Project Title	E-Recruitment System
Institution/Department	Gauteng Department of eGovernment
Innovation	The E-Recruitment System incorporates the recruitment process as a whole in one platform i.e. from placement of adverts, automated creation of unique reference numbers for each advert, application with SMS notification and shortlisting criteria, electronic shortlisting capability, and management reports on advertising expenditure, adverts placed, applications received and shortlisted per department as well as per reference. Included in the E-Recruitment System is a portal for people with disabilities which allows them to upload job adverts targeting people with disabilities, online application of posts designated for people with disabilities and creation of single database of people with disabilities.
Impact	Nursing Intake is an annual recruitment drive that attracts more than twenty thousand applications. The E-Recruitment System has addressed this challenge by lessoning the burden that confronted HR officials. In addition to this, the system has resulted in the following: • Standardised recruitment and advertising processes. • Cost reduction through standardisation of recruitment processes. • Better selection of qualified and suitable candidates. • Shortens turn-around time and eliminates duplication of efforts. • Ensures immediate response to job applicants. • No applications are getting lost. • Applications are trackable. • Real-time reporting. • Fair and non-discriminatory application processes.
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