

# e-Recruitment Needs Analysis Guide

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Helping the World – Delivering People Loving Technology  
to HR Professionals



I want a system that can be set-up quickly, as I don't have time for the frustration of a lengthy implementation process.

Subscribe-HR's Job Board is deployed the instant you subscribe to your 7 Day Free Trial, or you become a Subscribe-HR customer. You get real peace-of-mind from using a solution that enables rapid realisation of your Return on Investment. This will ensure you feel at ease with justifying the cost of Subscribe-HR to your CEO or Managing Director. Subscribe-HR is deployed with an automatically generated SEO based url: companyname.jobs.subscribe-hr.com. Not only this, you can easily customise the colours of your Job Board and update your company logo.

I have limited ability to Report on key Recruitment based information such as Cost of Recruitment, Best Source of Candidate in terms of Cost and Quality, Time to Hire by Vacancy. I feel very frustrated by this because it takes me too long to perform recruitment reporting.

You can easily and quickly run key Reporting in Subscribe-HR, with no fuss. This gives you the peace of mind of being able to report on key information so that you can make decisions quickly and justify your e-Recruitment spend. This information can be used in board and management reporting.

The amount of time it takes me to communicate with applicants is too long. However, when I am recruiting I don't have time to do much else.

The relief of using Subscribe-HR's e-Recruitment solution allows you to focus on strategic issues rather than sorting through CV's and sending e-mails to applicants to inform them of where they are at in the recruitment process. Each stage of the recruitment process is managed efficiently and effectively with the click of a button. No matter what your process is, administration and brand management seamlessly managed for you, giving you the freedom to focus on what's really important as opposed to getting bogged down by administration.

Sifting through CV's just isn't productive, needless to say it is mind numbingly boring.

With auto scoring, you're instantly focusing on the best Talent for your Jobs. By setting up questions and allocating scores to the responses, you will be able to find the right people rapidly, using auto scoring.



The amount of time I spend answering calls from Applicants about their applications is distracting. I should be doing more productive things with my time.

Allowing Job applicants to view their own Vacancy history, enables you to provide a professional, timely service to them, increasing the positive impact of your brand and allowing you to become more strategic with your time. At each stage of the recruitment process, your solution allows you to automatically inform applicants about information they may be waiting for days to hear about without recruitment automation. No more anxious waiting.

I want a system that matches my desire to innovate. A multi channel marketing approach is what I want to implement so I can make a difference to the business.

The new frontier of recruitment is based on tapping into passive candidate pools as well as active ones. You can now use your creative flair and deliver marketing initiatives into Social Media, Jobs Boards and well as utilising your own TalentCubes, which means empowering your marketing spend and making your business more productive. Automatically match applicants with vacancies and instantly send them notification about their next dream position with your organisation.

I wish I could empower Managers with Hiring their own people and then I could focus on core activities.

Your Managers can now access their own data and make their own hiring decisions. This means that you will have better hiring outcomes and the Managers' hire satisfaction will increase drastically. Have meaningful Talent Management conversations.

I do use LinkedIn for hiring but I am not sure if I use it effectively.

Utilising LinkedIn's, Apply with LinkedIn and Social Job Sharing / Crowd Sourcing, drastically improves your time to hire and brings you to the cutting edge of brand management. Through innovative hiring initiatives, you exercise your creative HR talents.

I still want to use the traditional Job Board hiring tools

Your traditional Job hiring channels are maintained with integrations into Seek, Adzuna, CareerOne and Indeed. It's a part of the hiring mix. Automate your Job Requisition process through management and then Post to the relevant Job Boards.



I have so much Recruitment and Applicant data, though it is hard to find information that I need so I can use it to make decisions quickly.

Big HR Data is at the forefront of your HR focus, and by harnessing the power of this data, your seat at the Board table is assured. By being able to provide dynamic search feedback as part of your decision making processes, HR becomes an even more critical part of the business. Data mining, now at your convenience.

I have so much applicant information, I wish I could use it in some way.

Applicant data from previous vacancies is invaluable. It can be used to set definitions against, so that these people can be invited to apply for new vacancies that they are a good fit for in the future. Imagine how much more productive and efficient your recruitment processes can be, with access to so much information. It's liberating.

Setting up interviews takes so much time and concentration, you know, with co-ordination.

Now, with Interview timeslot management and Applicant auto interview selection, your Interview Administration management is seamless. Just let technology take away the burden of scheduling and communication.

Wouldn't it be nice to be able to automatically send out Employment Contracts and get digital sign-off by an Applicant.

Your e-Recruitment solution can be set-up to send out employment contracts automatically. They can be checked, sent and then signed-off by the Applicant using an auto-generated security code. Such an amazing amount of administrative time can be saved. It's a breath of fresh air.



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Australia's leading provider of cloud based e-Recruitment and  
Core Human Resource Management Software for medium sized enterprises

# About Subscribe-HR

Subscribe-HR is Australia's leading provider of cloud based e-Recruitment and Core Human Resource Management Software-as-a-Service Solutions, for medium sized enterprises. These solutions have been specifically designed to deliver unbeatable Features, Flexibility, Business Benefits and Freedom. No Complexity or Hard Costs. Choose only the solution your organisation needs and pay by the month based on the size of your business. All delivered instantly and seamlessly over the Internet.

Experience Subscribe-HR's people loving technology for yourself,  
take a 7 day Free Trial

**FREE TRIAL**

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