

7 CRITICAL ELEMENTS OF A CANDIDATE MANAGEMENT SYSTEM

There are lots of systems around, but which one is right for you?

You can look at a generic version and try to adjust it for your needs, or find one designed for you.

"Must Have" Elements

Assessments and Background Screening

Make sure that there is some automated way to collect information from supervisors at least.

Reference Checking

You should be able to see who the references are, where they come from and when they were submitted. AND make sure you are able to contact the referee easily from within the system.

Collaboration Tools

Everyone knows that you make a better decision when you are part of a team. Find a system that tracks your decision making and enables collaboration with different levels of permission.

Job Posting

It's all about the vacancy management. Make sure you can add vacancy listings and manipulate the information around the vacancy.

Secure Candidate Information

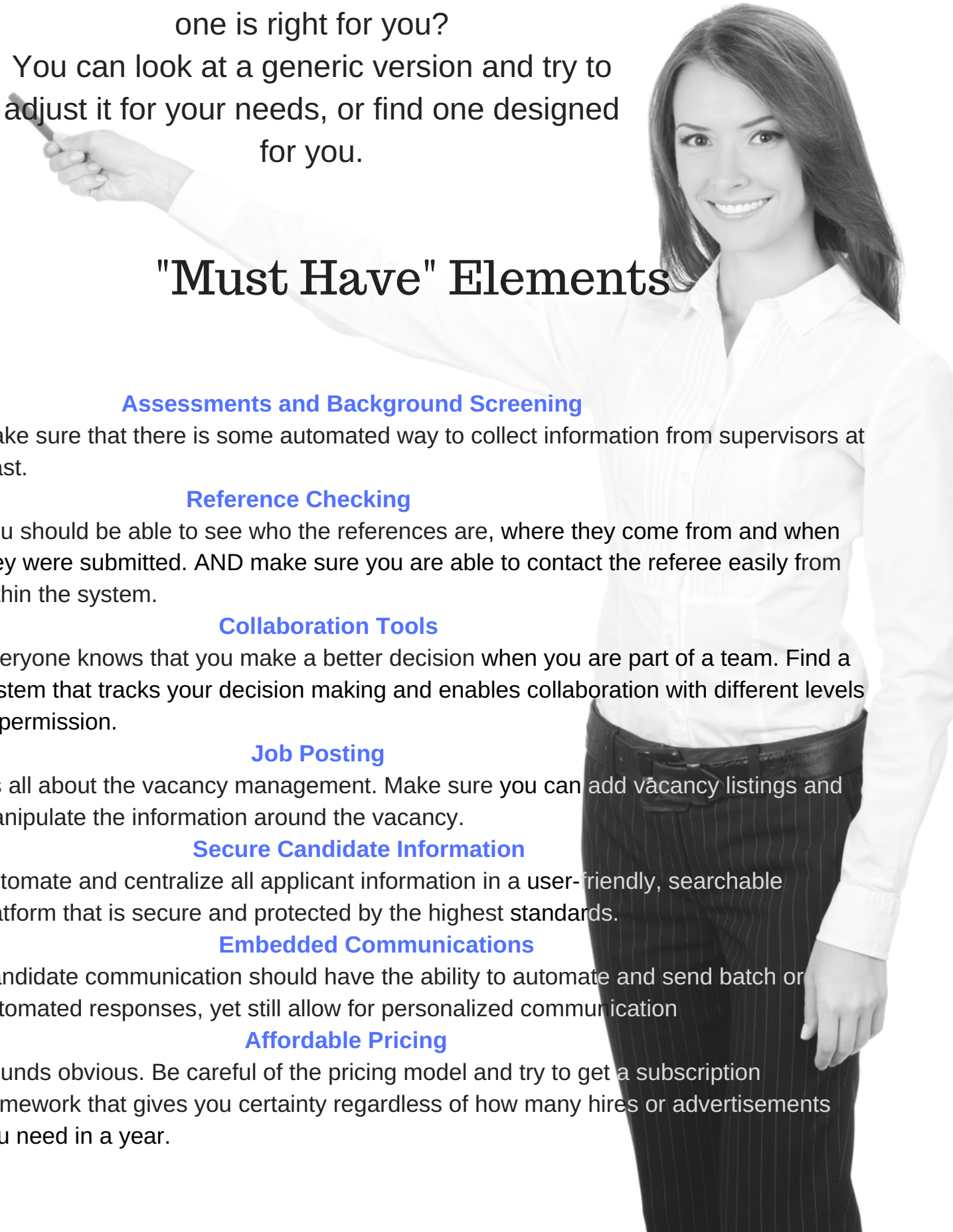
Automate and centralize all applicant information in a user-friendly, searchable platform that is secure and protected by the highest standards.

Embedded Communications

Candidate communication should have the ability to automate and send batch or automated responses, yet still allow for personalized communication

Affordable Pricing

Sounds obvious. Be careful of the pricing model and try to get a subscription framework that gives you certainty regardless of how many hires or advertisements you need in a year.



"Nice To Have" Elements

Interview Management

Embedded links to calendars and on-line interviews are the way of the future. Look for recorded pre-interviews and for the capacity to record and re-view final interviews. And embedded psychological testing is also growing in popularity.

Social Media and Employee Integration

Generate more employee referrals with tools that make it easy for employees to share jobs with their network. Be careful of security with this one, but the option of connecting to the social media networks is worth considering.

Reporting on Recruitment Actions

Reports on key metrics that can measure cost per hire, time to fill, and more to improve your ROI

The logo for Schrole connect, with "Schrole" in a bold blue font and "connect" in a grey font, all contained within a white rectangular box.

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