



▶ The Challenge

Web Strategy: Build a section of the website geared towards recruiting from the outside and promoting internal career development while streamlining the recruiting process.

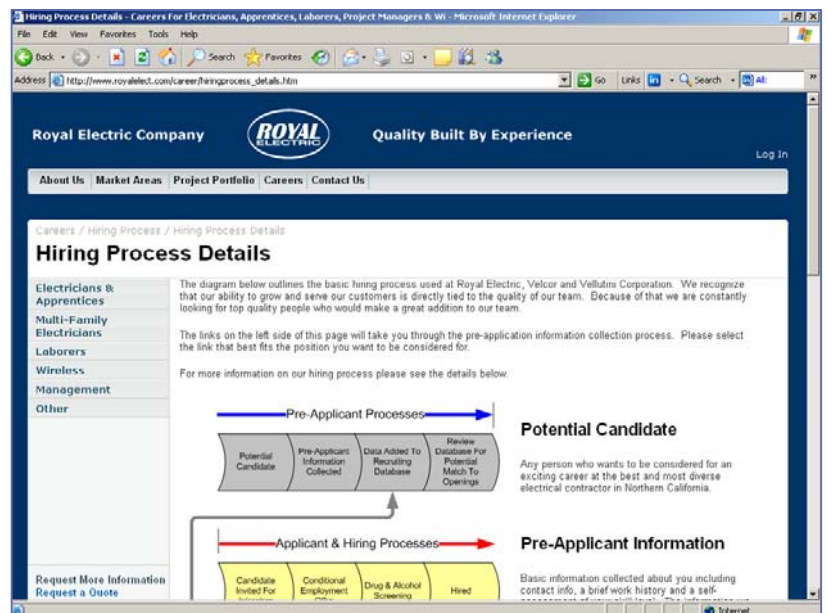
Rapid Recruiting: The initial challenge started many years before when there was a need to rapidly recruit and screen people to take advantage of a rapidly growing but volatile market.

Empowered Management: A process was needed to giving hiring managers key information they could use to make decisions without overloading them with the myriad of useless information that we want to gather from the application during the actual hiring process.

▶ The Solution

The first step was to streamline the recruiting process so that on the first cut we were able to get consistent and relevant information about what a persons skill levels were in various areas related to our business and how to contact them. That allowed hiring managers to search for someone "Located in Sacramento, High Level Of Experience With HDD, Class A Driver's License".

From there the interview process could take over but the interviewing manager had a structured format to go over with the candidate. In 2004 the process was adapted to the website at www.royalelect.com/career/careers.htm. This streamlined the process even more and has created a steady stream of applicants. The site attracted a lot of attention and was even recommended by an HR Consulting company to Dodge Phelps as something to look at as a model of "how it should be done."



The technology behind this website is relatively simple and a similar solution is both quick and cost-effective to implement. As someone who does a lot of interviewing I enjoy have a self-assessment done by the potential recruit so serve as talking points.

***Inquire About How This Solution
Could Help Your Organization***

