

*You already make a huge difference for the animals at HSPPR, but what if you could also make a difference for new staff by helping them feel welcome and encouraged?*

### **Introducing the HSPPR Buddy Program!**

This program will pair veteran HSPPR employees (Buddy) with brand new employees (New Hire) to help them navigate and adjust to working here. Pairings will not necessarily be in the same department; buddies are guides to the organization and culture, not the position.

Apply to become a buddy, and you'll share your knowledge, passion, and love for HSPPR to help build our organizational culture and make new employees feel welcome!

#### **What will I do as a Buddy?**

- Hold regular meetings with the New Hire for at least three months. Offer advice, resources, guidance, and encouragement to give them an excellent onboarding experience. [Click here to see the suggested schedule.](#)
- Be a resource navigator for the new hire – help them decide who to approach with questions or issues. Help to reduce the initial confusion and uncertainty faced by new employees. Help them socialize and build cultural competence (learning norms and expectations).
- You will not: act as a supervisor or mentor, provide training, assess performance, or share gossip.

#### **What will I get out of this?**

- Continuing Education credit hours.
- You'll help retain new employees and, in turn, reduce training hours.
- A certificate to let others know you're an HSPPR Buddy and recognition as a strong performer.
- You'll spread the love you have for HSPPR to encourage and motivate new staff.

#### **What are the requirements?**

- Employed with HSPPR for 90 days or more and in good standing.
- A letter of reference from your direct supervisor.
- Lead by example, exemplify core values, and have a positive outlook on your work, the organization, and your peers. You can use that perspective to build confidence and trust with others. You have patience, and good communication and interpersonal skills.
- [Click here to read more about Buddy requirements.](#)

Click the link below to apply today or email your questions to [buddies@hsppr.org](mailto:buddies@hsppr.org).

**[I want to apply to be a Buddy!](#)**