

Recruitment - Support Staff

Done	Activity		Responsibility
	Determine need to fill position		HM
	Determine min. salary	HM and HR confer	HM
	Develop or update the job description.	HR can provide assistance in determining minimum and preferred qualifications.	HM
	Create Posting in PeopleAdmin	Posting goes through proper approval process	HM
	Post Position on the Web		HR
	Advertising	Draft ad and work with the HM on cost and final approval HR will pay for 1 st run of Ad.	HR
	Paper Screen & Forwarding Applications	HR will identify all candidates that meet the minimum qualifications and send those that do to the hiring manager (through PeopleAdmin) for review.	HR
	Phone Screen	If asked by the HM, HR will screen top candidates – <u>HM must change status in PeopleAdmin.</u>	HR
	Scheduling Interviews	Provide a list of dates and times for the interviewing to take place	HM
		Contact candidates/schedule the interviews	HR
	Interview		HM
	Salary Determination	HM/HR confer	HM/HR
	Reference Check	Conduct 2 reference checks on the top candidate. Reference checks must include previous supervisors.	HR
	Offer	Confer on offer	HM/HR
		Extend offer to candidate	HR
	Back End	Adjust the status of all candidate not selected in PeopleAdmin	HM
		Designate position as filled and close in PeopleAdmin – this process notifies those candidates not selected.	HR
	New Hire Packet	Send out New Hire Packet. – Offer Letter, Benefits Handout, I9, W4, Direct Deposit, Reciprocity, P-file	HR
	New Hire Email	Send out New Hire email	HR
	Create Personnel File		HR