



# HR Open Standards Recruiting Workgroup

April, 2019

## 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 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

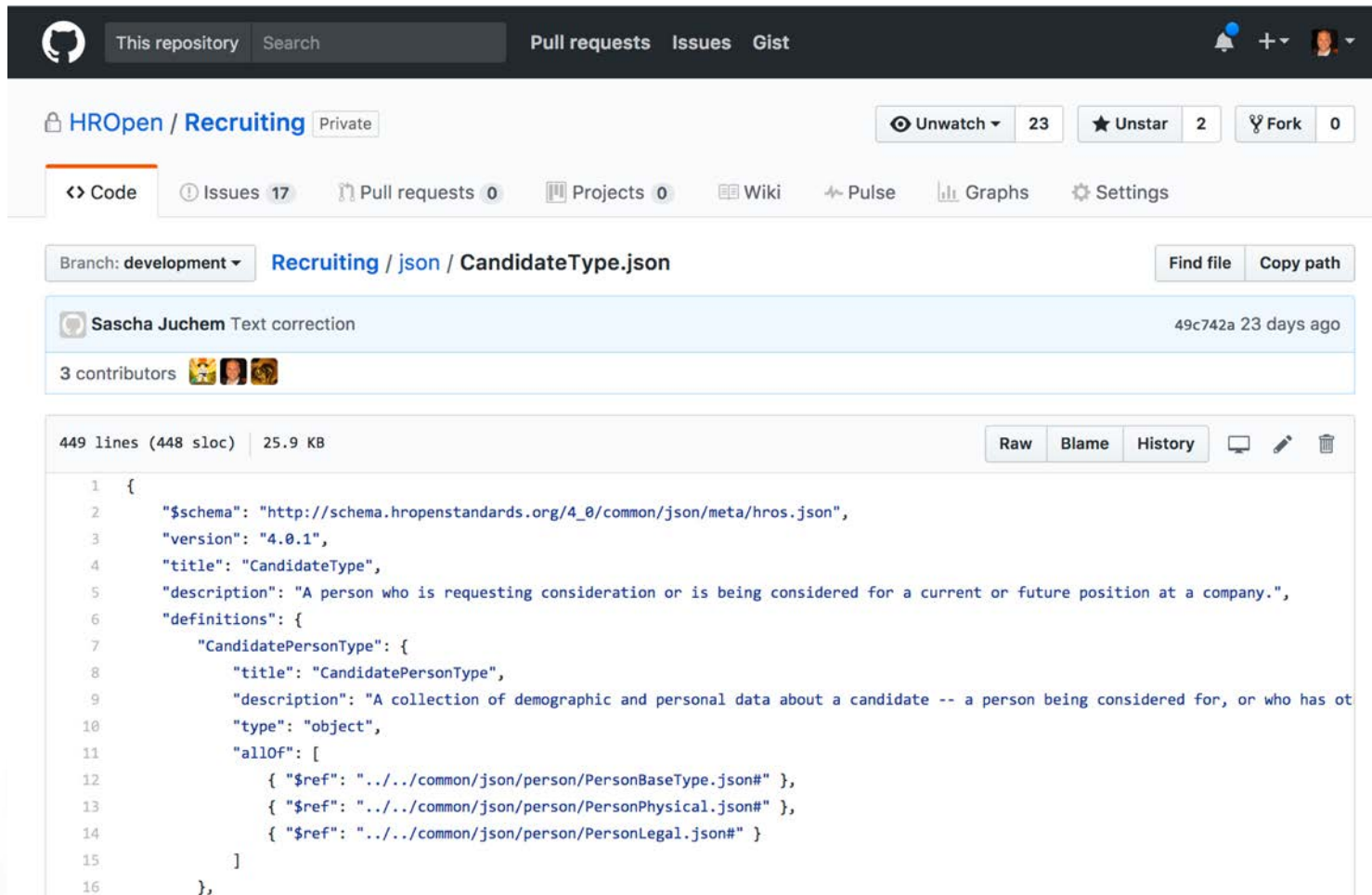
- SearchDocument – Current State, sample use case 1c
- Current 4.2 Issues under Review (extended AssociatedPositionPostings, ProcessHistoryItems)

## Meetings

- Wednesdays at 10am ET
- All HR Open Standards members are welcome to participate!
- Contact Kim ([kim@hropenstandards.org](mailto:kim@hropenstandards.org)) or Andrew ([acunsolo@talemtry.com](mailto:acunsolo@talemtry.com)) to join



# Tools – Github Source Code



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Branch: development Recruiting / json / CandidateType.json Find file Copy path

Sascha Juchem Text correction 49c742a 23 days ago

3 contributors

449 lines (448 sloc) 25.9 KB Raw Blame History

```
1 {
2   "$schema": "http://schema.hropenstandards.org/4_0/common/json/meta/hros.json",
3   "version": "4.0.1",
4   "title": "CandidateType",
5   "description": "A person who is requesting consideration or is being considered for a current or future position at a company.",
6   "definitions": {
7     "CandidatePersonType": {
8       "title": "CandidatePersonType",
9       "description": "A collection of demographic and personal data about a candidate -- a person being considered for, or who has ot",
10      "type": "object",
11      "allOf": [
12        { "$ref": "../../common/json/person/PersonBaseType.json#" },
13        { "$ref": "../../common/json/person/PersonPhysical.json#" },
14        { "$ref": "../../common/json/person/PersonLegal.json#" }
15      ]
16    },

```

# Tools – Github Wiki

[GitHub, Inc. \[US\] https://github.com/HROpen/Recruiting/wiki/candidate\\_uc001](https://github.com/HROpen/Recruiting/wiki/candidate_uc001)

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 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:

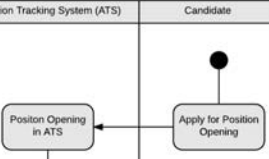

- [Candidate / Applicant](#)
- [Recruiting System](#) - also referred to as an Applicant Tracking System (ATS)
- [Human Resource Information system \(HRIS\)](#) - In this example, the HRIS is not being used for the recruiting activities.
- [Recruiter](#)

## 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**

Recruiter	HR Information System (HRIS)	Application Tracking System (ATS)	Candidate
			

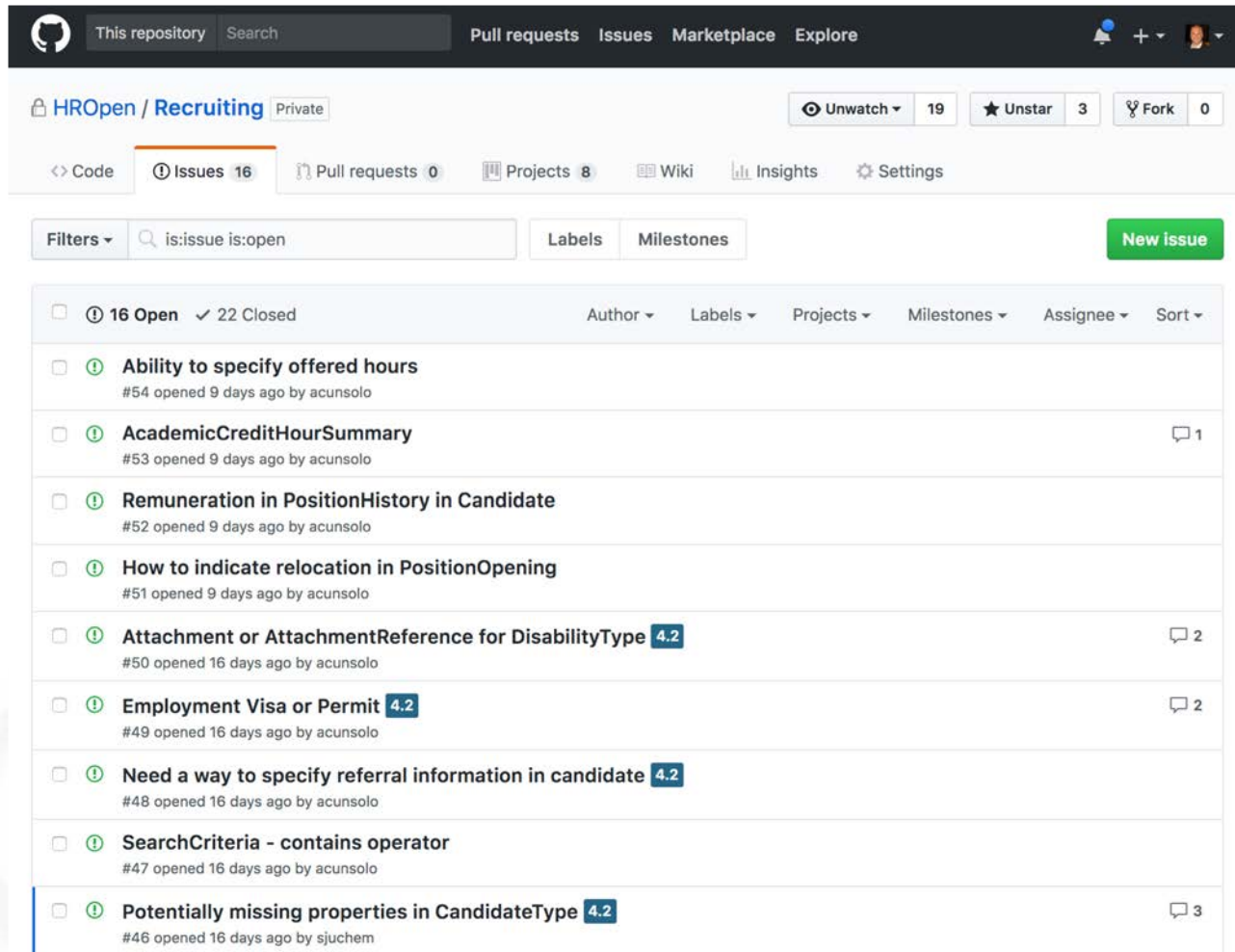
- [Implementation Considerations](#)
- [WIP](#)
  - [Application](#)
  - [PositionOpening](#)
  - [Resume/CV](#)
  - [SearchDocument](#)
  - [Meeting Minutes](#)
  - [Parking Lot](#)
  - [Implementation Considerations](#)
  - [LEGACY \(3.3\) Use Cases](#)
    - [Candidate Searching for Open Position](#)
    - [Candidate Applying for a Position](#)
    - [Recruiter Searching for Candidates](#)

**Clone this wiki locally**

<https://github.com/HROpen/R> 

 [Clone in Desktop](#)

# Tools – Github Issue Tracking / Backlog



This screenshot shows the Github interface for the 'HROpen / Recruiting' repository. The repository is private and has 19 watchers, 3 stars, and 0 forks. The 'Issues' tab is active, showing 16 open issues. The search filter is 'is:issue is:open'. The issues list includes:

- Ability to specify offered hours** #54 opened 9 days ago by acunsolo
- AcademicCreditHourSummary** #53 opened 9 days ago by acunsolo
- Remuneration in PositionHistory in Candidate** #52 opened 9 days ago by acunsolo
- How to indicate relocation in PositionOpening** #51 opened 9 days ago by acunsolo
- Attachment or AttachmentReference for DisabilityType** 4.2 #50 opened 16 days ago by acunsolo
- Employment Visa or Permit** 4.2 #49 opened 16 days ago by acunsolo
- Need a way to specify referral information in candidate** 4.2 #48 opened 16 days ago by acunsolo
- SearchCriteria - contains operator** #47 opened 16 days ago by acunsolo
- Potentially missing properties in CandidateType** 4.2 #46 opened 16 days ago by sjuchem