Improving efficiency and accuracy in the recruitment process

JobMatchProfile

Intelligent candidate ranking by skills, experience, and personality – ApplicantTracker

Garuda
Research Institute

Focus on qualified candidates only

JobMatchProfile is an online, browser-based recruitment tool that streamlines and optimizes your company's reception, administration, and ranking of applications. Set up job requirements and choose how you want to weigh experience, education, and personality. The system then compares and ranks all applicants in accordance with those requirements. You no longer have to read or skim all CVs and cover letters – instead, you only have to concentrate on the highest ranked and most qualified candidates.

JobMatchProfile contains:
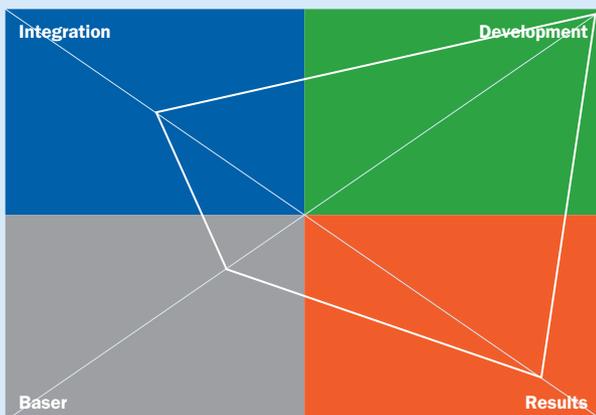An ApplicantTracker, which automatically collects, replies, and organizes unsolicited and speculative applications.

A JobMatch pre-selection system with 3 modules:
- Ranking of candidates in accordance with job requirements and prioritized competences such as professional experience, education, sector/industry experience etc., or any category added by you.
- Ranking of candidates in accordance with personality and work focus pre-defined by you (see model and read further at jobmatchprofile.com)
- A semi-automatic email system handling all communication with candidates in a few clicks.

A selection board communication system where anyone involved in the recruitment process has online access to candidates, reports, and uploaded files, and is able to share comments and assessments in a closed forum.

The Focus Model

In every organization, department or group, four basic types of tasks need to be taken care of in order for things to run smoothly. Four areas that you can focus on more or less, as an individual.

Integrator tasks
Ensuring cooperation and communication.

Developer tasks
Ensuring renewal and strategic development.

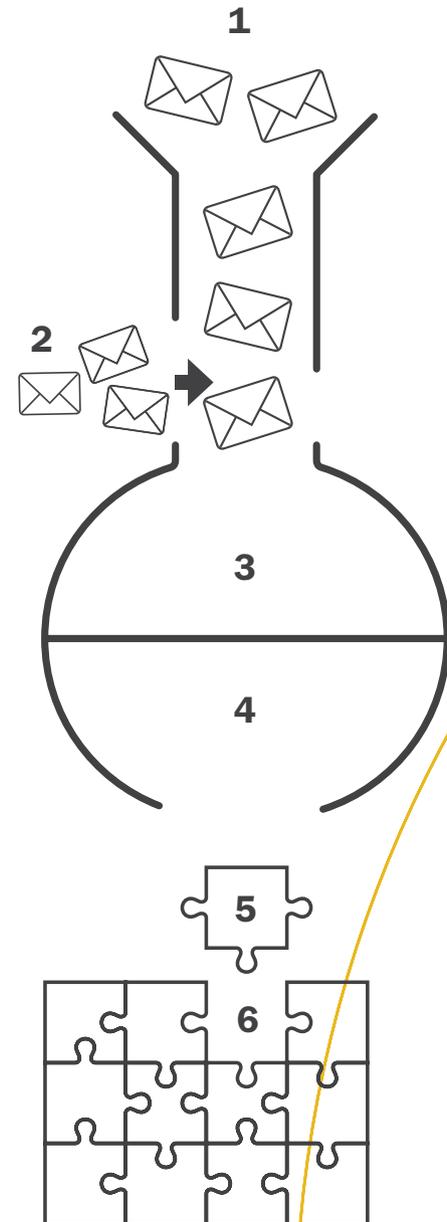**Basic tasks**
Making sure basic tasks are taken care of.

Result oriented tasks
Showing initiative and creating fast results.

After completing the JobMatchProfile questionnaire, a person's work focus will be illustrated in a model like the one shown here. This way you get a clear overview of how the person focuses on the four different areas of the Focus Model. Each person's profile is compared with the ideal profile for the job as part of the ranking process.

How it works

1. Applicants are guided to the job in JobMatchProfile by a link posted on your company's website and job boards. The applicants fill out a questionnaire on competences, education, and experience as well as a personality profile about their work focus.

2. ApplicantTracker:
   Collects, replies, and organize unsolicited and speculative applications. Qualified candidates are automatically invited to apply when a new job with matching qualifications is posted.

3. Candidate competences and experiences are compared to pre-defined job requirements, which have been prioritized through a unique star system.

4. The candidate's personality profile is compared to pre-defined ideal profile.

5. JobMatchProfile generates a ranked list of candidates. The most qualified are on top and you (and your online Selection Committee) need only read the CVs and applications from the top 5 to 10 candidates.

6. The top 2 or 3 candidates are invited to an interview. Aided by candidate reports on competences and personality you will have the right questions ready, and find the perfect match for your company.

What do you get out of using JobMatchProfile?

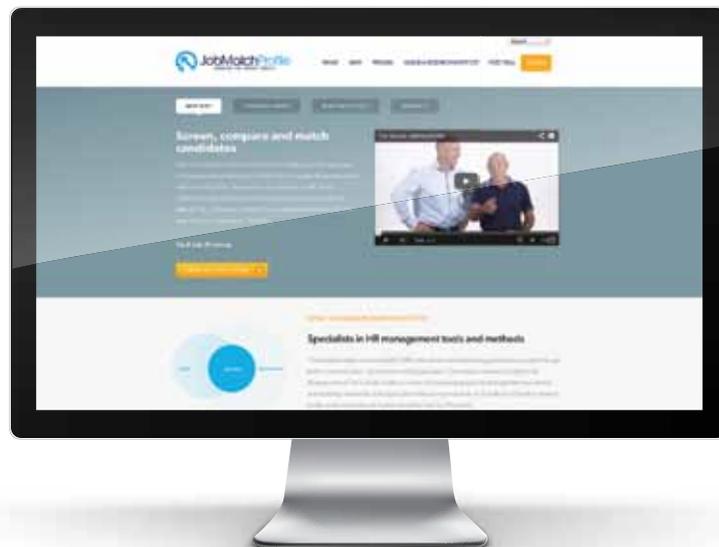JobMatchProfile eases the workload for the manager and recruiter in several ways:

• Receiving, answering, organizing, and ranking of applicants happen automatically and according to your company needs.

• You only need to focus on the top candidates – JobMatchProfile communicates with the rest.

• You no longer have to waste time on interviews with candidates who have great looking CVs but do not have the right personality and work focus to be successful in the job.

JobMatchProfile is hosted by Garuda Cloud and is ready-to-use; there is nothing to install, maintain, or integrate with your existing systems. JobMatchProfile allows easy importing and exporting of existing candidate data.

Try now – free and fully functional

Try JobMatchProfile for 3 months, for free
and with no obligations.

Start now at jobmatchprofile.com