

Graduate Research and Teaching Assistant and Medical Resident Hiring Process

**If you are hiring a student (non-Graduate level Assistant) please follow the [student recruitment process](#).

Creating a Job Opening:

1. Access the Recruiting Activities tile through your Manager Self-Service Screen in HRMS. If you do not have this tile, please contact Hannah Whalen for your access to be set up.
2. From the menu on the left side of the screen select 'Create Job Opening'.
3. The primary job opening screen will appear to the right, search for your position number.
4. Click 'Continue' once you've confirmed all information populated correctly.
5. The Job Information page will appear populated with data from the position selected on the Primary Job Opening Information page. You should not need to change any default information unless noted below. **If the default information is not correct, you will need to complete a [Position Request Change Form](#) before proceeding with your job opening.**

Complete the following fields on the Job Information page:

- a. **Openings to Fill:** Select 'Limited Number of Openings' or 'Unlimited Number of Openings'.
 - i. **Limited:** Enables the Target Openings and Available Openings fields to appear. The job opening will close when all openings are filled.
 - ii. **Unlimited:** Hides the Target Openings and Available Openings fields and the job opening stays open until it is manually closed.
- b. **Target Openings:** If applicable, enter the number of openings that will be filled for this position.
- c. **Available Openings:** Use the same number as Target Openings. As you hire applicants for this opening, this number will reduce.
- d. **Justification:** Enter the position funding information as well as the background check funding information.
- e. **Notes:** Please include any specific recruiting instructions here and your identified hire's names.
- f. **Status Code:** Defaults to '005 Draft'. This will change to '010 Open' once approved.
- g. **Status Reason:** Select the appropriate reason.
- h. **Status Date:** Displays the effective date of the status.
- i. **Desired Start Date, Encumbrance Date, Projected Fill Date, Date Authorized, Referral ID Program & Recruitment Contact:** Leave blank.
- j. **Position:** will default position entered. ***This is where you may enter additional position numbers as needed.*
- k. **Employee Being Replaced:** Enter appropriate employee, if applicable.
- l. **Begin Date & End Date:** Leave Blank.
- m. **Travel Percentage:** Defaults to "Never or rarely". You can select another amount, if applicable.
- n. **From Step, To Grade, and To Step:** Leave Blank.
- o. **Salary Range From:** Enter the Salary Range from value *This is a required field.

- p. **Salary Range To:** Enter the Salary Range to value *This is a required field.
 - i. The Salary Range From & To information is not translated anywhere else.
- q. **Pay Frequency:** Enter the Pay Frequency: Annual, Hour, or Month.

**Do not fill out the Qualifications & Screening Tabs; these are for HR Office use only.*

6. After completing the Job Information tab, click on the *Job Posting* tab.
7. Click on 'Add Job Posting' to begin
8. The Posting title will default from the position, this can be edited as needed
 - a. **Description Type:** select 'Position Information'
 - b. **Template:** select the Temp/Part Time Job Posting Template
 - c. **Visibility:** select 'Internal and External'
9. The job posting template will appear in the text box. Fill in the appropriate information to complete the template. Delete the Latin filler text as you complete the template, delete any fields that do not pertain to your posting. Leave the HR notices at the bottom of the template.
10. In the Job Posting Destinations, please include the following
 - a. **Destination:** Internet; **Posting Type:** External; **Relative Open Date:** On Approval Date & set remove date as needed
 - b. **Destination:** Job Board; **Posting Type:** Internal; **Relative Open Date:** On Approval Date & set remove date as needed
11. Once you are satisfied with the job posting, select 'OK' to add it
12. After completing the Job Posting tab, click on the *Hiring Team* tab.
13. Add Hannah Whalen and Tyler Clauson as the recruiters.
14. Add Hiring Manager(s). Hiring managers refer to search committee chairs and department admins who are responsible to creating job openings and processing candidates.
15. Interviewers can be left blank.
16. If all information is correct, click 'Save and Submit' to send it for approval.
17. The only required approver is Hannah Whalen/Tyler Clauson. If you need additional approvers you can click into the 'Approvals' tab and add them by clicking the green + sign. Your job will post to the UND job board after the final approval.
 - a. These positions do not require for candidates to enter a cover letter, resume, or any specific job information and it will only require them to create a profile and answer a few demographic questions to submit their application.
18. As soon as your candidate has submitted their application you may proceed with requesting their background check (if required) and then requesting their offer.

Requesting a Background Check

****This process may not be required for your hire, if it is not, proceed to requesting an offer.**

1. Go to your job opening > Applicants
2. Go to: Other Actions > Applicant Actions > Sterling Background Check
3. A screen will appear, select your package type & ensure the Account ID is correct
 - a. Account ID: University of North Dakota New
 - b. Package Type: Standard Check W Locator Select
 - i. This background check cost is \$35 and will be charged to the fund that you listed in the justification field on the job information tab. **Some states/counties have additional fees.

4. Click 'Request New Inquiry'. This will create a request in Sterling & initiate an email to the candidate to provide information to Sterling.
5. To see the background check status, follow the same path you used to request it: Other Actions > Applicant Actions > Sterling Background Check.
6. Once the background check is complete, you will receive an email. Please check the screening result before moving forward. If it is a consider result, you will need HR guidance prior to moving to the offer.

Background Check Statuses & Definitions:

Screening Statuses

PreDraft - Email sent; Information from candidate is required

Draft - Client information gathered; Ready to begin processing

Pending - Processing; At least 1 report item within this package has a status of pending

Cancelled - The candidate did not submit their data by the expiration date

Complete - All report items are set to complete within the package

Screening Results

Pending - Processing; At least 1 report item within this package has a status of pending

Clear - Everything good, the screening passes.

Consider - Something found. The screening needs review.

Requesting an offer

1. Go to your Open Jobs tile and select the job you are hiring on
2. Go to the candidate that is being offered to. Click Other Actions > Recruiting Actions > Prepare Job Offer
3. The Prepare Job Offer screen will load
 - a. Confirm that the Position Number is correct, if there are multiple positions associated with this job posting you can click on the search icon here and select the correct position number.
 - b. Leave status as: 006 Pending Approval and leave reason blank
 - c. Enter a tentative start date, this can be changed later, if needed.
 - d. Change the Offer Expiration date as needed; ***this date should be prior to the candidates start date so they have enough time to complete their onboarding before their first day.***
 - e. Under Job Offer Component, select base salary & enter offer amount.
 - f. In the comments section note the date the background check was cleared; if no background check was needed or was already on file, please note that as well.
 - g. When all fields are complete, click 'Submit for Approval'
 - h. After clicking 'submit for approval' you will need to upload the signed offer letter/LOU, if one was required. Click 'edit offer' and attach the items by clicking on 'Add Applicant Attachment' and then click 'submit'.

****The offer will now be routed for appropriate approvals. If additional approvers are needed, you can click into the approvers tab and add them by clicking the green plus +. You will receive and email when the offer is approved.**

4. After the offer is approved, you will need to send it to the candidate to accept. To do this, access the offer page by going to your requisition, finding the candidate you offered to click Other Actions > Recruiting Actions > Prepare Job Offer
5. Select Notify Applicant & click 'Post'. You will receive a warning for not creating the offer letter through Recruiting Solutions, just click 'Okay' and then 'Submit'.

The candidate will receive an email prompting them to log into the Candidate Gateway to accept the offer & add their personal information (SSN & DOB).

When the candidate accepts the offer, their status will update to 'Accepted' and you will receive an email notification.

Prepare for Hire

1. After the candidate accepts the offer, click into Other Actions > Recruiting Actions > Prepare for Hire
2. A screen will pop up with some additional fields to be completed. For Type of Hire select 'Hire' and update the start date as needed (this will need to be the candidate's actual start date). Add the campus address in the comments along with any other notes and then click 'Submit Request to HR'.
3. This will update the candidate's status to 'Ready' and they will receive their onboarding immediately after HR approves.
4. Please work with your new hire to complete onboarding prior to their first day. They will need to visit HR to complete step 2 of the I-9 process on their first day, unless working for an E-verify site.

When the ND Hire is completed, the candidate's status will update to 'Hired' and the Job Opening will be closed, if there are multiple positions on one job opening, the number of openings will decrease by 1.

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