Agenda

• Introduction to the Recruiting Workgroup, Mandate
• JSON 4.2 Release
• Next Focus
• Issues and Opportunities
• Discussion
Mandate

- Recruiting Workgroup is focused on the data exchange schemas related to the numerous related activities of filling a position opening with a candidate.

Participants

- Andrew Cunsolo – Workgroup Lead (Talemetry)
- Sascha Juchem – Schema Editor (Milch und Zucker)
- Also from HRNX, EY, Harbinger Group, Swedish Public Employment Agency
4.1.1 JSON Release

- Documentation: http://docs.hropenstandards.org/specifications/recruiting/Home

Main Schemas:
- PositionOpening
- Candidate
Current Focus
• 4.2 Upcoming Release (JSON, XSD)
• SearchDocument
• Candidate, PositionOpening maintenance and community feedback

Next Prioritized
• To be decided by the Workgroup
• JDX Extensions
• Resume/CV JSON
• Flexible Application
• Support of Contingent Staffing work
Opportunities

• JDX Project – how to model in flexible model for Competency-based search/match (SKOS?)
• Modelling intersection with other standards bodies (Credential Engine, PESC, etc.)
• Recruiting support for Staffing and Contingent Workforce – how to leverage and extend Candidate and PositionOpening
Discussion

• SearchDocument – Current State, sample use case 1c
• Current 4.2 Issues under Review (extended AssociatedPositionPostings, ProcessHistoryItems)
Meetings
• Wednesdays at 10am ET
• All HR Open Standards members are welcome to participate!

• Contact Kim (kim@hropenstandards.org) or Andrew (acunsolo@talemetry.com) to join
Tools – Github Source Code

```json
{
  "$schema": "http://schema.hropenstandards.org/4_0/common/json/meta/hros.json",
  "version": "4.0.1",
  "title": "CandidateType",
  "description": "A person who is requesting consideration or is being considered for a current or future position at a company.",
  "definitions": {
    "candidatePersonType": {
      "title": "CandidatePersonType",
      "description": "A collection of demographic and personal data about a candidate -- a person being considered for, or who has other type": "object",
      "allOf": [
        { "$ref": "../../common/json/person/PersonBaseType.json" }
      ]
    }
  }
}
```
Tools – Github Wiki

Recruiter reviews candidates associated with the job and chooses one to hire. The ATS then transfers the data associated with the candidate in the ATS (such as a name, communication, work history, education history, attachments, etc) to the HRIS. The HRIS may then create a record and the recruiter may do additional steps to prepare the candidate for hire.

Actors

There are a few actors involved in this use case, including:

- Candidate / Applicant
- Recruiting System - also referred to as an Applicant Tracking System (ATS)
- Human Resource Information system (HRIS) - In this example, the HRIS is not being used for the recruiting activities.
- Recruiter

Narrative

Jane Smith, an applicant, finds an interesting position on an ATS Career Site for a Software Developer. She completes an application process to express interested on the ATS. Later, John Brown, a recruiter, reviews all applicants for the position and after a lengthy process selects Jane as the person to hire. The ATS then transfers Jane (and her associated data gathered in the ATS) to the HRIS where John can then complete any remaining steps to hire Jane.

Use Case Diagram

Use Case 1: Transfer of Candidate Data from ATS to HRIS
Tools – Github Issue Tracking / Backlog

- Ability to specify offered hours
- AcademicCreditHourSummary
- Remuneration in PositionHistory in Candidate
- How to indicate relocation in PositionOpening
- Attachment or AttachmentReference for DisabilityType
- Employment Visa or Permit
- Need a way to specify referral information in candidate
- SearchCriteria - contains operator
- Potentially missing properties in CandidateType