

Resources for Feb 22 Hiring Discussion

The JSA of LIS Program Staffing Discussion was held via Zoom video meeting during the evening of February 22, 2023, from 7 to 8:20 pm. The meeting had registrations from representatives of 23 organizations. Participants may provide feedback about the usefulness of the discussion [through this short survey](#).

The February 22 discussion was a follow up to the [November 15 2022 discussion](#) on the same topic.

Resources from the meeting may be viewed at these links:

Recordings view [gallery video](#) (without the shared screen that was this same resource document), or listen to [audio](#), or view the [chat log](#).

JSA Recruiting tips sheet may be viewed through the header on the Classified Job page <https://jsalis.org/jobs>. The tips sheet has information about how to post job ads, other websites for posting ads, how to identify high school or college coaches who may refer candidates, understand the basic certifications for instructors hired by JSA member programs, and be aware of current laws about pay range disclosure. Also how to share resumes that your own program may not be able to use, and links to information about using sponsoring organizations for J-1 Visas.

JSA 2022 Staffing Survey:

The 2022 Survey of Staffing Practices and Salaries was distributed to the 24 member programs that responded through early November. Some JSA member sailing programs later submitted their Staffing Survey responses and they too have received the report (sample text version without pay data [may be seen here](#)). The staffing survey takes only ten minutes to complete if last summer's staff data is at hand, so please submit your JSA member program's survey response to obtain the 2022 pay summary. An update to the November report may be published if sufficient added responses are received by March 15 2023.

Presentations about Recruiting:

- 2023 American Camping Assn. online hiring webinar slides (the [Description slide](#) has tips to write effective ad copy; the other slides are about how to use Indeed.com)
- 2019 NSPS Recruiting Hiring and Training by Mission Bay Aquatic Center (see the five [Recruiting Staff slides](#))
- 2016 US Sailing [Junior Sailing Program Recruiting Tips](#)
- 2013 NSPS Staffing and Hiring (see the three [Attracting Potential Candidates](#) slides)

Social Media examples of hiring promotions by employers:

- MBJA Sailing School: Best Summer Job 2023!
 - <https://www.instagram.com/p/CoV4ouPle3/>
- MBJA Sailing School: Offers three Small Boat courses for its instructors in 2023
 - <https://www.instagram.com/p/CoYdbpeqwro/> has a good text description.
 - <https://www.instagram.com/p/CoVolckK8im/> has a puppy to attract attention.
- Coconut Grove Sailing Club 2023: Now hiring summer staff.

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- o <https://www.instagram.com/p/CoryUEaLBMg/>
- The WaterFront Center: Join our team and spend your summers at the beach!
 - o https://www.instagram.com/p/CZub_lpOx2b/
- Sail Sand Point <https://bit.ly/3YQ1gl9>
- Ocean City Sailing Foundation 2023 <https://bit.ly/3YYiW3W>
- STEM Alliance Mamaroneck NY: Want-a-summer-job-that-makes-a-difference?
 - o <https://bit.ly/3IHLMjQ>

Example of Sharing a Job Post: if a JSA member program posts its jobs on social media, as in above examples, and includes the @JSAofLIS tag, then JSA may share on our social media channels, like seen at Sail1Design <https://www.facebook.com/Sail1Design> or the “Sailing Coaches in the US” below.

Private Facebook Group “Sailing Coaches in the US”

- <https://www.facebook.com/groups/Sailingcoaches/> (ask your Head Instructor or Sailing Director to register for admittance to the group. Then help them craft a job posting that may attract the attention of other coaches)
- Chelsea Yacht Club 2023 <https://bit.ly/3Kn7D1k> (see image below)



- Corinthian YC Seattle 2023 <https://bit.ly/3ILyynt> (with 2-minute video trailer, and view of orcas in Puget Sound)

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Sailing Coaches in the US

CYC Seattle is looking for a Juniors Program Director, Opti and Learn to Sail coaches, and a Summer Head Instructor. Come have fun with us!
See our full postings on Sail1Design. Email michael.dougherty@gmail.com for more info!

