

SAP ERP HCM E-Recruiting 6.0

New Candidate Services
with
Enhancement Package 3



SAP AG



◆ Tell A Friend

E-Mail service allowing external as well as internal candidates to inform their friends, colleagues and relatives of valuable job listings

◆ Job Agents

Automated notifications through E-Mail called „Job Alerts“ based on

- job desires and
- preference settings

of the registered candidate in the candidate pool.

◆ Hot Jobs

Showing specific jobs as an “eye catcher” on a company’s external as well as internal job & career pages. Parameters to define a hot job should be based on business needs of each company. Employees involved in the recruitment process can indicate the necessity to make a job available as hot job.

◆ Resume Parsing

Easy handling of a candidate resume from the candidates perspective

- Parsing of resumes sent to the parsing software by SAP E-Recruiting during candidate registration and unregistered job application.

Candidate Services: Tell-A-Friend (entry)



Applicant Cockpit - Microsoft Internet Explorer

Address: https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand?sap-client=1008

Overview Candidate Profile **Employment Opportunities**

Job Search Application via Reference Code Favorites My Applications Job Agents

Job Search

Are you looking for an interesting new job?
Here you can submit an application directly for an employment opportunity. Choose "Apply" to start the application wizard.
Choose "Create Favorite" to add the job posting to your list of favorites
You can also change your entry and restart the search

Return to Search

Search Criteria

Search Result: 19 Hits

Job Posting	Functional Area	Country	Employment Start Date	Published	Favorite	Application from
Sales Manager	Sales and Distribution		01/01/1900	11/12/2007	<input type="checkbox"/>	
NC50003991	Consulting	Germany	02/01/2008	10/29/2007	<input type="checkbox"/>	
NC50003989	Consulting	Germany	02/01/2008	10/29/2007	<input type="checkbox"/>	
NC50003987	Consulting	Germany	02/01/2008	10/29/2007	<input type="checkbox"/>	
NC50003985	Consulting	Germany	02/01/2008	10/29/2007	<input type="checkbox"/>	
Job Advertisement NC50003636	DP / Computer Science		10/01/2007	10/01/2007	<input type="checkbox"/>	
Recruiting Analyst - Job Advertisement NC50003610	Human Resources / Education and Training		10/01/2007	10/08/2007	<input type="checkbox"/>	
Job Advertisement EK SupportGroup	Human Resources / Education and Training		01/01/2008	09/24/2007	<input type="checkbox"/>	
Ausschreibung EK Hot Job	Controlling / Accounting / Financials		01/01/2008	09/19/2007	<input type="checkbox"/>	
Nicoles Posting	Consulting	Germany	01/01/2008	09/10/2007	<input type="checkbox"/>	
Senior HCM Consultant	Human Resources / Education and Training	USA	01/02/2008	09/06/2007	<input type="checkbox"/>	
Tester	Human Resources / Education and Training		11/15/2007	09/05/2007	<input type="checkbox"/>	
Ausschreibung NC50001194	Consulting	Germany	01/01/1900	07/04/2007	<input type="checkbox"/>	
Ausschreibung NC50001056	Consulting		01/01/1900	08/30/2007	<input type="checkbox"/>	
Support Group Test	Human Resources / Education and Training		01/01/1900	08/01/2007	<input type="checkbox"/>	

Row 1 of 19

Apply Add Favorite Save Search Query **Tell a Friend**

Return to Search

Done Local intranet

Start the Tell-A-Friend-Services from the:

- job search result list
- job posting directly
- favorites list

Candidate Services: Tell-A-Friend (form)



Applicant Cockpit - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites Mail Print Wordpad Run Mailbox

Address https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand?sap-client=100&sap-language=EN Go Links

SAP [Log off](#)

Overview Candidate Profile **Employment Opportunities**

Job Search Application via Reference Code Favorites My Applications Job Agents

Job Search

Are you looking for an interesting n...
Here you can submit an application direc...
Choose "Create Favorite" to add the job p...
You can also change your entry and res...

[Return to Search](#)

Search Criteria

Search Criteria for Employment O...
Country:

Search Result: 2 Hits

Job Posting	Full
Tester in Palo Alto	DI
Senior HCM Consultant	HI

[Apply](#) [Add Favorite](#) [Save Search Query](#) [Tell a Friend](#)

[Return to Search](#)

Tell a Friend

Use this option to forward interesting employment opportunities to friends and family. Specify the name and the e-mail address of the recipient. You can also add a personal comment and enter your sender information. The recipient receives your message by mail together with a link to the employment opportunity.

First Name of Recipient:

Last Name of Recipient: *

E-Mail Address of Recipient: *

Message:

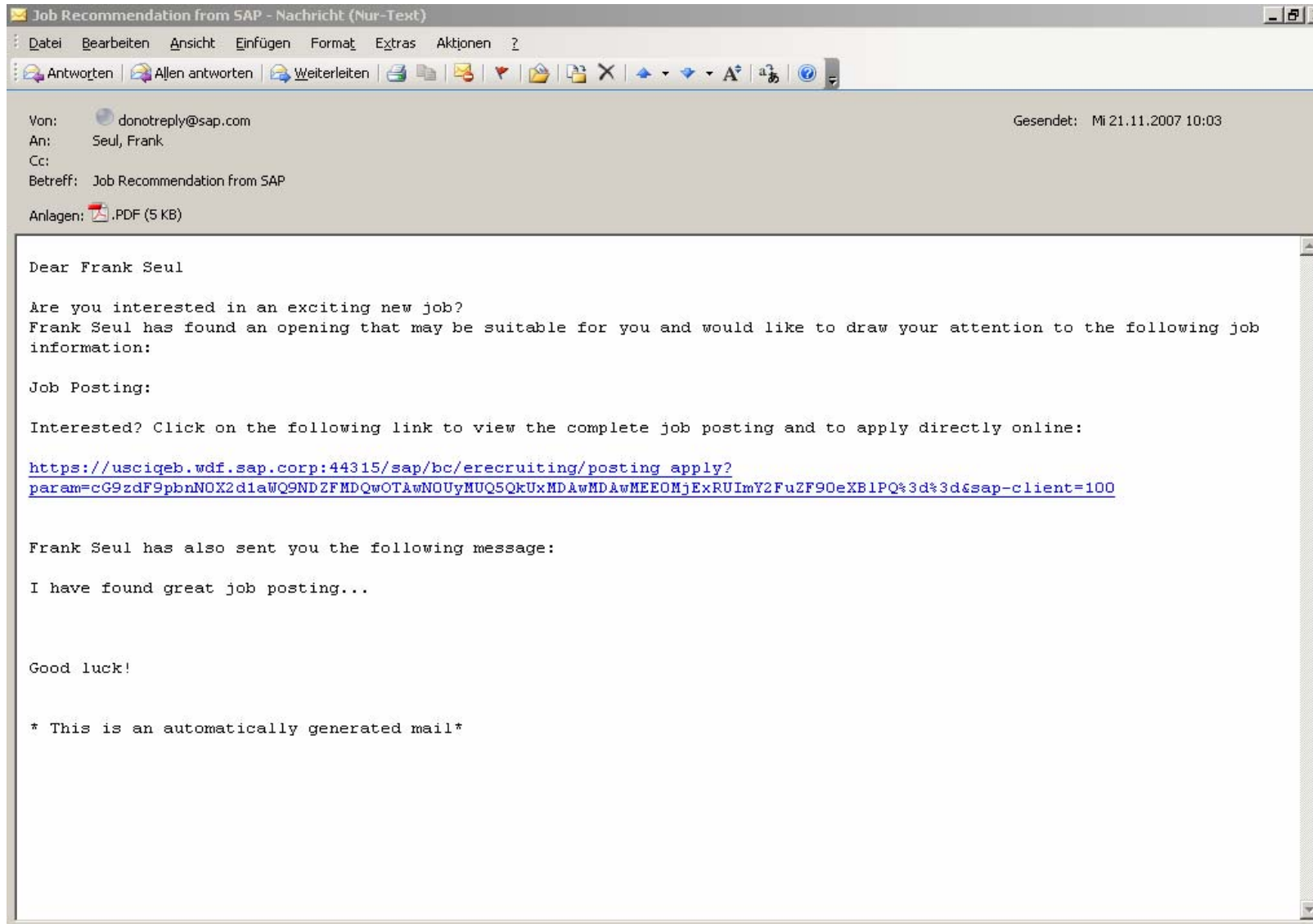
First Name of Sender:

Last Name of Sender: *

[Send](#) [Reset](#) [Close](#)

Done Local intranet

Candidate Services: Tell-A-Friend (e-Mail)



Candidate Services: Job Agent (entry)



Applicant Cockpit - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites

Address https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand?sap-client=100&sap-language=EN Go Links

SAP [Log off](#)

Overview Candidate Profile **Employment Opportunities**

Job Search Application via Reference Code Favorites My Applications **Job Agents**

Job Search

Are you looking for an interesting new job?
We are constantly looking for talented and motivated new employees who can contribute to the success of our company. Take a look at our employment opportunities!
You can restrict the search result by specifying search criteria

[Notes on Search](#)

Start **Reset** **Save Search Query** **Delete Search Query** **Save as Job Agent**

You can save your search criteria for later reuse
Search Query: -- No search query saved --

Full Text Search
Keywords:
Search Method: With at least one of the words

Search Criteria for Employment Opportunities
Functional Area:
Consulting
Controlling / Accounting / Financials
Customer Service and Service
DP / Computer Science
Country:
Germany
USA

Done Local intranet

Candidate Services: Job Agent (creation)



Applicant Cockpit - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Refresh Mail Print Word Pad Internet Options

Address https://uscqieb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand?sap-client=100&sap-language=EN Go Links >>

Job Search

Are you looking for a new challenge?
We have lots of different jobs on offer - come and have a look at our employment opportunities!
You can restrict the search result by specifying search criteria

[Notes on Search](#)

Start **Reset** **Save Search Query** **Delete Search Query** **Save as Job Agent** **Back to Overview of Job Agents**

You can save your search criteria for later reuse
Search Query: -- No search query saved --

Full Text Search
Keywords:
Search Method: **With at least one of the words**

Search Criteria for Employment Opportunities

Functional Area:
Consulting
Controlling / Accounting / Financials
Customer Service and Service
DP / Computer Science

Hierarchy Level:
Entry Level (Less than 2 Years Work Experience)
Management / Project Lead
Professional Level (More than 2 Years Work Experience)
Senior Level (More than 5 Years Work Experience)

Country:
Germany
USA

Done Local intranet

Candidate Services: Job Agent (creation)



Applicant Cockpit - Microsoft Internet Explorer

Address: https://uscigeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand?sap-client=100&sap-language=EN

Job Search

Are you looking for a new challenge?
We have lots of different jobs on offer - come and have a look at our employment opportunities!
You can restrict the search result by specifying search criteria

Start Reset Save Search Query

You can save your search criteria

Search Query: -- No search

Full Text Search

Keywords:

Search Method: With at least

Search Criteria for Employment Opportunity

Functional Area:

- Consulting
- Controlling / Accounting / Financials
- Customer Service and Service
- DP / Computer Science

Hierarchy Level:

- Entry Level (Less than 2 Years Work Experience)
- Management / Project Lead
- Professional Level (More than 2 Years Work Experience)
- Senior Level (More than 5 Years Work Experience)

Country:

- Germany
- USA

Save as Job Agent

To overwrite a job agent, select it in the table and then save it.

Enter a unique name for the job agent.

Name of Job Agent: * Consulting Germany

Frequency: Weekly

Active:

Saved Job Agents

Name of Job Agent
The Table does not contain any data

Save Cancel

Notes on Search

Job Agents

Done Local intranet

Candidate Services: Job Agent (overview)



Applicant Cockpit - Microsoft Internet Explorer

Address: https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand?sap-client=100&sap-language=EN

SAP Log off

Overview | Candidate Profile | **Employment Opportunities**

Job Search | Application via Reference Code | Favorites | My Applications | **Job Agents**

Job Agents

Data saved successfully

Would you like to receive notifications about interesting job postings?

Here, you see the job agents that you created so you can receive notifications about interesting job postings.

Job Agents		
Name of Job Agent	Job Agent Frequency	Status
Consulting Germany	Weekly	Active

Notify me by e-mail if the requirements in a job posting match the information in my profile.

The candidate will get e-mail notifications about interesting job postings.

Local intranet

Candidate Services: Hot Jobs

Recruiters definition of a “hot job”



SAP E-Recruiting - Microsoft Internet Explorer

Address: https://usciqeb.wdf.sap.corp:44315/sap(bD11biZjPTEwMCZkPW1pbG==)/bc/bsp/sap/hrrcf_start_int/application.do?rfcSpId=0003&rfcContext=HOT_JO

Job Posting

Personal Pages > Requisition Maintenance > Requisition > Job Posting

Job Posting Job Advertisement NC50004289 Status Draft

Job postings invite potential candidates to submit applications. You can publish the posting in a number of different posting channels.

Job Posting 1 Descriptions 2 Basic Data 3 Status 4 Data Overview 5 Publications

Data Overview

Publications

Data			
Reference Code	<input type="text"/>		
Posting Channel	For Internal Candidates		
Language	English		
Start Date	01/09/2008	End Date	MM/DD/YYYY
Status	Draft		
Hiring Date	<input type="text"/>		
Ranking	0.00		
Hot Job	<input checked="" type="checkbox"/>	Number of Existing Hot Jobs	1
Hot Job Start Date	01/09/2008	Hot Job End Date	01/31/2008

Save Cancel Generate Reference Code

Done Local intranet

Candidate Service: Resume Parsing



ATTENTION:
This is a “Partner Integration Service”; i.e. a customer using a parsing solution can integrate as shown on the screens.

Applicant Cockpit - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_int_cand?sap-client=100

Overview Candidate Profile Employment Opportunities

Resumes My Profile Personal Settings

Resumes

Do you want to update your profile by parsing your resume?

You can upload and parse a resume or simply attach a resume to your profile. If you parse your resume, your information will be automatically updated in the corresponding fields of your profile.

Resume Title	Profile Updated on
The Table does not contain any data	

Upload Parse Delete

Applicant Cockpit - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_int_cand?sap-client=100&sap-language=EN

Overview Candidate Profile Employment Opportunities

Resumes My Profile Personal Settings

Resumes

Do you want to update your profile by parsing your resume?

You can upload and parse a resume or simply attach a resume to your profile. If you parse your resume, your information will be automatically updated in the corresponding fields of your profile.

Resume Title	Profile Updated on
The Table does not contain any data	

Upload Parse Delete

Enter the following parameters to add the resume

Resume Title:

Language:

File: Browse...

Transfer Cancel

Candidate Service: Resume Parsing



The screenshot shows a web browser window titled "Applicant Cockpit - Microsoft Internet Explorer". The address bar shows the URL: https://uscqeb.wdf.sap.corp:44315/sap/bc/webdynpro/sap/hrrcf_a_startpage_int_cand?sap-client=100&sap-language=EN. The page content includes the SAP logo, a "Log off" link, and navigation tabs for "Overview", "Candidate Profile", and "Employment Opportunities". Under "Candidate Profile", there are sub-tabs for "Resumes", "My Profile", and "Personal Settings". The "Resumes" sub-tab is active, displaying the heading "Resumes" and the question "Do you want to update your profile by parsing your resume?". Below this, a paragraph explains the resume parsing process. A table lists the resumes, and buttons for "Upload", "Parse", and "Delete" are provided.

Resumes

Resume Title	Profile Updated on	Language
KARLS RESUME		English

Upload Parse Delete



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