

Case study: E-recruitment portal dorsetforyou.com



Overview

The proposed portal will provide a single site where job seekers can access useful recruitment related information as well as find clear links to all of the various public sector organisations vacancies from within the County of Dorset.

From the users perspective it is easier for the candidate and enables the employer to focus resources on selling the area as well as specific professions/ occupations.

Whilst working collaboratively each organisation benefits from:

- Cost savings on site development through economies of scale
- A strong collective public sector / not for profit sector employer brand
- Coordinated action to address skills shortages
- Career paths defined within the sector as a whole

The solution

Tribal have designed, built and will maintain the state of the art, compliant web site that utilises all of the latest technologies to keep the general public informed of all the latest information and news around public sector employers within the County of Dorset.

The browser-based content management system enables partners to efficiently manage the content web site. The essential 'template' of each page i.e. where the navigation sits provides the framework for each page. The content, including images, downloads etc can be decided on a page by page basis by partners with support from Tribal if required. With no web designer required to update pages, site content is simple to manage, is delivered immediately and without risk of causing problems on the site.



Accessible and inclusive

It's important to note we have an ethical and legal obligation to create web platforms that are inclusive and accessible. We make every effort to ensure that the websites we develop are usable, inclusive and accessible regardless of disability/ability.

To ensure the same level of experience for as many people as possible we build interoperable websites using WAI recommendations and standards-compliant design technologies.

In conclusion we build and design our websites to a very high standard, ensuring the same functionality across various browsers and operating systems. Our websites are clean, elegant, fast loading, hand-coded business solutions that adhere to WAI AA standard as set out by the World Wide Web Consortium.

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Key features and functions

Tribal have built management functions designed to fit with partners processes that provide a successful common platform for all participating organisations, they include:

- Post jobs instantly via simple self-service job uploading process
 - Multiple attachment capability - unlimited documents can be attached to each vacancy, including full colour application packs
 - Application management - a complete audit trail of online applications
 - Recruiter activity audit trail measures the success of recruitment campaigns and monitors applications from minority or other groups
 - Comprehensive Management Information on all aspects of job posting and application process
 - Employer brochure pages
 - Interoperable with leading ERP/HRIS systems
- Candidates Tools help jobseekers search for jobs and manage the applications they make:
- Jobs-by-email - candidates register to receive jobs that match their preferences as they get posted on the site
 - Quick and advanced search options
 - Save jobs - vacancy details can be stored and revisited at any time
 - 'Once-only' application form - saves up to an hour per application. Candidates' details are stored automatically when an application is submitted for the first time, so when applying for other jobs most sections are completed automatically
 - Application history - candidates can save incomplete applications, complete them when it suits them and review applications before interviews
 - Email closing date reminders sent for incomplete applications or jobs a candidate has saved to prevent them missing deadlines
 - Send to a friend referrals
 - Speculative candidates, keen to work for organisations in the region can register their interest
 - Fully accessible - AA/Priority 2 compliant conforming to DDA and recognised e-standards

Tribal Group offers consultancy, support and managed services to over 2,500 public sector organisations, including local authorities, housing associations, schools, colleges and universities, NHS trusts and health authorities, central government departments, and the voluntary and not-for-profit sector.