**Links found in presentation “Hiring well and getting your employees off to a good start”, by Gary Deziel, UVM Extension, March 2, 2023.**

**Gary.deziel@uvm.edu**

Please note that there are like a billion Internet sites dedicated to hiring and onboarding. Use discretion, but university sites, and private industry sites like Indeed, Zip Recruiter, LinkedIn, Bamboo, and others associated with job ads and career advice are great sources of guidance.

**How to develop a job description**

<https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/developajobdescription.aspx>

**Is it illegal to hire without an interview?**

[[https://hiringaddict.com/is-it-illegal-to-hire-someone-without-an-interview/#:~:text=No%2C%20it%20is%20not%20illegal%20to%20hire%20someone,up%20hiring%20someone%20completely%20unqualified%20for%20the%20job.](https://hiringaddict.com/is-it-illegal-to-hire-someone-without-an-interview/)](https://hiringaddict.com/is-it-illegal-to-hire-someone-without-an-interview/#:~:text=No%2C%20it%20is%20not%20illegal%20to%20hire%20someone,up%20hiring%20someone%20completely%20unqualified%20for%20the%20job.)

**Behavior-based interviewing, interview question information, and other**

[<https://www.indeed.com/career-advice/interviewing/behavioral-interview-questions>](https://www.indeed.com/career-advice/interviewing/behavioral-interview-questions)

[<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/viewpoint-good-interview-questions.aspx>](https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/viewpoint-good-interview-questions.aspx)

[<https://www.forbes.com/advisor/business/how-to-hire-employees/>](https://www.forbes.com/advisor/business/how-to-hire-employees/)

[<https://hbr.org/2019/06/how-to-reduce-personal-bias-when-hiring>](https://hbr.org/2019/06/how-to-reduce-personal-bias-when-hiring)

**Onboarding a new employee**

<https://trainingindustry.com/articles/onboarding/5-steps-to-great-onboarding/>

[<https://trainingindustry.com/articles/onboarding/the-key-difference-between-employee-onboarding-and-orientation/>](https://trainingindustry.com/articles/onboarding/the-key-difference-between-employee-onboarding-and-orientation/)

From “49 THINGS THAT SHOULD BE ON YOUR ONBOARDING LIST BUT PROBABLY AREN’T”, Civility Partners, [Civility Partners - Build a Workplace That Fits Your Vision](https://civilitypartners.com/)