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Nonprofit Job Sites Directory

By Tom Battin

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December is famously a bad month in which to look for a job, and a bad month in which to bring on someone new. Get a leg up on January with Tom Battin's guide to nonprofit job sites:

In this article, we review 33 websites for people seeking nonprofit jobs, and of course, for nonprofits seeking to hire new staff. Job sites serve two audiences: job seekers and employers. *Job seekers* can look for potential positions as well as upload their resumes so that employers can seek them out. For *employers*, such job sites allow them to search posted resumes to find people with specific characteristics.

Site	Website	Key Information
Lead411.org	www.lead411.org	Phone: 800-368-7710 Address: 1000 17th St, NW, Washington, DC 20036 Website: www.lead411.org Range: National, 1+ years
Opportunity Network	www.opportunitynetwork.org	Phone: 410-528-0100 Address: 1000 17th St, NW, Washington, DC 20036 Website: www.opportunitynetwork.org Range: National, 1+ years
Change.org	www.change.org	Phone: 410-528-0100 Address: 1000 17th St, NW, Washington, DC 20036 Website: www.change.org Range: National, 1+ years

This is not a complete list. We have focused on sites that are exclusively for nonprofit jobs, or that have a substantial number of nonprofit jobs. We have not included the hundreds of websites, listservs and newsletters such as those of nonprofit associations where members can post openings. Be sure to ask people in your chosen field or geographic region for the sites, listservs and newsletters that they know.

Our listings include the number of jobs that were posted on our test day as well as the key features provided by each site. We evaluated their usability for both job seekers and employers, and provide their contact information and required fees.

This guide is organized into six sections as follows:

1. Comprehensive nonprofit job sites
2. Job sites that include for-profit and nonprofit jobs
3. Nonprofit executive positions
4. Nonprofit fundraising positions
5. Nonprofit technology positions
6. Regional nonprofit job sites

Criteria for rating

To critique the sites for usefulness, we established criteria to allow for comparisons. How easy was the site to navigate? Is registration required before searching for a job? Is there a fee? How many job listings are available to view?

Some sites allow you to send your request directly through to employers, while for others you'll need to create and send your own email. Some allow you to search on types of organizations, while others simply put them all into the same batch. We like sites that help you find background on the nonprofit that has posted job listings and when they have interactive support and help for visitors. For those that allow you to post your resume, we looked for flexibility in format, ability to edit and re-post resumes, and whether they include tagging for potential employers. In particular, we liked the ability to be notified by email when certain types of jobs appear.

We also note if the site provided helpful articles, links to relevant resources, how-to guides, and tools for helping applicants find the right job. In each section, listings are sequenced in the order in which a job seeker might begin the search; geographically limited sites are listed alphabetically.

Note: To suggest changes and additions, please submit the full listing of a site as you believe it should be posted, along with your contact information to: editor at blueavocado dot org. Making the suggested changes is at our discretion. In addition, everyone is encouraged to add information and search experiences in the Comments section at the end of the article.

Special thanks to Blue Avocado readers Stacy Chappel, Terrell Curtis, Elenor Denker, Rhonda Taylor and Annette Wilder for helping us find these sites and think about how to organize the data.

1. Nonprofit comprehensive job sites

All categories of nonprofit jobs in United States or international locations. Useful for getting a full

picture of the types of opportunities available to job seekers or to identify candidates outside of one's usual channels.

Only the first three are shown. At the end of this article click on the download link for the full Directory.

Name	Website	Key features and notes										
Idealist.org Phone: 646.290.7725 Email: via site Locations: NY, NY; Portland OR; Buenos Aires, Argentina Manager: Nonprofit, 14 years	www.idealist.org Usability: Provides a search on country, state, city, keywords, area of focus, type of agency, job category, education level, language, and job types. Registration allows employers to post jobs and seekers can fill out a profile and set up alerts but no resume or application tracking. Can post in English, Spanish, and French. Additional resources on site	Highly regarded site with many useful features. Both U.S. and international listings. <table border="1"> <tr> <td>Listings</td> <td>4,980 jobs; 16,620 volunteer opportunities</td> </tr> <tr> <td>Search</td> <td>Multiple options</td> </tr> <tr> <td>Fee</td> <td>Posting on Idealist is almost always free with one exception: U.S.-based organizations are charged \$60 per job listing. All other listings, including internships and volunteer opportunities, are free for everyone. Organizations outside the United States post jobs for free.</td> </tr> <tr> <td>Resume</td> <td>Upload and track applications</td> </tr> <tr> <td>Alerts</td> <td>Yes</td> </tr> </table>	Listings	4,980 jobs; 16,620 volunteer opportunities	Search	Multiple options	Fee	Posting on Idealist is almost always free with one exception: U.S.-based organizations are charged \$60 per job listing. All other listings, including internships and volunteer opportunities, are free for everyone. Organizations outside the United States post jobs for free.	Resume	Upload and track applications	Alerts	Yes
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Opportunity Knocks Phone: 888-OKNOCKS Email: support@opportunityknocks.org Location: Atlanta, GA Manager: Nonprofit, 20 years	www.opportunityknocks.org Usability: Provides a search on keywords, company name, organization focus, job function, job type, annual pay, location. Registration allows employers to post jobs and seekers to set up a profile and use alerts, upload resume and track applications. Lots of additional resources on site.	Began as a hardcopy job newsletter decades ago. Jobs seem clustered in Georgia and northern California. <table border="1"> <tr> <td>Listings</td> <td>200</td> </tr> <tr> <td>Search</td> <td>Multiple options</td> </tr> <tr> <td>Fee</td> <td>Free to seeker, \$100 per post to employer for 30 days.</td> </tr> <tr> <td>Resume</td> <td>Upload and track applications</td> </tr> <tr> <td>Alerts</td> <td>Yes</td> </tr> </table>	Listings	200	Search	Multiple options	Fee	Free to seeker, \$100 per post to employer for 30 days.	Resume	Upload and track applications	Alerts	Yes
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Change.org Phone: NA Email: help@change.org Location: San Francisco, CA. Manager: Commercial, 4 years	http://jobs.change.org/ Usability: Provides search on pre-defined categories of job category, job type, work experience, and cause. Registration allows employers to post jobs. Various articles on searching for a job.	Job page is a subite of Change.org. Jobs listings target social entrepreneurs. <table border="1"> <tr> <td>Listings</td> <td>Not available</td> </tr> <tr> <td>Search</td> <td>Multiple options</td> </tr> <tr> <td>Fee</td> <td>Free to seeker, \$50 per 30 days to employer</td> </tr> <tr> <td>Resume</td> <td>No</td> </tr> <tr> <td>Alerts</td> <td>No</td> </tr> </table>	Listings	Not available	Search	Multiple options	Fee	Free to seeker, \$50 per 30 days to employer	Resume	No	Alerts	No
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Attachment

Size

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Feature Articles	

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