

Target Audience

Job portals that define front ends and consume the e-Recruit services in the background.

Companies that have a web site and wish to have a Career section in their site.

Recruiting and consulting firms who require a reliable recruiting system.

Application developers. Primarily "Human Resource Management Systems" developers that utilize the services of e-Recruit for recruitment.

Our Solution

The solution runs on a Microsoft .Net Platform and exposes scalable, loosely-coupled web services that are consumed by human resource systems all over the world. e-Recruit Workbench is one user experience developed by ESI that consumes these services. In essence "e-Recruit Workbench" is a web based recruitment software that is provided for Recruiters and Job Seekers.

Benefits

Users who need recruitment services can easily integrate e-Recruit service into their software no matter what platform their software is built on.

Introduction

ECI **e-Recruit** is a web services platform that provides recruitment and hiring services in the internet world.

Situation

There are a number of recruitment related software in the market that caters to recruitment and staffing. Recruiters and job seekers around the world use web based Job Boards a lot for their staffing requirement. Although they serve the purpose, they miss on many requirements of users:

- Recruiters need recruiting solutions that integrate into their already existing HR software.
- Users need one solution for posting jobs. They do not want to post their job requirements to all the job boards individually.
- Recruiters want their job postings to be advertised in all places so that they can get the best candidates.

Features

1. Software as a Service Model
 - Built on Microsoft .Net using SOAP.
 - Platform independent and easy standard based access to the services API.
2. Post Jobs
 - Extensive information is recorded for a job. Benefits offered, compensation details, essential functions of job, educational requirements, skills requirement etc...
 - Jobs posted to online job boards.
3. Notification Engine
 - Notifications on new responses from seekers, view detailed profiles of job seekers.
4. Interview Tracking System
 - Schedule Interviews, confirm interviews, notify interview changes and give interview feedback (whether selected or rejected) to candidate.
5. Employee-to-Requirements Matching
 - The Intelligent Employee Matching system perfectly matches suitable employees of the Recruiting Agency with the Hiring Manager's requirements automatically.
6. Job Templates

One for all solution to post jobs to multiple job boards.

Any time any place access to the application services.

- Recruiters can create job templates that make the posting of jobs much easier.

7. Office Integration

- Integrated with MS Outlook and MS Word.

8. Information Download

- Download job details and applicant details in Word and HTML formats.

9. Extensive Administration, Accounting and Reporting system

10. Integration

- The platform follows a standard xml protocol (Staffing Exchange Protocol 1.1. <http://www.hr-xml.org>) It is therefore easy to integrate with 3rd party applications and Job sites.

Tools and Technologies

- Microsoft Windows 2000 Server
- Microsoft Internet Information Server 5.0
- Microsoft .net Beta 2
- Microsoft SQL Server 7.0
- XML
- SOAP

Conclusion

All the features are attainable quickly, at modest incremental cost and short payback periods, which make **e-Recruit** an attractive investment for the service provider.