

e-Recruiting: Recruit Top Talent

From flexible sourcing of candidates to Human Resources integration, Lawson® delivers a superior solution that can change the way you recruit today and in the future

At-a-Glance

Today's job hunters demand tools that simplify and accelerate their job search. Recruiters, in turn, need solutions to overcome the inefficiencies of hiring and help in quickly identifying high quality candidates. Lawson e-Recruiting is a solution that benefits both those who are looking for jobs, and those looking to fill them.

e-Recruiting is a Web-based recruitment management system designed to help dramatically reduce the time, effort and expense it takes to locate and hire the very best candidates — before your competition does. e-Recruiting features an intuitive interface that makes the application process easy for the candidate. For the recruiter, it sources prospects, ranks and scores candidates, manages relationships with promising applicants and submits job offers. e-Recruiting works together with the Lawson Human Resources Solution, giving you a single point of entry for all critical data.

Lawson Delivers

Much more than an online resume-gathering tool, e-Recruiting extends your hiring reach by building a pool of qualified candidates from multiple sources. Lawson e-Recruiting assists you in sifting through the results and providing a preliminary assessment and interview of each applicant to determine the degree to which the skill set matches the position requirements. The pre-screening helps minimize the efforts of candidates because they submit their information just once, and helps hiring managers by identifying only those applicants who are qualified for the position. Candidates receive communication on the status of their application through automated letter or e-mail notifications.

Currently, can you:

- Attract candidates with an easy-to-navigate online interface?
- Provide user-friendly features that appeal to job hunters, such as e-mailing job descriptions to friends and colleagues?
- Offer recruiters rapid notification when candidates match an open requisition?
- Automatically score, rank and pre-qualify candidates to provide hiring managers with a list of qualified applicants?
- Point to reduced costs in your hiring process, including advertising, administrative and hidden expenses?
- Integrate your requisition planning and approval with your recruiting efforts?

If not, consider how Lawson e-Recruiting can help your organization.

Benefits

In today's recruiting market, Lawson e-Recruiting helps you:

- Attract the most qualified candidates quickly by providing them with an intuitive, easy-to-navigate interface
- Reduce hiring costs and time-to-hire cycles by matching candidates with positions, then ranking and scoring them according to the knowledge, skills and abilities defined as required for the position
- Improve your ability to determine early on if a candidate fits your organization's profile for success through a preliminary assessment and online interview process
- Provide a single point of entry for all employee data from candidate to retiree via integration with Lawson HR solutions

Features

Lawson e-Recruiting is designed to make the job search easy for candidates while providing recruiters with the flexibility to work in the manner that best suits them. Key features include:

■ Efficient Sourcing

- e-Recruiting expands your hiring reach to Internet job boards and premium job posting sites
- Search your database for qualified individuals who have previously submitted their profiles

■ Flexible Application Options

- Candidates can complete an online application or, if you prefer, they can choose the Express option requiring minimal data entry with an attached resume

■ Effective Ranking and Scoring Process

- Candidates identify their skills and are assessed against profiles designed by your recruiters
- Prospects are ranked and prioritized based on the knowledge, skills and abilities defined by the recruiter, reflecting the degree to which the candidate matches the job criteria
- Online interviews help ensure candidates match your company's culture and can be tailored to specific positions

■ Targeted Communication

- Recruiters are notified via e-mail (or pager) when a candidate matches an open position so immediate action can be taken

■ Consistent Relationship Management

- e-Recruiting helps hiring professionals manage key relationship-building activities such as:
 - Scheduling interviews
 - Sending correspondence (e.g., e-mail, newsletters)
 - Providing reminders for follow-up activities (e.g., phone calls)
 - Sending offer letters and simultaneously updating other activities

Contact Lawson

For more information about Lawson e-Recruiting or other Lawson business solutions, call 1-800-477-1357, direct at +1-651-767-7000, international at +44 (0) 1344 360273, or visit www.lawson.com.

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