

<p>What is e-recruitment?</p>	<p>E-recruitment software covers a range of Web-based application tools used for the provision of human resources. These applications assist in the recruitment of suitable candidates for vacant positions. Some applications do this by semi-automating the entire recruitment and hiring process. E-recruitment applications (or software packages that are web-enabled) typically enable recruitment teams to create job postings, manage job application responses, schedule interviews and manage other recruitment tasks. This dramatically reduces the labour and money spent on physical recruitment.</p> <p>E-recruiting (or electronic recruiting) is the process of using internet based software to attract, screen and recruit suitable job candidates. E-recruiting reduces the cost of the recruitment process, reduces the time taken to identify appropriate candidates and helps organisations improve the quality and quantity of the applicant pool.</p> <p>Through an official tender process, UniSA has chosen NGA.net as its e-recruitment supplier.</p>
<p>How will e-recruitment help staff who are considering new opportunities?</p>	<ul style="list-style-type: none"> ◦ E-recruitment will be used for all future vacancies. ◦ Staff applying for internal vacancies will use the online application form. By using keywords, you can also set up email Job Alerts. Internal positions may be accessed through Careers at UniSA. ◦ E-recruitment will assist in the timely management of the applications.
<p>Why is e-recruitment necessary?</p>	<p>Current war for talent</p> <p>The current global skills shortage and ageing population has been well documented and organisations will look to technology to play an increasing role in successful recruitment strategies. Online applicant tracking systems aid job posting, candidate screening and timely communication. As the ad response dwindles, the challenge will be to use the online system effectively as a talent pool.</p>
<p>How will e-recruitment support UniSA as a leading employer?</p>	<p>In the world of e-recruitment, a leading employer has:</p> <ul style="list-style-type: none"> • A careers section to their corporate website • A list of current vacancies published in this section • An on-line application process linked to those vacancies • An integrated database which automates the acknowledgement of the application • An applicant tracking system which seamlessly communicates with a database • A high level of transparency around recruitment process for candidates • An ability to manage talent through a sophisticated talent management system • An ability to extract and report against key recruitment metrics <p>UniSA is currently creating a new employment brand and an updated careers website to complement the e-recruitment tool.</p>