

*VETERINARY SERVICES*

***NATIONAL STRATEGIC  
RECRUITMENT PLAN***

*FISCAL YEARS 2006 - 2008*

# Mission Statement

- To connect VS management with a dynamic and diverse applicant pool that would be proficient in supporting the programs and policies of VS to protect and improve the health, quality, and marketability of our nation's animals, animal products, and veterinary biologics.

# Strategic Recruitment Goals

1.

**Strengthen collaboration between  
VS and MANRRS**

2.

*Develop and present  
VS recruitment marketing strategy*

3.

**Enhance and encourage structured  
campus and organization relations**

4.

*Enhance tracking measures*

# Strategic Recruitment

## Goal 1

**Strengthen collaboration between  
VS and MANRRS**

### Objectives

- A. Attend and provide support for MANRRS annual career fair and training conferences.
- B. Create local partnerships with each MANRRS chapter by establishing VS liaisons.
- C. Utilize MANRRS website as conduit for distributing hard to fill vacancies.

# Strategic Recruitment

## Goal 2

Develop and present

**VS recruitment marketing strategy**

### Objectives

- A. Complete the design of marketing literature and publish brochures for distribution by recruiters.
- B. Develop recruitment website to be integrated into VS homepage.

# Strategic Recruitment

## Goal 3

**Enhance and encourage structured campus and organization relations**

### Objectives

- A. Develop regional, area, and individual recruiter plans that incorporate national strategic goals.
- B. Increase interaction with minority organizations such as HACU, LULAC, AISES, etc.
- C. Execute a detailed campus relations program for each targeted institution.

# Strategic Recruitment

## Goal 4

Enhance tracking measures

### Objectives

- A. Create activity and contact databases.
- B. Update reporting and request forms.
- C. Establish and encourage compliance with policy of mandatory use of reporting and request forms.

**Interested in joining  
the VS Recruitment Team?**

**Contact LaWanda Thomas  
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