Villanova University

People Admin

Student Job Posting Guide
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Home Page

Username and Password are the same as your Villanova University login credentials. If you need to request access to the system, please contact the Human Resources department.

To create a new posting, select the applicable position type and then click on Create New Posting.

If you have more than one status, please make sure you are logged in as Student Hiring Manager before creating a posting.
Creating a Posting

There are 3 options for creating a new student posting:

Create from Position Type: requires input of all information for the position.

Create from Template: populates new position with information from a current system template.

Create from Posting: creates posting using information from a current or previous posting within your department(s). Please note: due to system updates, this option may cause some fields to differ from the previous posting.
Create from Position Type

Please input all position information into the system.
Create from Template

1. Click on the title of the template you would like to use to create the posting. The template will then appear on the screen.

2. Click on “Create Posting from Template”. The new posting will appear on the screen.

3. Update the title for the new posting.

4. Online Applications is the default setting for student job postings.

5. Click on the “Create New Posting” button on the top-right side of the screen. This will take you to a new screen – Posting Details. You are automatically in edit mode. Please proceed with updating the posting details.
1. Click on the position title of the posting you would like to use to create the posting. The existing job posting will appear on the screen below.

2. Click on “Create Posting from this Posting”. The new posting will appear on the screen with the old posting title and other pre-populated fields related to your organization and unit information.
3. Change the title to the New Posting title.

4. Online Applications is the default setting for student job postings.

5. Click on the “Create New Posting” button on the top-right side of the screen.
Posting Details

1. Edit the posting details as appropriate for the new posting, including:
   a. Position Information
   b. Position Summary Information
   c. Posting Detail Information

   Please note that if the posting was created using another posting or template the “Posting Details” section will pre-populate with information pulled from the job template or prior posting.

   Specific Posting and Closing Dates can be designated for the job posting by entering the preferred dates. The system will automatically close the posting on the specified date. Please note: the “Open Until Filled” box must be unchecked if you want the posting to close on the date entered. Alternatively, the “Open Until Filled” box can be checked if you want the posting to remain open until a later date when you choose to close it to applicants.

2. Click Save

3. Click Next
Posting Specific Questions

When you create a posting, the four questions listed below will automatically be included in your posting. These questions are required and should not be removed from the posting.

If you would like to add additional questions, you may do so by clicking on “Add a question” to view the available questions in system.

The screen below will appear and you can filter the questions based on category. Select the checkbox next to the question you would like to add and click “Submit”.

To create a new question, please click on “Add a new one” at the bottom of the screen above and screen below will appear. Please create the question, assign it to the “Student” category, and click “Submit.”
“Open-ended answers” allows the applicant to type the answer to the pre-defined question. “Pre-defined answers” allows the applicant to select from a listed of answers provided on the application.
Applicant Documents

1. Applicant Documents can be designated as one of the following:
   a. Not Used (default option)
   b. Optional
   c. Required

   You can change the order the documents appear in the posting. To do so, change the number in the box under “Order” that corresponds to each document to order according to your preference or drag-and-drop a document to its new position. It is important to note that any document designated as “Required” will need to be fulfilled by the applicant for the system to recognize the application as “Complete”. Applications with missing “Required” documents will remain in incomplete status and will not show up in the Hiring Manager’s queue.

2. Click Save

3. Click Next
Final Step

1. Click on the word “Edit” next to the posting title to make any changes to the job posting. If you make any changes to the posting please remember to click “Save” before advancing to the next screen.

2. There are several options for viewing the posting:
   a. “See How the Posting Looks to Applicants”
   b. “Print Preview (Applicant View)"
   c. “Print Preview"

3. Click on the “Take Action on Posting” to move the posting through the workflow and choose an action:
   a. “Keep working on this Posting” (to save the posting for later edits)
   b. “Search Cancelled”
   c. “Submit to HR for Approval”

4. The box below will appear for “Comments” – these comments are internal for Human Resources and are not viewable by applicants.

**Helpful Tip:** to check the status of your posting, please check the Current Status beneath the posting title or click the History tab and click on the latest link under Emails Sent.
5. Click “Submit”.

To close a position and remove from online view please perform the following steps:

1. Click on “Postings” located on the menu bar at the top of the screen
2. Choose “Position Title”
3. Click on “Take Action on Posting” drop-down menu
4. Choose “Close”

Please note that a position may be reposted at any time by following the steps above and clicking **Reposted**; however, student hiring managers cannot edit the posting after it has already been approved by Human Resources. Please contact HR to make any edits to the posting before reposting to the website.
Reviewing Applicants

To move applicants through the workflow individually:

1. Click on the applicant’s name.

2. Click on the “Take Action on Job Application” button on the top right side of the screen.

3. Choose “Not Hired” from the drop-down box. This change will automatically generate an email to the student stating they were not selected/hired for this position.

To move applicants through the workflow in Bulk:

1. Select multiple applicants by clicking on the box next to each name.

4. Click on the “Action” button located on the header of the “Student Job Application”. This is different than the “Action” button that corresponds to the individual applicant.

5. Choose “Move in Workflow” from the drop-down box.

6. A new screen will appear with a list of all selected applicants.

7. Choose a “Workflow Status” from the drop-down box next to “change for all applicants”.

8. Choose “Not Hired” from the drop-down box.

9. Click on the “Save Changes” button on the bottom left side of the screen. This change will automatically generate an email to the students stating they were not selected/hired for this position.
Recommend for Hire

Once a candidate is selected for the position, you will need to change the applicant’s status to “Recommend for Hire” and complete the Hiring Recommendation Form.

1. Click on “Postings” located on the menu bar at the top of the screen.
2. Choose “Position Title”.
3. Click on “Applicants” tab. This will bring up a list of all active students who have applied for this position.
4. Click on the applicant’s name you wish to hire. This will bring up their application.
5. Click on the “Take Action on Job Application” button.
6. Click on “Recommend for Hire”. A pop-up box will appear on the screen; please click “Submit” and the screen below will appear.
7. Click on “Start Hiring Recommendation” link located on the top right side of the screen next to the green circle with the plus sign in the image above.

8. The “Applicant” section of the Recommend for Hire form will pre-populate with information from the student’s application.

9. The “Position Information” section will pre-populate with information from the job posting.

10. Hiring managers need to complete the “Hiring Information” section of the Recommend for Hire form in the screen below.
11. Click “Save”.

12. Click “Next” and the screen below will appear.

![Hiring Recommendation screenshot]

13. Click on the “Take Action on Hiring Recommendation” button.

14. Choose “Send to HR” in the drop-down menu.

❖ Please note: You will not be able to make any changes after this step! The Human Resources department will then complete their portion of the Recommend for Hire form and contact the applicant if student paperwork is required. You will receive an email when the hiring recommendation is approved, and the student may begin working. **Please do not allow student employees to begin working before you receive confirmation of approval from the Human Resources department.**