

## JOB ADVERTISING RESOURCES

In order to attract highly qualified candidates and improve and maintain diversity in our workforce, all recruitments should include outreach to industry and job related sources that focus on reaching a diverse applicant pool. This list below has been compiled by Human Resources, but it does not include every single advertising resource available to our organization. It is recommended that you contact your Recruitment Analyst to discuss any additional advertising options relevant to your position.

Diversity Resources

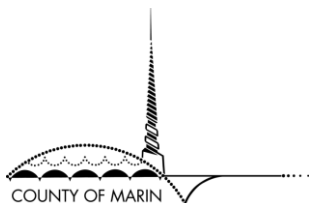
No-Cost Resources

General Government Resources

Social Media Resources

Niche Resources

*Please note: If you notice anything out of date and/or have a recommendation for a source to add to this list, please send your feedback to [jobs@marincounty.org](mailto:jobs@marincounty.org) with the subject line "New/Modified Advertising Resource".*



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3501 Civic Center Drive  
Suite 415  
San Rafael, CA 94903

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415 473 5960 F  
CRS Dial 711  
[jobs@marincounty.org](mailto:jobs@marincounty.org)

[marincounty.org/hr](http://marincounty.org/hr)  
[facebook.com/countyofmarin](https://facebook.com/countyofmarin)  
[twitter.com/maringovjobs](https://twitter.com/maringovjobs)  
[linkedin.com/company/county-of-marin](https://linkedin.com/company/county-of-marin)

DIVERSITY RESOURCES

Source	Description	Duration	Cost
<a href="#">Diversity.com</a> <i>Focus: General Diversity</i>	The most trusted and affordable resource for any organization in search of diverse professionals, manager and executives.	30 days	\$180.00
<a href="#">DiversityJobs.com</a> <i>Focus: General Diversity</i>	Promote your jobs on DiversityJobs.com and their network of niche websites for African Americans, Asian Americans, Hispanics, women, veterans, the disabled, members of the LGBT community, and other minority groups.	30 days	\$225.00
<a href="#">DiversityWorking.com</a> <i>Focus: General Diversity</i>	A top diversity recruitment site that provides diversity employment services for diversity minded employers looking to recruit professional talent.	60 days	\$280.00
<a href="#">IMDiversity.com</a> <i>Focus: General Diversity</i>	Dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans and Pacific Islanders, Latino/Hispanic Americans, Native Americans and women.	30 days	\$125.00
<a href="#">African American Employee Network</a> <i>Focus: Black/African American</i>	The African American Employee Network (AAEN) of the Bay Area is a collaborative network of African American corporate employee/business resource groups, working in association with diversity and inclusion professionals, businesses, professional organizations and individuals from the private, public and academic sectors.	30 days	\$299.00

Source	Description	Duration	Cost
<p><b>A3PCON</b> <i>Focus: Asian &amp; Pacific Islander</i></p>	<p>The Asian Pacific Policy &amp; Planning Council is a coalition of community based organizations that advocates for the rights and needs of the Asian and Pacific Islander American Community in the Los Angeles area. Job posts should be sent to Kimler Cruz Gutierrez at <a href="mailto:kgutierrez@a3pcon.org">kgutierrez@a3pcon.org</a>.</p>	<p>30 days</p>	<p>Free</p>
<p><b>National Association of Asian American Professionals</b> <i>Focus: Asian &amp; Pacific Islander</i></p>	<p>The National Association of Asian American Professionals is a non-profit organization that cultivates and empowers Asian &amp; Pacific Islander leaders through professional development, community service, and networking.</p>	<p>60 days</p>	<p>\$150.00</p>
<p><b>Saludos.com</b> <i>Focus: Hispanic</i></p>	<p>SALUDOS.com specializes in joining the Hispanic bilingual professional with companies looking for diversity in the workplace.</p>	<p>30 days</p>	<p>\$129.00</p>
<p><b>Native American Jobs</b> <i>Focus: Native American</i></p>	<p>Native American Jobs helps Job Seekers find the job of their dreams, in their home area or nationwide. Nativeamericanjobs.com provides employment opportunities for all people from diverse, indigenous, and minority cultures.</p>	<p>15 days +</p>	<p>\$75.00 +</p>
<p><b>CareerWomen.com</b> <i>Focus: Women</i></p>	<p>CareerWomen.com is the National leader in women's online recruiting. Tailored to the needs of today's working women, CareerWomen.com provides easy access to top employers and recruiters who are actively looking to recruit &amp; hire women.</p>	<p>30 days</p>	<p>\$349.00</p>

Source	Description	Duration	Cost
<p><b>National Association of Women Law Enforcement Executives</b> <i>Focus: Women, Public Safety</i></p>	<p>NAWLEE is a non-profit organization sponsored and administered directly by law enforcement practitioners. Their mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement.</p>	<p>Recruitment Close Date</p>	<p>\$50.00 Suggested Donation</p>
<p><b>Women at Work</b> <i>Focus: Women</i></p>	<p>The focus of WAW is to provide online career and employment resources and financial support. The website is designed to guide women to the resources they need to obtain the employment opportunities they seek.</p>	<p>30 days</p>	<p>Free</p>
<p><b>Women for Hire</b> <i>Focus: Women</i></p>	<p>Women For Hire, the leading women's and diversity career recruitment specialist, offers comprehensive products and services exclusively for top employers in every field that support and enhance your company's commitment to diversity.</p>	<p>30 days</p>	<p>\$75.00</p>
<p><b>abilityJOBS</b> <i>Focus: Persons with Disabilities</i></p>	<p>Helping job seekers with disabilities in their employment search.</p>	<p>30 days</p>	<p>\$125.00</p>
<p><b>Hire Disability Solutions</b> <i>Focus: Persons with Disabilities</i></p>	<p>Since its inception in 2004, Hire Disability Solutions has established itself as a national leader in protecting and enhancing employment opportunities for individuals with disabilities.</p>	<p>30 days</p>	<p>Free</p>

GENERAL GOVERNMENT RESOURCES

Source	Description	Duration	Cost
<a href="#">California County News</a>	California County News is a public sector focused news site, sharing news and stories from public sector agencies across California.	30 days	\$200.00
<a href="#">California State Association of Counties</a>	CSAC provides an opportunity for California counties — as well as other local government agencies — to post job openings on their site.	up to 6 weeks	\$75.00
<a href="#">Careers in Government</a>	Dedicated to matching qualified individuals with challenging and rewarding careers in government and the public sector.	90 days	\$225.00 +
<a href="#">Western City Magazine</a>	Western City magazine is a monthly publication provided by the League of California Cities®, to elected city officials, city department heads, and subscribers across the State of California.	30 days	\$250.00

NICHE RESOURCES

Source	Description	Duration	Cost
<p><a href="#">Dice.com</a> <i>Focus: Information Technology</i></p>	<p>Get exposure to 2,000,000+ skilled tech candidates for 30 days on Dice - the leading tech talent platform. All postings include placement on 3000+ partner tech sites including AppleInsider, Business Insider, Mashable, and more.</p>	<p>30 days</p>	<p>\$395.00</p>
<p><a href="#">HealthJobsNationwide.com</a> <i>Focus: Health &amp; Medical</i></p>	<p>HJN is the nation's premier niche healthcare and medical jobs website with over 1.5 million healthcare job listings from over 90,000 medical facilities. They help in placing qualified physicians, nurses, therapists, and other healthcare professionals into the best permanent or temporary (locum tenens) positions in the healthcare industry.</p>	<p>30 days</p>	<p>\$325.00</p>
<p><a href="#">Northern California Human Resources Association (NCHRA)</a> <i>Focus: Human Resources</i></p>	<p>The Northern California HR Association (NCHRA), one of the nation's largest HR associations, has been advancing organizations through human resources since 1960. Delivering over 200 programs annually, the association is dedicated to connecting human resources professionals with practice resources, leading California-specific training, legal and legislative developments, quality service providers, and each other — forming career-long networks and partnerships.</p>	<p>30 days</p>	<p>\$440.00</p>

<p><b>Society for Human Resources Management (SHRM)</b> <i>Focus: Human Resources</i></p>	<p>The Society for Human Resource Management (SHRM) is the world’s largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management.</p>	<p>30 days</p>	<p>\$395.00</p>
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NO-COST RESOURCES

Source	Description	Duration	Cost
<p><a href="#">Glassdoor.com</a> <i>Automatic upload of jobs to site</i></p>	<p>Glassdoor offers effective recruiting and employer branding solutions. They help thousands of clients and partners promote their employer brand to candidates researching them and advertise their jobs to ideal candidates who may not be aware of them.</p>	<p>Indefinite</p>	<p>Free</p>
<p><a href="#">Indeed.com</a> <i>Automatic upload of jobs to site</i></p>	<p>Indeed helps companies of all sizes hire the best talent and offers the best opportunity for job seekers to get hired.</p>	<p>Indefinite</p>	<p>Free</p>



SOCIAL MEDIA RESOURCES

When including social media in your Outreach Plan, consider using these accounts plus leveraging your own social media presence.

Source	Description	Duration	Cost
<p><a href="#">Facebook</a></p>	<p>Facebook is the world’s largest social network. Job announcements can be posted on the County of Marin’s official page by contacting Brent Ainsworth at <a href="mailto:BAinsworth@marincounty.org">BAinsworth@marincounty.org</a>.</p>	<p>Unlimited</p>	<p>Free</p>
<p><a href="#">LinkedIn (Free)</a></p>	<p>LinkedIn is a business and employment-oriented social networking service. Job announcements can be posted on the County of Marin’s official page by working with your Recruitment Analyst.</p>	<p>Unlimited</p>	<p>Free</p>
<p><a href="#">LinkedIn (Paid)</a></p>	<p>LinkedIn is a business and employment-oriented social networking service. Paid job posts provide reach beyond those who follow the County’s LinkedIn page.</p>	<p>30 days</p>	<p>\$150.00 +</p>
<p><a href="#">Twitter</a></p>	<p>Twitter is an online news and social networking service where users post and interact with messages, “tweets,” restricted to 140 characters. The County of Marin’s official accounts include <a href="#">@maringovjobs</a> and <a href="#">@maringov</a> and several departments have their own official accounts as well. Job announcements can be posted by working with your Recruitment Analyst</p>	<p>Unlimited</p>	<p>Free</p>