

Browsing for Recruitment Software

Article in "Online Recruitment" 12th July 2001

Job sites have brought cost-effective advertising back to recruitment, but only as a mirror of traditional sits-vac press. The power of the internet is to be your own media. Start, a Windows and browser-based recruitment software application, brings true web-enablement to the traditional database.

Clients get used to Start in different phases but all of its tools come as standard.

Phase 1 is a recruitment software application with all the functionality you would expect – high volumes of Vacancies & CVs stored centrally for easy code and word searching; interface with Word & Outlook for mail-merging; track & trigger the process; Keep Performance Indicators, centralised diaries and To-Do Lists.

Phase 2 sits the database on a web-server, either locally or on an ASP; team members can log on for "anytime, anywhere" e-recruiting. HR professionals can extend their reach to line managers globally with real time data access; Consultants can log on if working from home or on client visits; and Managers can open and grow new branches by simply adding standalone PCs with internet connections.

Phase 3 turns your database into a job-site. Getting jobs onto the internet often means expensive advertising or copying vacancies to the corporate web-site. But when Start is running on a web-server it is a website, so those vacancies you want to advertise automatically go out.

Phase 4 takes your database interactive. Candidates can code themselves, update their CVs and be notified about interviews. Clients, whether HR's internal line-managers or a Recruitment Consultancy's clients, can load vacancies, see how their individual campaigns are progressing and search the non-confidential areas of the candidate database. Recruitment speeds become real-time. Whilst the job site giants have their place, their large and level playing field can reduce a consultancy to the lowest common denominator. With Start niches can be branded and broadened.

Start is based on a European Groupware leader with 4000 users in 200 sites. Users feel immediately at home with its intuitive GUI and, whilst off-the-shelf it covers the whole recruitment process, its unique design tool allows customisation to mirror any existing system. Start works with you throughout: Analysis, Configuration, Documentation, Data Conversion, Installation, Training, Implementation and Support.

Your existing recruitment processes and an internet job site? Now you're ready to Start.