

Miami-Dade County Public Schools e-Recruiting System

The e-Recruiting system, went live in Miami-Dade County Public Schools (M-DCPS) in January 2010, it is a web-based application that transformed the way the hiring of highly qualified candidates for the district are processed. This system offers benefits to both candidates and the district as a whole. It expands the pool of qualified candidates since it can be accessed for employment opportunities from anywhere in the world, it allows for paperless hiring and decreases the amount of time an applicant has to visit the District to complete the application process.

E-Recruiting is a transparent system which can track activities that have been conducted, and allows the District to provide valuable information related to recruiting data such as business intelligence reports which are available to monitor the hiring process. Data integrity includes security checks and restricted range in background checks for potential and current employees. E-Recruiting integrates with the human resources module making it a seamless hiring process.

E-Recruiting activities are assigned by roles therefore sharing the responsibilities among many departments. Hiring Managers are the owners of the candidate selection process. There is a live candidate overview available to see which job posting the candidate has applied for and their status. Recruiters maintain the talent pools with eligible candidates for future openings. Applicants are the owners of their candidate profiles which can be updated at anytime and can be viewed in real time by District staff.