



Let's Talk - Suitable Volunteer, Right Role: Making the Match Work.

Before you even begin recruiting:

- Define the purpose and impact of the role
- Clarify tasks, time commitment, and required skills
- Identify which aspects can be done remotely and what support is needed

A vague role leads to vague results. Precision here sets the stage for success.

Understand the Volunteer's Motivation & Capacity

Not all volunteers are driven by the same goals. Some want to build skills, others seek connection or purpose. Ask:

- What motivates them?
- What's their availability and tech comfort level?
- Do they prefer independent tasks or team collaboration?

This helps you align their expectations with the role's demands.

Skills vs. Potential

Yes, skills matter—but so does attitude and willingness to learn.

- For technical roles (e.g. social media, data entry), assess proficiency
- For relational roles (e.g. mentoring, support calls), look for empathy and communication
- For creative or strategic roles, consider their past experience or portfolio

Sometimes the best fit isn't the most experienced—it's the most engaged.

Trial Periods & Flexibility

Remote roles benefit from:

- Short onboarding or trial phases to test the fit
- Clear feedback loops so volunteers feel supported
- Flexibility to shift roles if interests or needs evolve

This reduces drop-off and builds trust

Celebrate the Match

When the right person lands in the right role:

- Productivity increases



- Volunteers feel valued and fulfilled
- Your organisation benefits from stronger outcomes

It's not just placement—it's partnership.