

## THE RECRUITER REVIEW

Summer Edition: July 2007

### *Veterinary Services National Recruitment Program*

The VSMT is committed to recruitment and outreach activities that target a diverse and highly qualified pool of applicants. The VS National Recruitment Program provides consulting and support services to management, recruiters, civil rights committees, and applicants on all aspects of recruitment, hiring, and outreach. Additionally, we are actively involved in the workforce and succession planning process, and the furtherance of diversity in VS has been the focus of many of our initiatives.

VS has a cadre of over 80 trained recruiters nationwide. These recruiters identify and attend events that will contribute to the fulfillment of the national, regional, local and individual recruitment plans.



### **VS LEAVES ITS MARK AT GACE**

The VS National Recruitment Program participated at the 2007 Georgia Association of Colleges and Employers (GACE) College to Career Fair on April 10th in Atlanta, GA. GACE strives to provide a link between employers and career services officials, provide professional development, promote professional and ethical standards, and foster relationships among employers and career services professionals throughout the state of Georgia. There were approximately **200 exhibitors** and over **1,600 attendees** at the Cobb Galleria Center. Cindy Herbig and LaWanda Thomas were the VS recruiters participating at this fantastic event.

### *Recruiter of the Quarter*

*Dr. Lynette Tobias, Field Veterinary Medical Officer in Virginia, is our Recruiter for the Summer Quarter. Dr. Tobias is very active with various schools and universities surrounding her area and also serves as the Minorities in Agriculture Natural Resources Related Sciences (MANRRS) Liaison for Veterinary Services at Virginia Polytechnic Institute & State University (Blacksburg, VA) and also works with New River Community College (Dublin, VA). She serves as a role model to the students who come in her contact to become a success in the veterinary medicine field. Please join me in these accolades for Dr. Tobias as she strives to continue making Veterinary Services a "brand name" for federal employment. Be sure to send your congratulations to Dr. Tobias for this great accomplishment!*



### **UPCOMING EVENTS**

League of United Latin American Citizens  
National Conference (LULAC)  
Chicago, IL July 9–14, 2007

American Veterinary Medical Association  
National Conference (AVMA)  
Washington, DC July 14–18, 2007

Federally Employed Women  
National Program (FEW)  
Washington, DC July 16–20, 2007

Blacks In Government  
National Conference (BIG)  
Nashville, TN August 13–17, 2007

Florida Veterinary Medical Association  
National Conference  
Lake Buena Vista, FL September 7–9, 2007

### **Judgement Day at Career Fairs**

First impressions are still important. From the moment a student gets close to your booth - you and the agency are being judged. The way you represent yourself, what you're wearing - it all counts. It's like a first date. You're dressing to impress and you're trying to present your best image to that individual on behalf of Veterinary Services. Know your material and be aware of job vacancies within all of VS, not just your location. Most importantly - hand out your business card to provide the opportunity for additional contact from the student.



**Recruiter Tip** — Use this time to prepare for fall events with your campus coordinators! Also plan an additional activity along with campus career fairs.

*Suggestions for the Recruiter Review? Nominations for Recruiter of the Quarter?  
Contact LaWanda.A.Thomas@aphis.usda.gov - 301/734-0687*

