



Online Recruitment

The e-recruitment system from C S Consultants (Scotland) Ltd advertises job vacancies online and provides a competency-based approach to dealing with applications.

MANAGERS

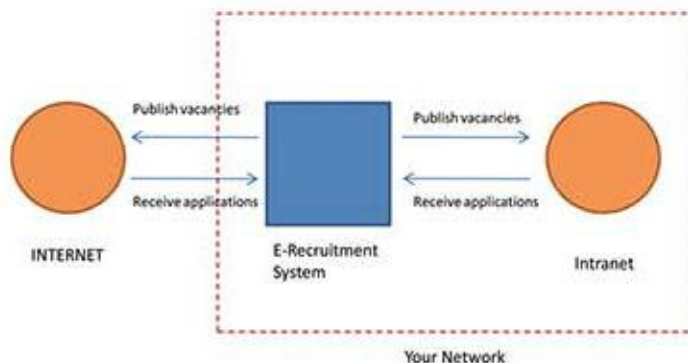
- create adverts for job vacancies;
- set the date on which the advert will be published on the Internet;
- set up a recruitment board for a job vacancy.

POTENTIAL APPLICANTS

- view details of the advertised job vacancies online;
- apply online for any of the advertised vacancies;
- save incomplete applications online;
- submit a completed application online;
- receive email acknowledgement of submitted applications.

RECRUITMENT BOARD MEMBERS

- view applications that have been submitted;
- for each application, score each competency on the basis of how closely the applicant's response matches the requirement;
- invite those who exceed a minimum total score for interview, or override this and select individually those applicants to be invited;
- invite interviewees to second and subsequent interviews if required.



“The sift process is more robust with discussions focusing on specific areas of the application against the person specification.”



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KEEPING EVERYONE INFORMED

The system automatically sends emails to board members advising them of the dates and times of interviews. Users of the system can set up the standard text used in emails inviting candidates to interview, rejecting applications, appointing successful candidates, etc.

THE BENEFITS

The Scottish Court Service HR team that developed EROL in partnership with C S Consultants (Scotland) Ltd has identified the following HR benefits which have arisen in the SCS as a result of using the system:

- Reduces Costs.
- Ability to accurately monitor volume of applications being received across the organisation.
- Reduce the need to copy application forms.
- Protect the organisation through anonymous sifting.
- Automatic calculation of recruitment journey times.
- Automatic acknowledgement and template email generation have saved significant administrative time.
- Easier calculation of recruitment costs.
- Better analysis of what aspect of your employment deal is valued by applicants.
- Improved audit trails.
- Easier profiling of applicants being attracted.

“Geographically dispersed board members can access the sifting and notification process more easily via the network (and potentially from home and other remote locations with suitable remote access facilities)”

FURTHER INFORMATION

C S Consultants (Scotland) Ltd can customise the online recruitment system to meet your organisation’s specific requirements. To find out more or to arrange for a demonstration, contact Dave Symington at:

dave@csconsultants.co.uk

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