maine's applicant tracking system, can be automatically shared several free job boards. As of March 2023, these are Indeed + Glassdoor, Google, Recruit.net, and Adzuna. Certain organizations, like Maine JobLink and ZipRecruiter, will "scrape" our job postings to promote them on their website.