

EFFECTIVE JOB SEARCH:

Employer and HR Perspective

Where are they???



Strategic Recruiting and HR Planning

- ▣ Employment Brand
- ▣ Proactive Approach
- ▣ Streamline Process
- ▣ Maximize Efficiencies
- ▣ Run Analytics



E-Recruiting & Social Networking

▣ Enhancements:

- Increased access
- Interactive
- Standardization
- Market to active and 'passive' talent

▣ Challenges:

- Universal access
- Alignment to current staffing strategies
- Consistent candidate experience

Ethical & Legal Considerations

- ▣ Who is conducting the candidate search?
- ▣ EEO compliance
- ▣ What are rejections based on?
- ▣ Collection of protected characteristics data
- ▣ Active vs. passive applicants
- ▣ Confidentiality & privacy

It's all about...

