

Headhunting of volunteers

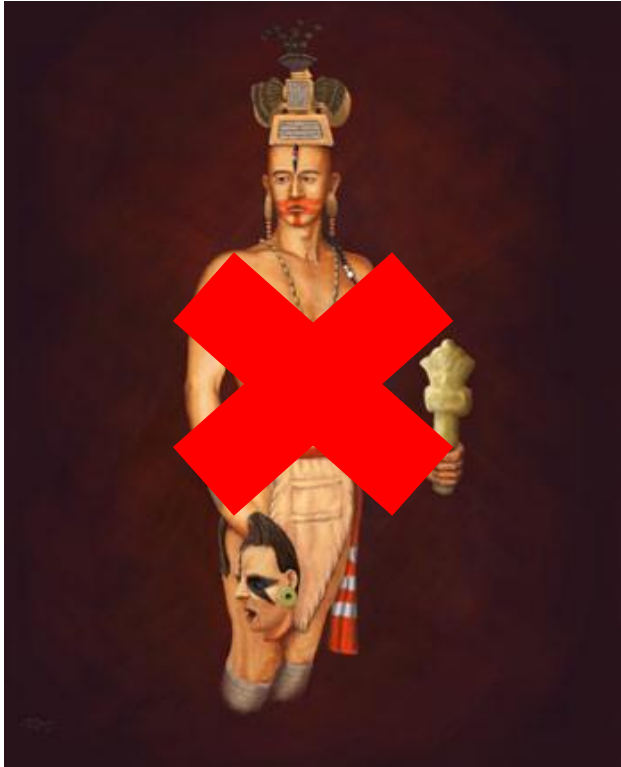
Wikimania 2015

Mexico City, Mexico

Kiril Simeonovski



headhunting \neq practice of beheading



headhunting = executive search



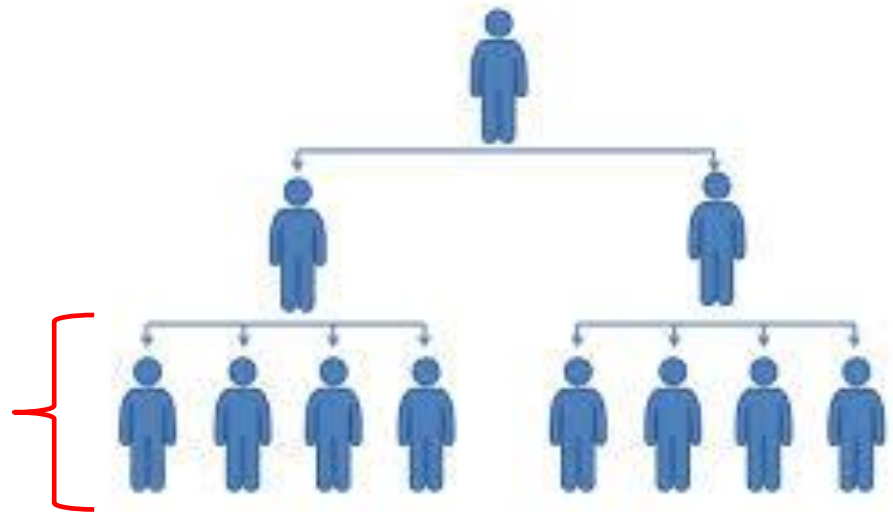
Two dimensions

1. headhunting vs recruiting
2. volunteers vs employees

headhunting vs recruiting

Recruiting

people on lower
positions



Technique

selection among applicants (passive approach)

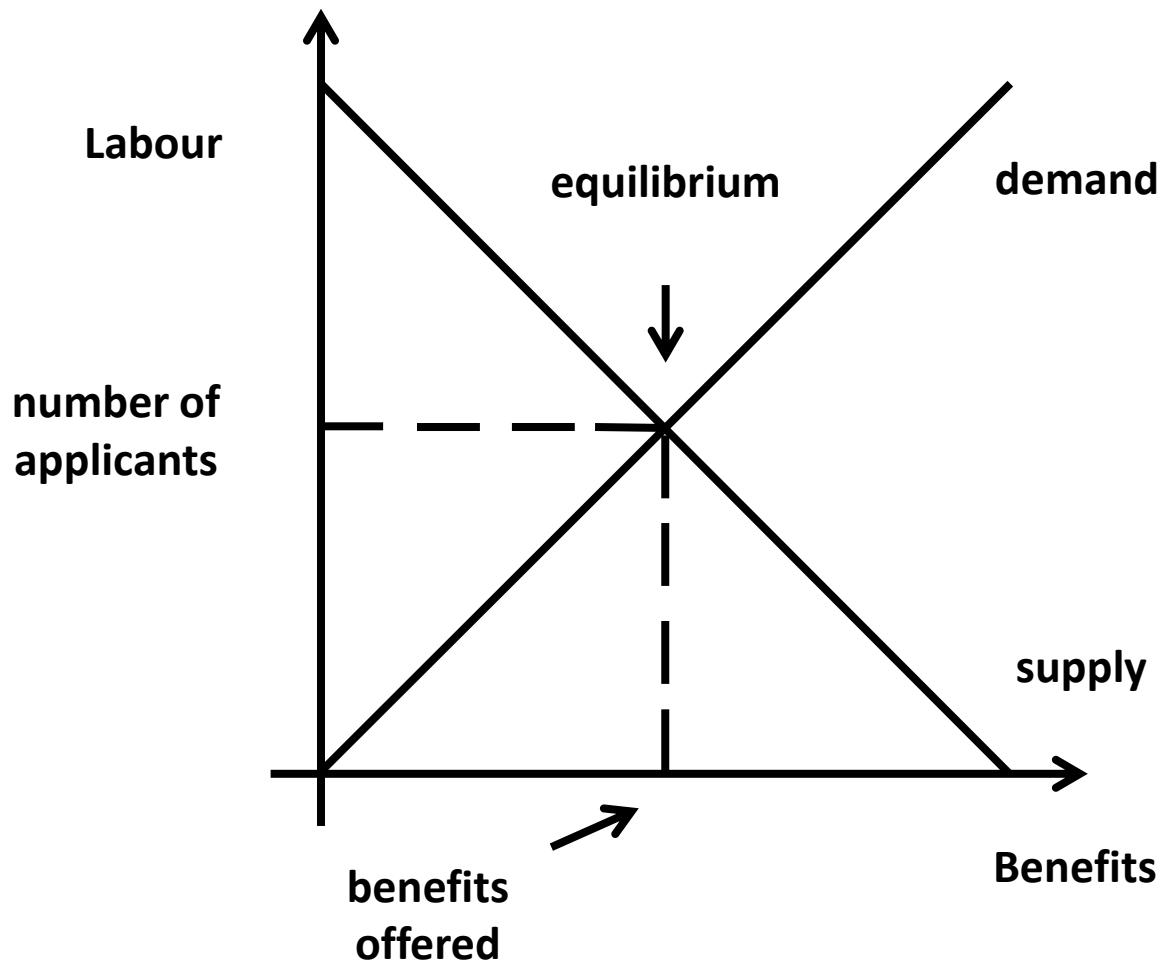
candidates



position

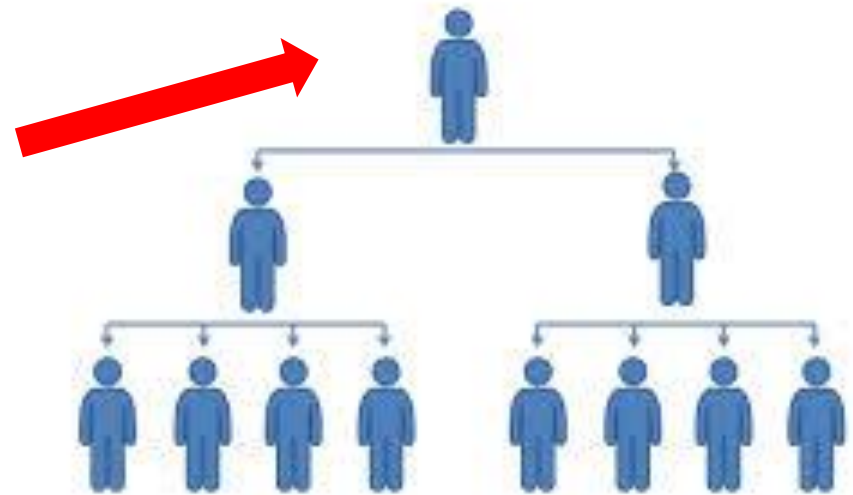
Labour market

Recruiting



Headhunting

people on executive
positions



Technique

search on the labour market (active technique)

candidates



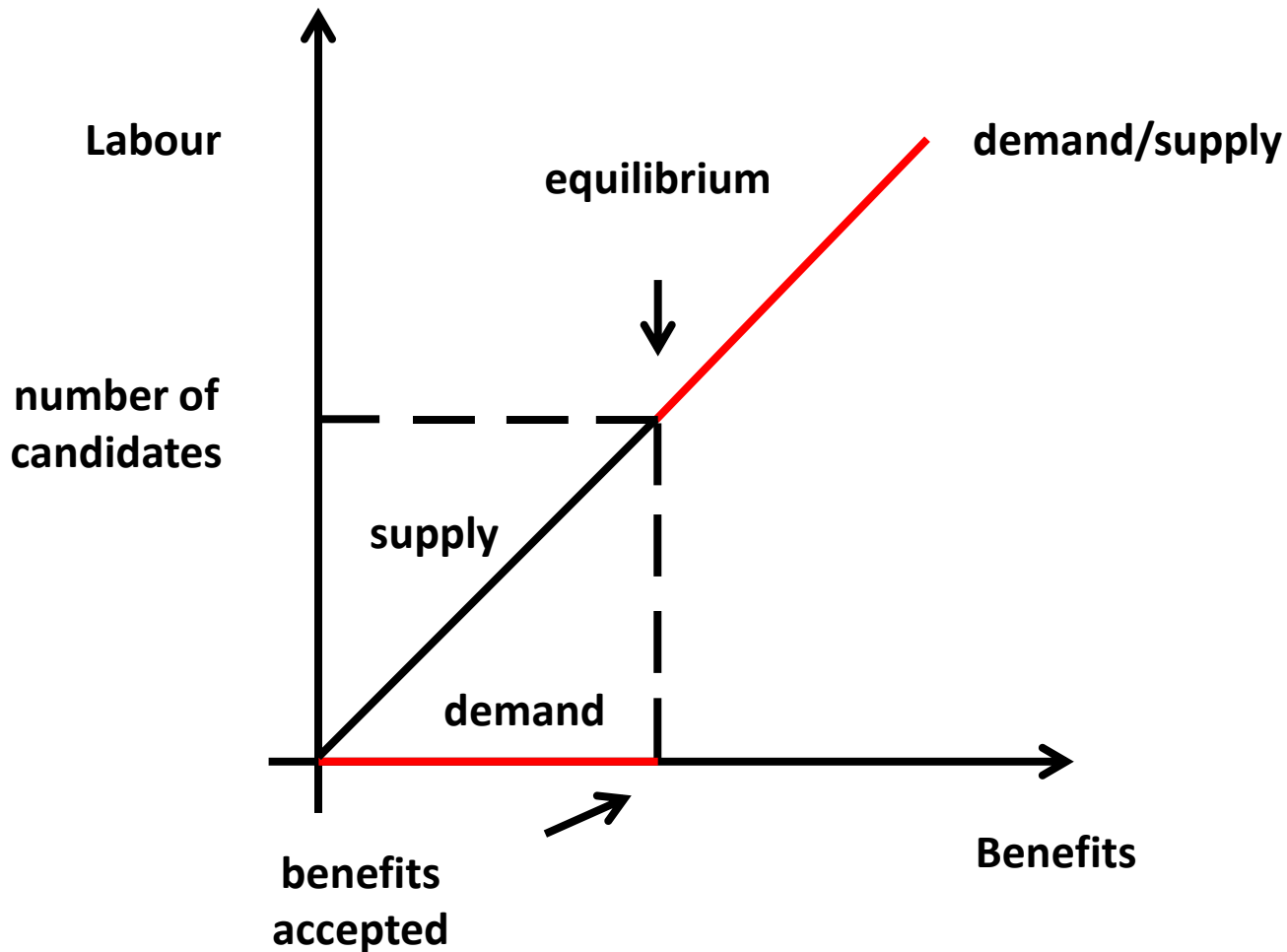
organisation



weakening the competitors

Labour market

Headhunting



volunteers vs employees

Employees

- ... a person who contributes labour and expertise in exchange for compensation (monetary benefit)

monetary benefit > non-monetary benefits

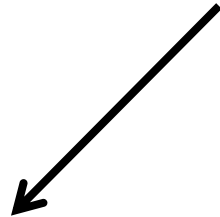


egoism

Volunteers

- ... a person who contributes labour and expertise in exchange for non-monetary benefits

non-monetary benefits > monetary benefit



altruism (Comte, 1830)



Auguste Comte (1798-1857)



What is headhunting of volunteers in the context of the Wikimedia movement?

... engaging volunteers to coordinate mission-aligned projects and activities

Area of headhunting

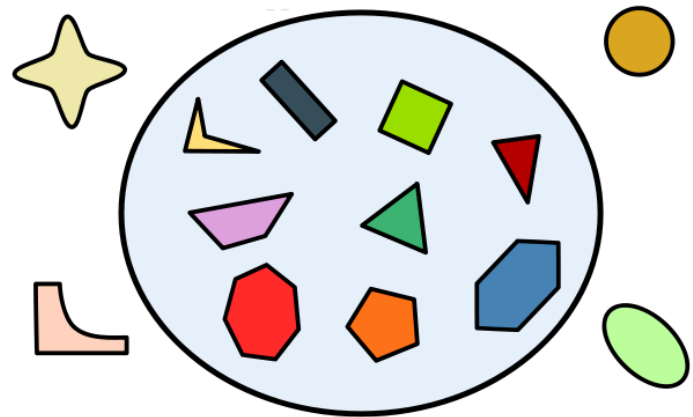
The area of headhunting depends on the position.

Area:

- Inside the movement
- Outside the movement

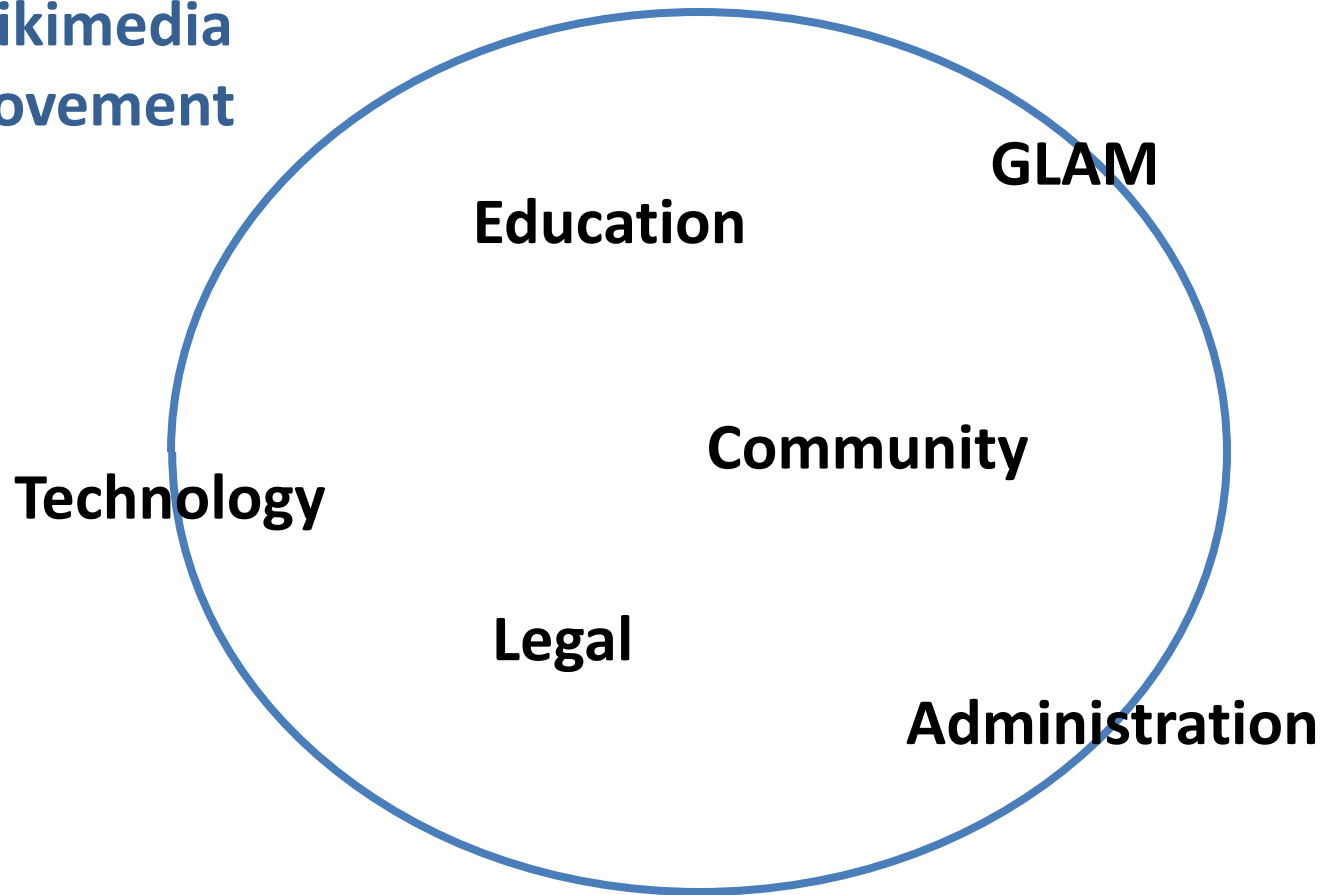
Position:

- Education
- GLAM
- Community
- Technology
- Legal
- Administration



Area of headhunting

Wikimedia
movement



Headhunting channels

Inside the movement:

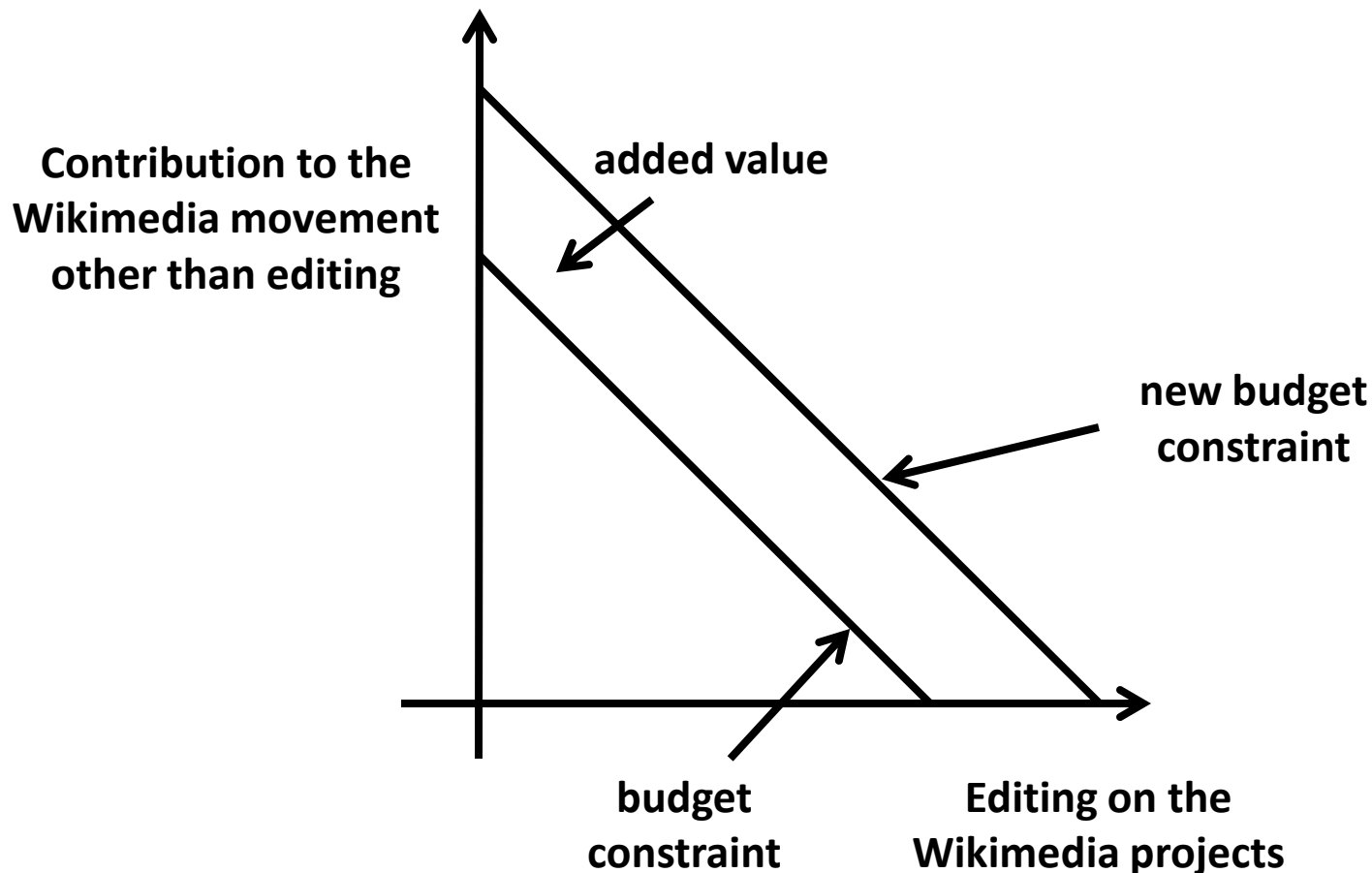
- members of the Wikimedia chapter
- members of the community

Outside the movement:

- student organisations
- educational institutions
- GLAM institutions

Added value

Only outsiders create added value.



Volunteers and employees

Volunteers are needed when they cannot be compensated with monetary benefits for similar positions elsewhere.

Volunteers should:

- be independent of the work done by the employees

Employees are needed when they can be compensated with monetary benefits for similar positions elsewhere.

Employees should:

- be stripped off the non-monetary benefits that the volunteers get