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The Job Board *Buyer's Guide* for Churches

Creating a job board for your church can be a catalyst for positive change. But how do you find software that best fits the needs of your congregation?

This guide will walk you through defining your goals, evaluating potential solutions for job board software, and creating a shortlist of required features.

1. Define the primary goal of your job board

a. Attracting new followers

Offering a job board will make your church more attractive to join and remain part of, hence lifting follower retention and acquisition rates.

If this is your goal: Look for software that allows you to provide a full career-center.

b. Increasing hands-off revenue

A job board can be a cash-flowing asset if it's built to be monetized, for example through:

- **Job posting fees**: You will need the option to set different pricing tiers.
- **Resume database access**
- **Upsells and ad options**: Look for the ability to offer premium plans and banner ads.
- **Data collection:** Make sure that you own the data, not the provider.

c. Establishing credibility as a community builder

A job board can position your church as an authority on community support, enhancing your reputation as a church that truly cares for its followers and strengthening relationships with organizations in your community.

Now that you understand your specific goals when it comes to job board software, we'll dive into two important aspects: features and types of job board software.

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2. Evaluate your options

a. Fully-managed & hosted solution

A one-stop shop option that includes cloud-based hosting, data management and storage, SEO tools, mobile responsiveness, appearance customization, and an admin dashboard with detailed reporting.

✓ Quick launch and easy maintenance

✓ Simple admin & reporting dashboard

✓ Easy to use for customers & no bugs

✓ Continuous support & new features

✗ Ongoing fees for service

✗ Can be limited in customizations

b. WordPress plug-in

A plug-in app that connects to WordPress websites, usually available for a flat-fee.

✓ No ongoing fees

✓ Sometimes more design flexibility

✗ Lack of support and feature updates

✗ High maintenance cost & effort

✗ Need technical expertise

✗ Susceptibility to spam users

c. Custom built solution

A custom-built job board means hiring developers to create a tailored solution, just for you.

✓ Full control over design & features

✓ Ownership: no reliance on vendor

✗ Very high initial costs for setup

✗ High maintenance cost & effort

✗ Difficult to edit as non-technical user

✗ Will be outdated quickly

We recommend skipping the headache and opting for a fully managed & hosted solution like Niceboard for the best experience.

Launch a job board for your church with a free trial at **niceboard.co**

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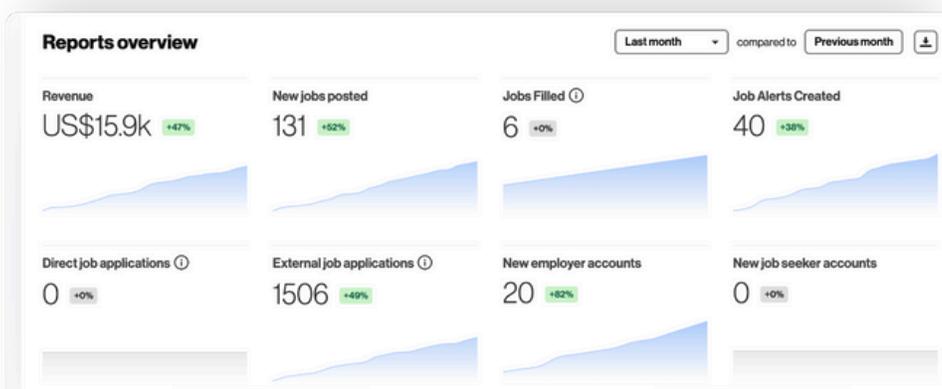## 3. Check for important features

a. User-friendly interface

A fast and beautiful interface is non-negotiable for the success of any job board. Your job board should be clean, logically organized, host user profiles, and be **mobile optimized.**
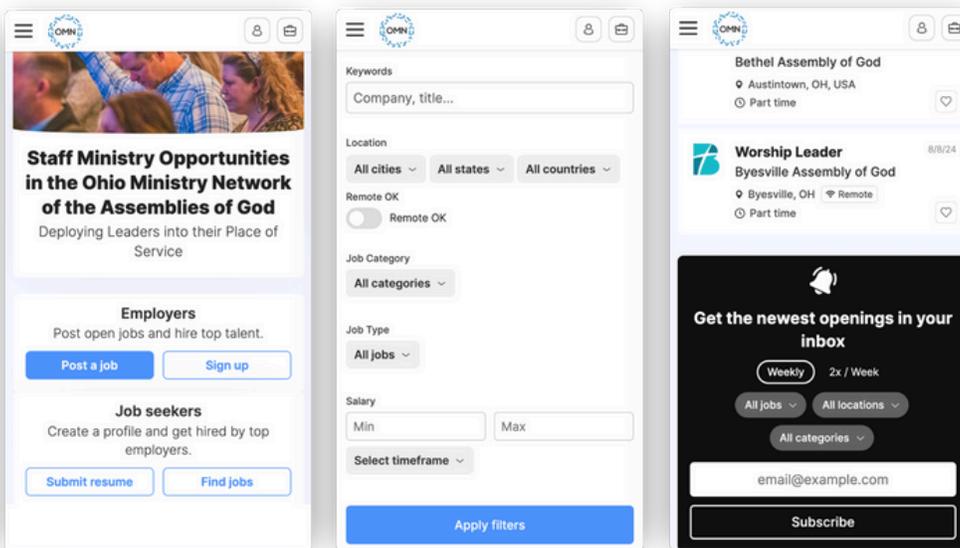
b. Easy admin with reporting dashboard

To simplify job board administration, the software should provide a real-time reporting dashboard to stay on top of your job board's newest sales, jobs, and employers at-a-glance. Access to this data also makes it easier to **report to superiors**, so you can clearly demonstrate the value of your job board.


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3. Check for important features

c. Job seeker features

Make the job search experience as easy as possible to attract top talent. To achieve this, here are some features you want to have control over:

- **Allow users to filter job listings** based on various criteria such as location, industry, job type, keywords, salary, and remote work options.
- **Managing required application fields for job seekers.** You need the ability to set certain fields as mandatory, for instance industry certifications or a LinkedIn profile.
- **Social or SSL logins**, for example via LinkedIn or your organization's CRM for easier account creation on the job seeker and employer side.
- **Automatic job alerts** with personalized job recommendations based on job seeker preferences keep passive job seekers returning to your board.
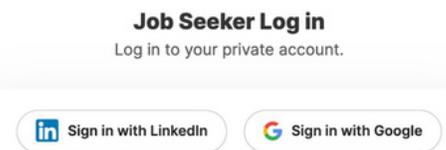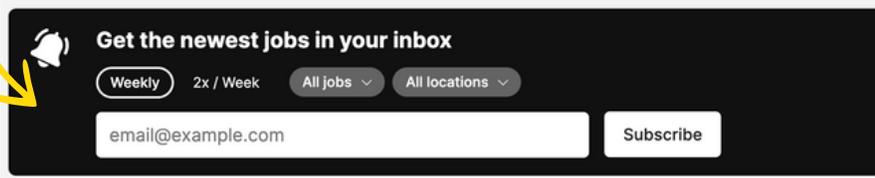
d. Integration with your church's website

Seek a job board software that allows you to personalize the platform to match your brand identity. Make sure the platform integrates with your existing domain or offers a custom domain.

This church's job board creates a seamless experience with the look and feel of their website.
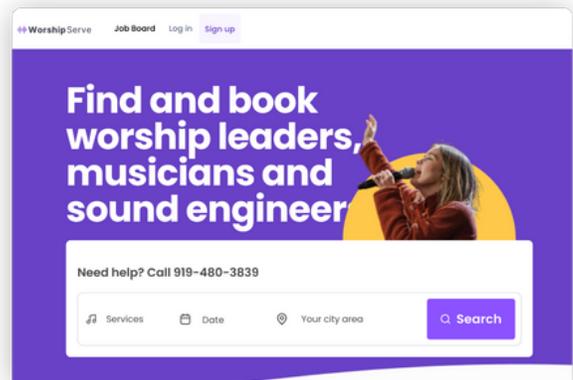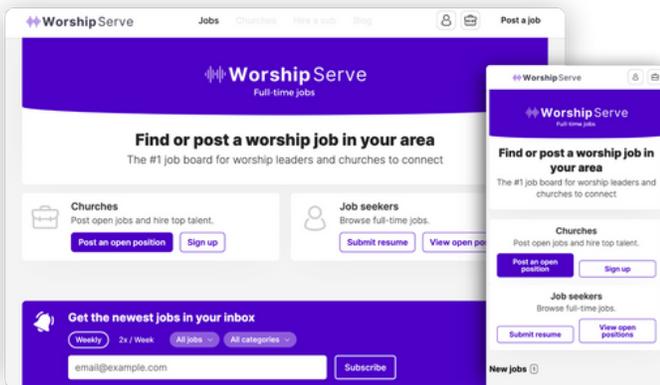
3. Check for important features

e. Marketing tools

Effective marketing capabilities are essential for driving traffic to your job board, through:

- **Built-in SEO features:** Integration with Google Jobs and customizable metafields.
- **Social media integration**: So you can automatically post new jobs on your socials.
- **Automations**: To save time and reduce manual errors you might want your software to integrate with third-party automation tools like Zapier or Airtable.
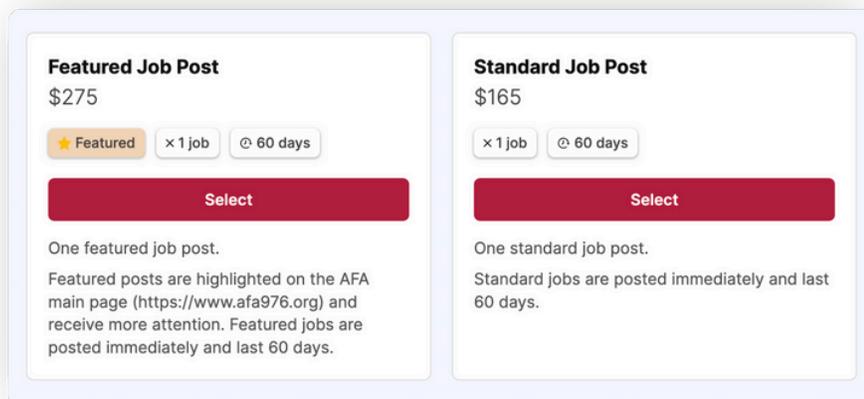
4. Understand available monetization options

With a job board, your congregation can tap into a new source of revenue. Depending on the capabilities of the software, there are different monetization options:

a. Charging employers for job postings

Since you already have a niche job seeker audience, namely your followers, you can charge employers a fee to post job openings on your church's job board.
Your job board software should support **different pricing tiers, payment frequencies, and discount codes.**

Featured Job Post
$275

⭐ Featured | × 1 job | ⏱ 60 days

Select

One featured job post.

Featured posts are highlighted on the AFA main page (https://www.afa976.org) and receive more attention. Featured jobs are posted immediately and last 60 days.

Standard Job Post
$165

× 1 job | ⏱ 60 days

Select

One standard job post.

Standard jobs are posted immediately and last 60 days.

b. Advertising on your job board

You can sell additional ad space on your job site to advertisers and sponsors of your church. Check whether your job board software allows you to integrate custom display banner ads or even has a Google Adsense integration.

4. Understand available monetization options

c. Selling access to a resume database

Yet a different revenue stream can come from employers paying to access your database of candidates and corresponding resumes. You can offer this option once you have enough of your followers' profiles on your job board site—and if your software supports it.
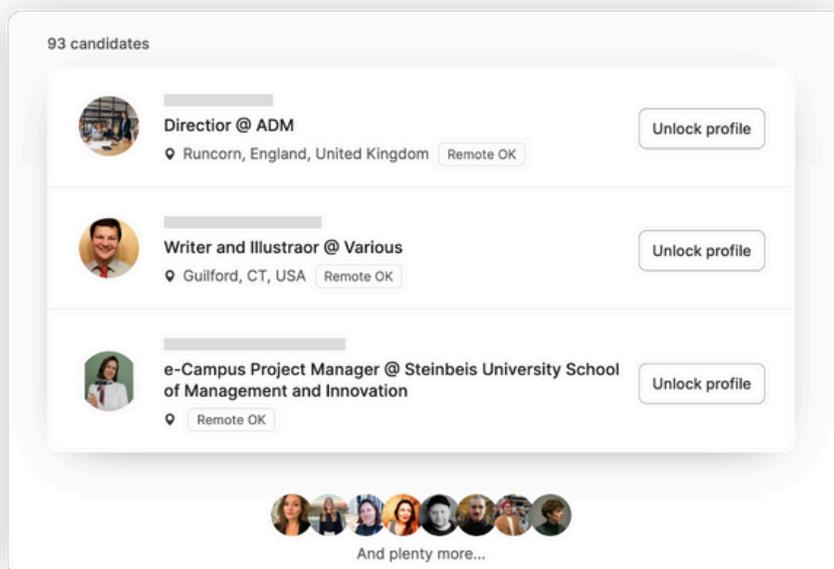
This way, employers can actively search your talent pool, pay to unlock candidates' profiles, and contact promising talent directly.

5. Review ratings

Once you have your individual shortlist of software providers that match your criteria, we recommend looking at underline customer reviews, case studies, and testing the software yourself. Niceboard is top rated on all software comparison platforms, like SoftwareAdvice, Capterra, and GetApp.

" **Niceboard is really a hands-off way for us to provide a job board solution that stays relevant and fresh. The setup was turnkey and it was really easy to implement the customizations we needed."** — Jason from RENEW

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