

ProfileSelect™

Your Applicants. Your System.

Finding the Right Person Begins with a Consistent and Structured Process

With ProfileSelect, you gain the edge of having consistent procedures in place across the entire organization. Every application for a given job undergoes the same steps; every application that is discontinued is done so with consistent reason codes.

By incorporating the world's highest quality assessments, a full picture of the applicant is captured to ensure recruiters have the best information at hand, providing the highest productivity when considering the applicant.

Any one or more of our pre-employment assessments can be auto-scheduled with a workflow, all configured to your recruiting needs and the needs of the job.

"ProfileSelect has streamlined our hiring process. We now have a consistent hiring process that is intuitive and has been widely accepted by our faculty and administration. Profiles' support staff has exhibited the right blend of technical and interpersonal skills to build a relationship with TSTC."

— Rich Morris, Assistant Vice Chancellor,
Texas State Technical College

It's About Knowing What to do When

The Workflow Manager notifies whomever is responsible for each step in the hiring process, such as to conduct an interview or extend an offer. Preconfigured emails ensure automated notifications to internal staff and to the applicants, for complete communication. All email content and subject lines are configurable.

Applicants are informed

At every step of the process, the applicant can see the status of their application. They receive emails at your preconfigured workflow steps, informing them when they need to do something like take an assessment. They also receive notification when the job is filled, if their application does not meet requirements, or if the company is applying them to another job.

Data on Demand

Synergistic searching combines both hard skill and soft skill searching. Together this defines the total person, beyond what separate hard skill or soft skill searches could ever provide. Using assessment scores, skills, education and experience enables organizations to use the applicant database to the fullest, saving hours of time and finding the highest potential for the job.

Workflow Manager

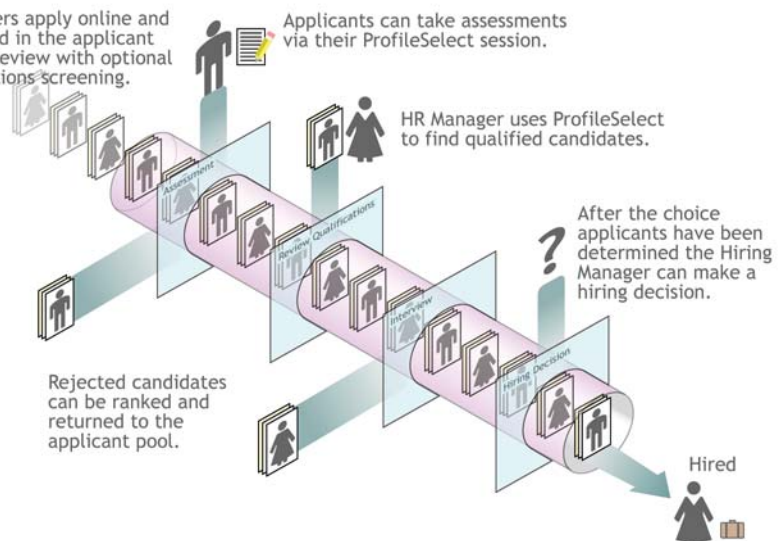
Job seekers apply online and are placed in the applicant pool for review with optional qualifications screening.

Applicants can take assessments via their ProfileSelect session.

HR Manager uses ProfileSelect to find qualified candidates.

After the choice applicants have been determined the Hiring Manager can make a hiring decision.

Rejected candidates can be ranked and returned to the applicant pool.



Fitting the Right Person to the Right Job

With ProfileSelect, assessments are completely integrated. The resulting placement reports provide employers with a complete set of legal, EEO-compliant suggested interview questions to consider for applicant fit evaluation. Succession planning and coaching reports are available at no extra cost.

Metrics-based reporting

Automatic and permission-based reports are available and include:

- EEO reporting by Position
- Job Postings Filled by Location and Position, including Cost of Hire
- Hire Source
- Job Postings over 90 days old
- Over 30 days to Fill
- Current Job Postings Status Report
- Job Postings Expiration by Date

Plus, application data and report data is fully exportable for further analysis or to be imported into HRIS systems.

Applicant	Job Match Percentage
Deanna (Deanna)	92%
Jeremy (Jeremy)	92%
Molly (Molly)	78%
Troy (Troy)	77%
Kent (Kent)	57%
Amelia (Amelia)	56%

Employers search for employment candidates based on experience, skills, education or other parameters. The resulting short list can be synergistically matched to a benchmark pattern for cognitive, behavioral and occupational job fit. This Fast Match translates into reduced time to hire the right person!

Maintain Control

The entire system is permission-based with configurable roles and organization hierarchy to enable controls for:

- Requisition Management
- Qualifications Screening
- Reasons for Discontinuing Applications
- Point Scoring
- Offer Management
- Application Field Filters
- Custom Questions by Position
- ...and more!

Your Applicants. Your System.

Job Seekers apply to your company for a specific job from anywhere in the world via the Internet.

Recruiters and Hiring Managers securely access skill, assessment, and application information from anywhere in the world.

High level encryption and state of the art network and disaster recovery ensure the security required.

Profiles International, Inc. continues its strong commitment to its customers by providing this system and most importantly fitting the system's features to the individual business needs of your organization for optimum results.

Just ask our customers.

Profiles International
imagine great people™

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