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(21) International Application Number: PCT/US98/20633 (22) International Filing Date: 28 September 1998 (28.09.98) (30) Priority Data: 60/060,346 29 September 1997 (29.09.97) US (71) Applicant: NETWORK RECRUITING, INC. [US/US]; Suite 290, 2400 Bridgeway, Sausalito, CA 94965 (US). (72) Inventors: COOPER, Alan; 4133 Orr Ranch Road, Santa Rosa, CA 95404 (US). PALTIEL, Steve; 2173 Trafalgar Place, Montclair, CA 94611 (US). (74) Agents: SMITH, Albert, C. et al.; Fenwick & West LLP, Two Palo Alto Square, Palo Alto, CA 94306 (US).	(81) Designated States: AL, AM, AT, AU, AZ, BA, BB, BG, BR, BY, CA, CH, CN, CU, CZ, DE, DK, EE, ES, FI, GB, GE, GH, GM, HR, HU, ID, IL, IS, JP, KE, KG, KP, KR, KZ, LC, LK, LR, LS, LT, LU, LV, MD, MG, MK, MN, MW, MX, NO, NZ, PL, PT, RO, RU, SD, SE, SG, SI, SK, SL, TJ, TM, TR, TT, UA, UG, UZ, VN, YU, ZW, ARIPO patent (GH, GM, KE, LS, MW, SD, SZ, UG, ZW), Eurasian patent (AM, AZ, BY, KG, KZ, MD, RU, TJ, TM), European patent (AT, BE, CH, CY, DE, DK, ES, FI, FR, GB, GR, IE, IT, LU, MC, NL, PT, SE), OAPI patent (BF, BJ, CF, CG, CI, CM, GA, GN, GW, ML, MR, NE, SN, TD, TG). Published <i>Without international search report and to be republished upon receipt of that report.</i>	
(54) Title: ON-LINE RECRUITING SYSTEM WITH IMPROVED CANDIDATE AND POSITION PROFILING (57) Abstract <p>A network based recruiting system accepts and provides information across a wide-area network (WAN) such as the Internet. The system matches job openings with candidate information and includes a job packet generator which creates a job opening data packet containing encoded information corresponding to a plurality of predefined categories for a job opening. A database stores a plurality of the job opening data packets. An applicant data packet generator responds to encoded information received over the Internet from an applicant and creates an applicant data packet, which contains encoded information corresponding to the plurality of predefined categories for the job opening. A data packet matcher responds to receipt of the applicant data packet by comparing, in accordance with a predefined comparison protocol, the applicant data packet to the job opening data packets stored in the database. The data packet matcher stores results of the comparison to the database. Other databases containing candidate information may also be queried.</p>		

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ON-LINE RECRUITING SYSTEM WITH IMPROVED CANDIDATE AND POSITION PROFILING

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RELATED APPLICATIONS

This application claims priority to provisional application Ser. No. 60/060,346, filed September 29, 1997, entitled "On-Line Recruiting System."

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FIELD OF THE INVENTION

This invention pertains generally to the field of computerized data processing systems and more particularly to networked data processing systems for facilitating the task of screening and recruiting of individuals by organizations.

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BACKGROUND OF THE INVENTION

For many companies, effective recruiting is critical to the success of the business. Traditionally, human resources, or employment groups within a company are charged with finding qualified candidates, tracking those candidates through the hiring
20 process, generating offer letters, reporting on hiring activities and complying with employment laws and regulations. In larger organizations, no one knows better than the hiring managers the requirements for open positions under their supervision.

In larger, technology-based companies, engineering managers write job descriptions which are forwarded to the Human Resources (HR) department. HR then
25 has the responsibility to locate qualified candidates, based upon screening resumes, for the hiring managers to interview. Once an offer has been made, HR is responsible for managing and completing the hiring process.

The resume is a very poor instrument for matching engineering candidates with job openings. For many people, an effective resume is difficult to write and therefore
30 becomes little more than an employment history, failing to address the more

significant aspect of specialized skills and capabilities. As a result, companies have come to increasingly rely on expensive in-house technical recruiters or outside agencies - charging 20 - 30 percent of the starting salaries - to read, interpret and filter the growing wave of resumes.

5 Recruitment and hiring today requires systems that let hiring managers define and create queries independently, at their desktops, and which let them directly access candidate databases. HR, in turn, needs to maintain responsibility for job requisition approvals, applicant tracking, employment offers and employment compliance and reporting.

10 Computerized systems have been developed to log, scan and track resumes. Resume automation software employing expert system technology also exists to replicate the "knowledge" of experienced recruiters to facilitate the screening process. Such automation software interprets the meaning of thousands of terms, understands context and then matches qualified candidates to available jobs. Unfortunately, many
15 such systems perform this intended task with only marginal success.

As technologies and engineers have become more specialized, the resume has become still less useful at qualifying and communicating candidate skill sets. And with the spread of resume automation software, job seekers now "load" resumes with keywords to increase the probability of getting through the computerized screening
20 process and onto the hiring manger's desk.

The Internet, as well as other wide-area networks (WANs), provide a rapid, low-cost communication mechanism for exchange of information pertaining to recruiting. Ideally, an effective recruiting system should allow use of WANs to further facilitate the recruiting process. What is needed therefore is a recruiting system which
25 overcomes the limitations inherent in a resume based system and which makes use of readily accessible networks.

SUMMARY OF THE INVENTION

In a principal aspect, the present invention provides an electronic, network
30 based recruiting system that facilitates entry, retrieval and matching of data regarding candidates and job openings. In accordance with the principles of the invention, a

network based recruiting system includes a job description module which generates a job profile corresponding to predefined characteristics of a job position in response to inputs by a first user of the system. An applicant description module generates an applicant description profile corresponding to predefined characteristics of an applicant, in response to inputs by a second user of the system. A database stores a plurality of the job profiles and receives the applicant description profile over the network. The system also matches characteristics of the applicant description profile with corresponding characteristics of the job profiles.

In accordance with further aspects of the invention, the job profile comprises at least one packet, which is formatted to comprise a plurality of alphabetic characters, a plurality of numerical digits, and a plurality of operators indicating relationships between combinations of the alphabetic characters and the numerical digits. The plurality of operators may comprise at least a first logical operator for describing a logical relationship between a first and a second of the alphabetic characters and between a first and a second of the numerical digits. At least a first comparison operator may be provided for comparing the first and second of the alphabetic characters and comparing the first and second of the numerical digits. The plurality of operators may further comprise a list operator for designating a beginning and an end of a string of the alphabetic characters, or a numeric operator for designating a beginning of a numeric expression comprising a plurality of the numerical digits. The comparison operator may comprise a between operator which designates a numerical range. The plurality of operators may further comprise a preference operator which indicates a preference designated by a string of at least a first of the numerical digits.

Embodiments employing the principles of the present invention, advantageously benefit from a profile language system that does a faster, cheaper and more accurate job of matching job requirements to engineering candidates than do artificial intelligence (AI) systems or technical recruiters. The profiles are stored in the aforementioned database which is accessible to hiring managers. Hiring managers therefore have direct access to the self-service profile database, facilitating the rapid identification of qualified candidates -- reducing the workload of HR (human

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