

e-Recruitment solution



It will save the University

2.2 million AED

for both licenses and support fees
for the next ten years

“ It supports the green IT initiatives

In an increasingly competitive world, one of the University's key aims is to maintain its status as a leading higher education employer by continuously attracting, recruiting and retaining high quality staff and faculty members. Thus, a greater emphasis on the UAEU brand ought to be a key marketing tool that will help engage potential applicants and establishing a reputation that UAEU is a great place to work. With this in mind, the UITS is developing in-house new online recruitment system designed to improve the University's image as a prospective employer and utilize technology to streamline the recruitment process for both applicants and the University hiring departments.

The new online e-Recruitment solution will fully integrate with the University's Enterprise Systems such as Banner and Active Directory. It will not only provide a solution that will satisfy the University community needs, but it also offer considerable cost saving by increasing efficiency and reducing administrative costs.

Additionally, it is expected that the new e-Recruitment solution will replace the current third party solution which neither provides the desired functionality nor integrates with the University's Enterprise Systems. This solution is projected to save the University 2.2 million AED in both licenses and support fees over the next ten years.

The e-Recruitment Project is currently in the User Acceptance Testing phase and expected to go live on December 20th 2012.

Some of the additional expected benefits of developing e-Recruitment in-house are:

- Reduction of the time to hire
- Reduction of the cost per hire
- Reformation of the University's brand image
- Ability to recruit more effectively from the global market
- Streamline the recruitment procedures and minimize the time spent in administration
- Enable the recruitment team to spend their time on issues that will add value to the university
- Improved communication and service delivery to internal/external customers
- The management of information will become easier, more accessible and focused
- Use of less paper thus supporting the University's Environmental Policy and UITS green IT initiatives
- Integrated with University's Enterprise Systems

By: Mahdi Ismail