

# RECRUITMENT PROCESS

October 25, 2023



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## Overview

- Why Recruitment is Important
- New Trends & Challenges
- Mesa Water's Recruitment Process
- Facts & Figures

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# Why Recruitment is Important

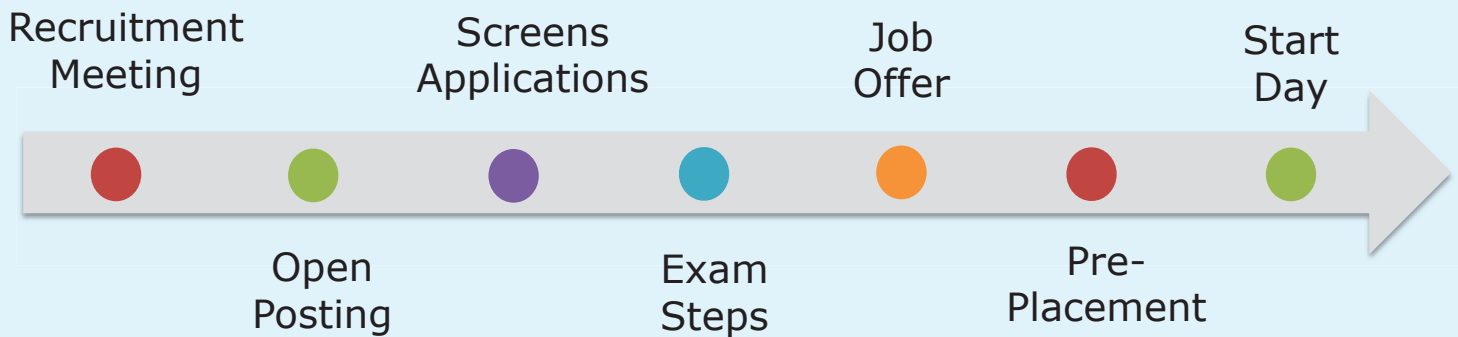
- First Introduction to Mesa Water District
- Strategic Goal #5: Attract, develop and retain skilled employees
  - Locate top talent
  - Remove artificial barriers
  - Quick process
  - Communication
- Compliant with Laws, Rules and Regulations

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# New Trends & Challenges

<b>Challenge</b>	<b>Solution</b>
Work setting has changed since Pandemic	<ul style="list-style-type: none"><li>• Highlight what makes us an employer of choice</li></ul>
Decrease in the number of applications	<ul style="list-style-type: none"><li>• Longer applicant window</li><li>• Targeted recruitment strategies</li></ul>
New laws impacting selection	<ul style="list-style-type: none"><li>• Attend trainings to stay abreast of changes</li></ul>

# Mesa Water's Recruitment Process



# Facts & Figures – FY 2023

## Applications Received



- 13 recruitments
- 53 days: average time-to-hire rate
- 100% acceptance rate!

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# THANK YOU!

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