



CONSIDERING A CAREER IN THE NOT-FOR-PROFIT SECTOR?

Following is an extensive list of ideas and resources to support your search.

Considering a career in the not-for-profit sector?

Whether right out of school, mid-career, or pre-retirement, more and more people are seeking jobs where they can see a more direct contribution to society or to their local community. Exploring work in the not-for-profit sector is one way to pursue this dream. Following is an extensive list of ideas and resources to support your search.

Don't limit yourself – initially look at the full variety of not-for-profits:

- Arts and Cultural
- Education
- Social/Human Services
- Health - Disease and Disability-related, Hospitals, etc.
- Others – Housing, Environmental, Animals, Economic Development
- Schools and Educational Institutions
- Membership Associations (Trade, Service, Chambers, Greek, Professional)
- Churches, Para-church and other Religious Organizations
- Operating Foundations - who raise funds and run or fund specific programs
- Grant makers – Private, Community, and Corporate Foundations



Focusing Your Search

- What's your ideal work environment?
Employees, work location, compensation and benefits required.
- Decide on areas that you can get excited about.
- What are the values the organization and its staff hold highest? Also learn what are they against?

Networking

- Focus your contacts in the areas you are specifically interested in. Join a board or volunteer with organizations similar to where you would like to work. For example, if you are interested in arts organizations, meet with arts people.
- If you approach higher visibility community leaders, be prepared with as many specifics about the kind of position and organization you are looking for. Don't ask "So, what's it like to work for a nonprofit?" but say "I am looking for (this type of position) in a nonprofit that does (this type of work)".

Other Insights

- Positions in HR, accounting, and marketing are some of the more transferable from the for-profit sector to the not-for-profit sector.
- Candidates most in demand - people who can bring/attract new resources – people, funds, corporate or government partners.
- Foundation jobs - high supply of job seekers – low volume of job openings
- Business people - less often viewed as "saviors" than ten or twenty years ago
- Decision making is more participatory and often slower
- It takes well-developed leadership skills to motivate and lead volunteers and, often underpaid, staff

Landing a Position

- Show how you could bring new relationships and resources to the organization
- Show a specific link or passion for the cause – what would make it more than a job for you?
- Show a high level of community involvement and connection
- Show you are a collaborative decision maker
- Show that you can get things done and make it fun
- Initiate contact, maybe volunteer, with organizations you would like to work for



Local Groups to Meet Nonprofit People

- www.INRN.org
Indiana Nonprofit Resource Network
Wide range of nonprofit training
- <http://afpindiana.afpnet.org/>
Association of Fundraising Professionals local chapter
(meets monthly)
- <http://www.ciava.org/>
Central Indiana Association of Volunteer Administrators (meets monthly)
- www.ISAE.org
Indiana chapter of Society of Association Executives

Researching/Exploring Nonprofits

- www.CharitableAdvisors.com >Newsletter >Subscribe
Indianapolis Not-for-profit eNews "What's Happening" in nonprofits
- www.Guidestar.org *Guidestar*
Budget size and some salary info for most charitable nonprofits
- www.Connect2Help.org *Connect 2 Help*
Most local social service organizations, by area of service
- <http://www.indyarts.org> *Arts Council Directory*
- www.IBJ.com *Indianapolis Business Journal* Book of Lists – largest nonprofits and associations
- Book - "From Making a Profit to Making a Difference" by Richard King
- Book – "Transitioning to the Nonprofit Sector" by Laura Gassner Otting
- www.philanthropy.com *The Chronicle of Philanthropy* - professional journal/job board
- www.ssireview.com *Stanford Social Innovation Review*
- www.nonprofitquarterly.org *Nonprofit Quarterly*
- www.nptimes.com *Nonprofit Times*
- www.LeadershipIndianapolis.com see 'Get on Board' event.
Leadership Indianapolis connects new board members
- www.uwci.org *United Way of Central Indiana*- volunteer openings

Local Job Postings for Nonprofits

- www.CharitableAdvisors.com see "Nonprofit Job Board" Nonprofit job openings in the Central Indiana area
- <https://www.inphilanthropy.org/job-listings> Indiana Foundation openings
- <http://jobs.afpnet.org/jobseekers/> Association of Fundraising Professionals



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Not-for-profit News

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