iRecruitment – Extending the Functionality!

(***This presentation is specific to US legislation)***

iRecruitment is a robust product that can be extended to significantly lower recruiting costs, and enhance staff & manager productivity.   In this presentation, we will discuss the key benefits of iRecruitment, Key Metrics, and Reports that allow "liberating" your data. We will also discuss considerations on resume parsing, background checks, and posting to job boards. We will also walk you through examples of phased implementation approaches.

- iRecruitment is a web-based recruitment solution that enables your enterprise to manage all recruitment activities using a single self-service interface and provides an easy-to-use interface for job seekers.

Managers and Recruiters manage both their vacancies and applicants directly, using a single interface.

- Delivered Functionality:
  - Create and Advertise Vacancies
  - Search for Candidates
  - Process Candidates
  - Review Applicants using Assessment Tool
  - Progress Applicants
  - Rate Applicants
  - Send Offers

iRecruitment provides the following features to support the recruitment process in your enterprise:
- Analyze the Recruitment Process through the Performance Management Viewer (PMV)
- Use Third-Party Agencies for Recruitment
- Use the iRecruitment High Availability Feature
- Virus Checks
- Integration with Other E-Business Products
- Use Assessments to pre-screen candidates

iRecruitment includes a separate homepage for each group of iRecruitment users:

- Site Visitors (Unregistered Candidates)
- Registered Users
- Managers
- Recruiters
- Agency Users

Job postings are the advertisements attached to your vacancies. They provide information about your vacancy such as:

- Describe how to apply for jobs
  - give general details of your enterprise.

- Recruiters can use the Default Job Postings feature to create a set of default values to use whenever a particular business group, organization, job, or position is selected for a vacancy.

Default Postings can include the following information:

- Job Title
- Organization
- Department Description
- Brief Description
- Detailed Description
- Job Requirements
- Additional Details
- How to Apply

Security is always a concern, especially for applications exposed to the web or outside the client firewall. In addition to the usual Oracle user-security enable through Responsibilities, Organization and hierarchy securities, iRecruitment uses SSL and Wallet Manager to further protect you environment.

- SSL- Short for *Secure Sockets Layer*
  - A protocol developed by Netscape for transmitting private documents via the Internet.
  - SSL works by using a private key to encrypt data that's transferred over the SSL connection.
  - Many Web sites use the protocol to obtain confidential user information.
  - By convention, URLs that require an SSL connection start with *https:* instead of *http*:

- Wallet Manager – security used for financial transactions has been incorporated with iRec to provide more robust security.

New Functionality with IRC-E.1

New External Candidate Home Page
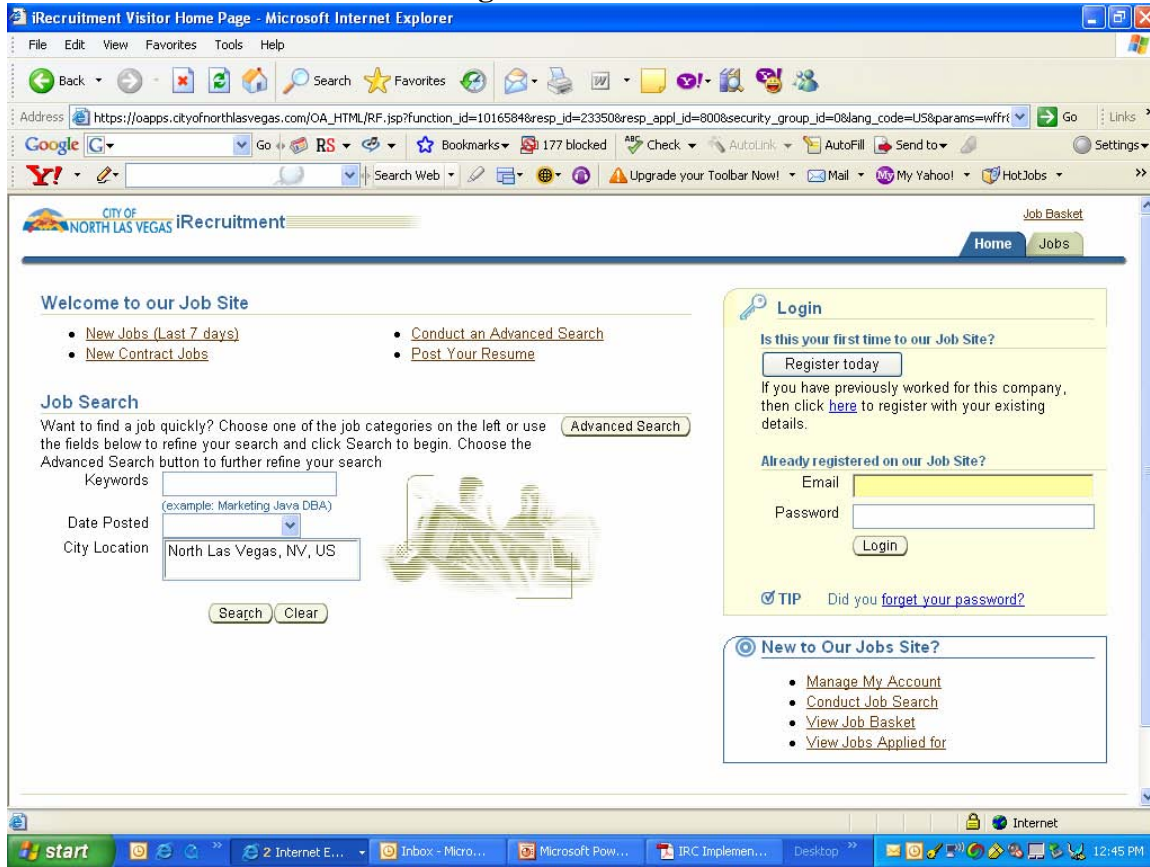
The new Homepage and the associated pages provide candidates with sequenced screens which help insure more complete data-entry and avoid confusion for the initial user. Also, the Search capability is enhanced for finding vacancies and tracking applications made previously. Additional new features are included below in the Other Enhancements section.

AME Dynamic Approval Functionality

- Oracle Approvals Management (AME) is a web-based application which is integrated with Oracle Workflow and which enables you to define business rules to control your approvals processes.
- With IRC_E.1 you can now add Approvers dynamically at the bottom of the Recruiting Team and Approvals page

Assessments – with IRC_E.1 you may now use Assessments to pre-screen applicants or to administer tests as they apply for vacancies in your Organization. Since the functionality is conceptually easy to understand, but more difficult to describe, some sample screenshots are included below:

Other Enhancements with IRC_E.1:

- To Manager/Recruiter Interface
    - Use different transfer methods to send job details
    - View details of candidates easily
    - Process Candidates using the Resumes Search
    - Distinguish between vacancies easily
    - Use Default Grade Values
    - Use Location to search Candidates
    - Creator name defaults in the Manager field
    - View Candidate registration date
    - Access locked vacancies
    - View most recent vacancies
    - View Job Posting source and name

- To Candidate Interface
    - Uses improved interface to Register with IRC
    - Enable Self-Registration for Ex-Employees
    - View Manager's Details on Job Postings
    - Make Resumes Mandatory for Job Applicants
    - Record different types of phone numbers of candidates
    - Use URLs specific to recipients in job notifications
    - Registration made easy for existing accounts
    - Use of Single Sign-on made easy

Enhanced Security

- **SSL**- Short for *Secure Sockets Layer*

- **Wallet Manager** – security used for financial transactions has been incorporated beginning with the latest iRec releases to provide more robust security.