

# What Nonprofits Look for When They Hire

Thought it's impossible to make accurate generalizations and speak for the entire sector, there are some resume items that you should consider for every nonprofit job you apply for.

## Experience with nonprofit organizations

- Not necessarily employment, but volunteer experience and internships.

Sample Interview Question: *What nonprofit organization do you admire most and why?*

## Demonstrated commitment to a particular cause or organization

- Many one-time volunteer projects are less impressive than quality work over an extended period of time.
- Experience with the specific issue(s) on which the organization focuses
- Increased responsibility over time

Sample Interview Question: *Why did you choose to get involved with these particular organizations?*

## Relevant skills and experience

- Tailor your resume to the particular organization and job; use your cover letter to highlight your most relevant skills and experience
- Certain skills are generally valued by all organizations: speaking multiple languages, fundraising experience, publicity and event planning experience.

Sample Interview Question: *Why do you want this particular job?*

## Leadership experience

- Leadership does not have to mean starting a new organization. Demonstrate that you have an ability to get the job done and make things happen.

Sample Interview Question: *Can you discuss challenges you have faced as a leader?*

## Experience working with diverse people/communities/constituencies

- Language, communication, and facilitation skills, along with relevant experience in diverse arenas can be a critical addition to a nonprofit resume.
- Previous international experience is a virtual necessity for careers in the international nonprofit sector.