



# An Internal Recruiting Strategy

Key Elements Of Online Recruiting Strategy

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## Objectives of Internet Recruiting Strategy

- Suggested
  - Minimize Desktop Learning Curve
  - XX% Cycle Time Reduction
  - Single Interfaces
    - Posting
    - Searching
    - Media Planning and Execution
  - Maximize Candidate Percolation - Filtration

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# Cycle Time Reduction

- Goals, Targets, Schedules, Budgets
- Tradeoffs and Evaluations
- Cycle Time Reduction Plan

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## Top Issues and Decisions

- Backend Integration
- SSI Role Corporate Internet Recruiter
- Global Integration
- Company Participation
- Key Make Or Buy Decisions
- Business Model

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## Website

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy
- Website Development Plan

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# Posting Process

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy
- Posting Process Plan

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## Candidate Research (Sourcing)

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy
- Research Process Plan

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## Targeted Candidate Acquisition

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy
- Targeted Candidate Acquisition Plan

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# Media Research and Planning

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy Decision
- Media Plan

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# Traffic Development

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy Decision
- Traffic Development Plan

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## Training/ Implementation

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy Decision
- Training /Implementation Plan

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## Intranet

- Goals, Targets, Schedules, Budgets
- Vendor Review
- Tradeoffs and Evaluations
- Make or Buy Decision
- Intranet Plan

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# Vendor Integration and Management

- Goals, Targets, Schedules, Budgets
- Tradeoffs and Evaluations
- Make or Buy Decision
- Vendor Integration - Management Plan
  - Development
  - Ongoing Operations

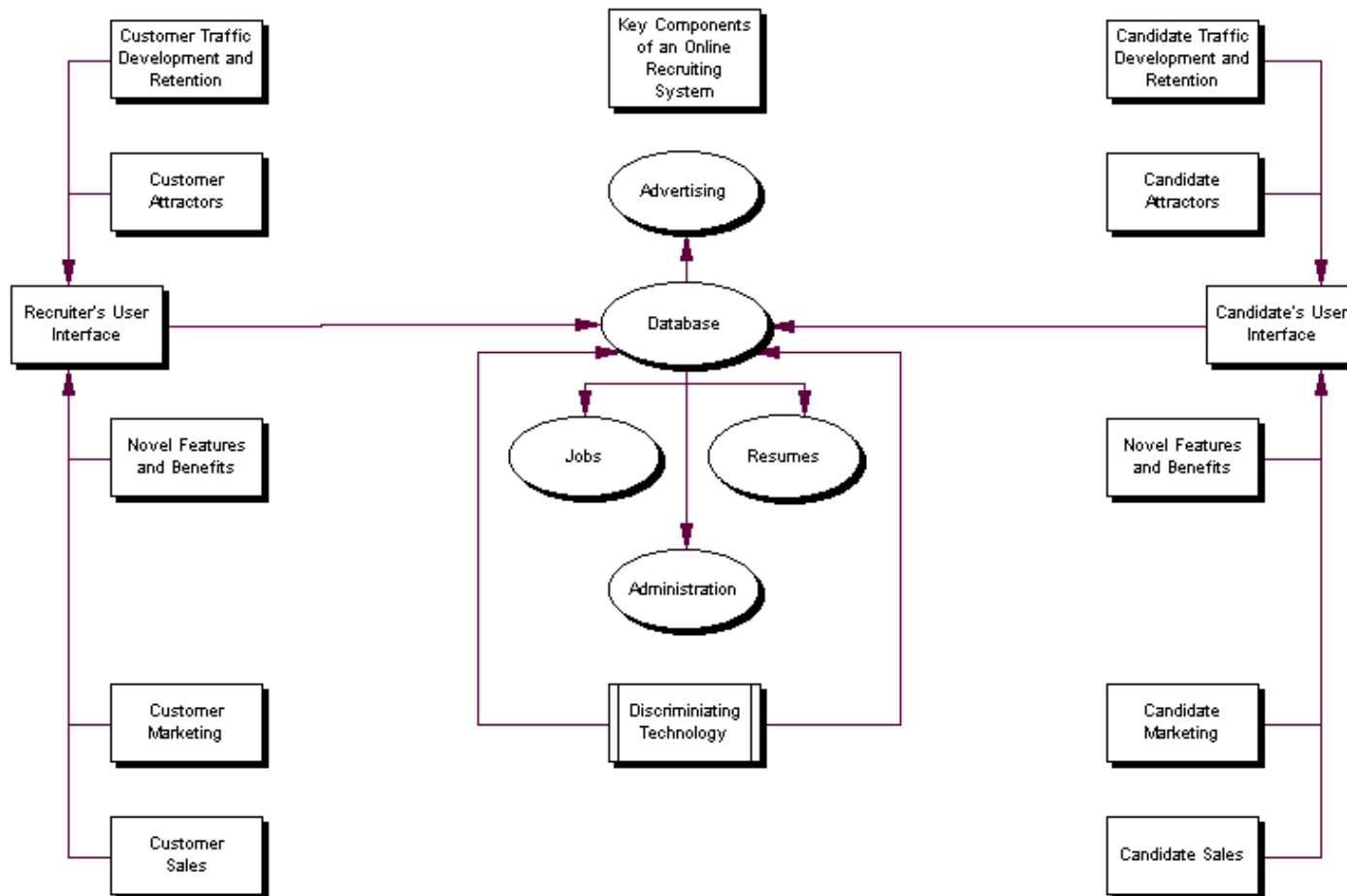
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# Online Recruiting: Key Components



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