Recruitment Service Level Agreement (SLA) - Process Overview

	Hiring Manager	Recruiter
	Position Creatic	on / Discovery
	interviews should not begin until after the posting closing date.	Contact Hiring Manager within 2 business days of receiving an approved posting. Discuss Diversity opportunities or considerations for this position Develop prescreening questions for the posting and establish a posting closing date. Lead initial discussion about the position and discuss search timeline. Work with hiring manager to develop the interview strategy – identify interview committee. Assist in the creation of the Interview Guides – Provide guidance on what to ask based on core competencies for the specific role.
18	Sourcing :	Strategy
0 00 0	Identify any internal or external candidates you want contacted or have already talked to. Refer all candidates to apply on-line at ND jobs. Identify external resources such as benchmark institutions, professional contacts for networking, and advertising options. Review and discuss Diversity needs for the position.	Consult with Hiring Manager to develop a comprehensive sourcing strategy. Discuss advertising needs. Discuss passive internal candidates with HR Consultants.
	Interviewing	Candidates
0 0 0 0 0 0	applications, review top candidates and collaborate with recruiter to identify which candidates should be phone interviewed. Identify internal administrative support for scheduling interviews. Provide interview committee with position description, candidate resumes & Interview Guide.	□ After posting period ends, review all applications and recommend top candidates for further evaluation by Hiring Manager. □ After discussion with Hiring Manager, conduct phone interviews using pre-screen questions and Behavioral Interviewing techniques. □ Present top 4-5 candidates to Hiring Manager.
	Offer Pr	rocess
0	develop offer. Obtain approvals and extend verbal offer.	Consult with Hiring Manager on the offer. Provide sample offer letters templates. After offer is verbally accepted, call candidate to initiate pre-employment checks.
	On-Boa	
0 00 00	Within 1 – 2 business days of pre-employment clearance, hiring manager will receive an automated e-mail with the employee's ND ID to initiate the Staff Personnel Action Form (SPAF). Call new hire to welcome and confirm start date. Notify the final candidates not selected via email or phone. Deselect remaining applicants within ND.jobs. Arrange for facilities (desk, phone, computer access, etc.). Ensure completion of new hire paperwork within 3 days of	Recruiter confirms when pre-employment checks have cleared. Ensure candidates not selected are sent appropriate correspondence if needed. Fill posting to complete recruiting process.

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Raffaela Di Napoli

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