



The Premier Recruiting Management System
To Optimize, Simplify and Grow Your Recruiting Process

Lower Costs and Increase the Quality of Each Hire

- Hire the best people as quickly and cost-effectively as possible.
- Shorten your hiring cycle time by as much as two weeks.
- Reduce your cost-per-hire by 25%.
- Lower your agency fees by 50%.
- Easily manage the massive influx of data from multiple sources.

"Advertising is a reactive and creative environment. So when we hire, the process is fast and furious — from entry-level assistants to high-level executives, production experts and creative directors — recruiting efficiently counts. OpenHire centralizes every candidate's information and puts that data in the hiring manager's hands. From the requisition approval process to the final hire, everything is documented and compliant — saving us time and money. OpenHire helps Zimmerman build the right team."

- Susan Rehak,
Recruitment Manager
Zimmerman Advertising

Since 1998, recruiters have used OpenHire™ to find and track premier talent, while driving down recruiting costs. OpenHire's automated system allows recruiters, hiring managers and human resources personnel to focus on core recruiting activities while minimizing costs and administrative processing. Effective candidate tracking and reporting tools allow managers to carefully control referral agencies, reduce fees and increase the quality of each hire.

Practice Intelligent Recruiting

Cast the widest net possible. Focus your time and resources on attracting best-fit talent instead of on manual tasks such as posting jobs and processing resumes. OpenHire frees up recruiters by managing resumes from multiple sources and automating job posting to job boards, corporate sites and intranets. Customized job-specific questions enabled thorough pre-screening and advanced knowledge base search options make retrieval of candidates quick and thorough.

Lower Recruiting Costs

Centralize your recruiting into one system that reduces data entry, eliminates processing service fees and controls agency fees. OpenHire integrates with e-mail, online job boards, corporate job sites and internal intranets, eliminating costs normally associated with importing resumes. Recruiters do not have to pay someone to hand-key resumes into a database. By screening candidates that come from referral agencies, recruiters also avoid paying for candidates who are already in their knowledge base.

Work Smarter, More Efficiently

Gain valuable insight into resource allocation, EEOC compliance and overall ROI from your recruiting process. OpenHire's array of real-time reports let you quickly evaluate every source of job candidates and plan effective recruiting strategies. Each report provides hard data to give 360-degree support to the recruiting process, including vendor negotiations, resource allocation, management reporting and EEO/OFCCP compliance auditing.

Streamline Workflow

Quickly and easily identify viable candidates and move them through the hiring process. OpenHire provides a central source to communicate with your candidates, manage resumes and store information that supports candidate evaluations. It even facilitates the job offer process and background checking. Accessible any time and anywhere, the system integrates with most HRIS systems.

Key Advantages Of OpenHire:

- Integration to all job boards
- Ability to post and edit job openings from OpenHire to corporate career sites and intranets
- Innovative, intelligent searching and proactive candidate matching capabilities: hot matches, candidate and recruiter job agents
- Recruiting capabilities for both professional/salaried and hourly employees
- Microsoft Outlook integration
- Comprehensive EEO/OFCCP data collection and reporting
- Integration with most payroll and HRIS applications
- Easy and intuitive user interface
- Rapid implementation
- Secure and reliable hosted application delivery
- 365-day customer care and support

Patented Job Board Integration

OpenHire is the only recruiting management application that can seamlessly integrate with all major sources of job boards for both job posting and resume mining. OpenHire smoothly pushes your jobs to Internet job boards of your choice, then automatically collects candidate information as they apply – always tracking the original source of every applicant. OpenHire enables you to automatically source candidates from Internet job board resume databases directly into OpenHire, all with one click in real time!

Career Site Portals

SilkRoad's OpenHire can provide you with the tools you need to brand your recruitment efforts and create comprehensive career site portals quickly and easily, with no technical knowledge needed. Most candidates that find their way to your career site already have a job in mind so it's the company history, culture, benefits and location information that these candidates find most helpful. With OpenHire's career site portal capabilities, you can drastically increase the number of qualified candidates that apply for your open positions by giving them the information they need up front on benefits, the company, the culture of your organization, even information such as career case studies and a "day in the life" at your company. In addition, you'll have all open job postings available to potential candidates so that they can apply right from your web site and even register for automatic e-mail alerts on job openings.

Intelligent Searching

Hire better people by casting a wider net of qualified candidates. Hot matches rank potential job candidates by their compatibility with the position. Recruiters receive e-mails proactively informing them of candidate matches, and potential candidates can register for automatic e-mail updates on job openings that match their qualifications.

Screening Tools

Pre-screening makes job candidate evaluation faster, more consistent and more thorough. Recruiters can customize an unlimited number of job-specific questions and weighted answers for each position. Applicants answer the questions while applying or interviewing, and OpenHire automatically scores their answers. Recruiters can then select the most qualified candidates without manually reviewing each resume.

Candidate Communication Tools

Communication with candidates is quick, easy and trackable. Batch emails with customized message templates streamline your communications while still allowing personalization using merge fields.

Requisition Approval Process

With OpenHire's e-mail-based requisition approval process, recruiters can automate their job requisitions by ensuring that they receive approval from required individuals before release.

Offer Approval Process

OpenHire facilitates the job offer approval process by ensuring offers are properly reviewed before being sent to the candidate. The offer process can be completely automated through e-mail and offer letter generation.

