

StepStone JobFeed

The interface between your job ads and StepStone

JobFeed is a user-friendly interface between your job ad database and the StepStone job database. With JobFeed the job ads are automatically entered into the StepStone job database and appear in harmony with your internal publication on www.stepstone.de.

Your job ads are transferred from your database in accordance with the StepStone guidelines for online ads. The benefit for you: the ads are transferred fully automatically thanks to JobFeed, which means that your job ads appear online even more quickly. At the same time, the automated operation optimises the reliability of the job ad transfer process.

This results in a considerable increase in quality over conventional job ad transfer processes. Automatically comparing the content of the ads ensures that it is up to date at all times – without having to duplicate data management tasks.

When is JobFeed of interest to you?

JobFeed is customer-specific, which means that it is specially set up for you so that the transfer of your job ads can be optimally supported, provided that the technical requirements have been met. This is done on the basis of close collaboration between StepStone and your company.

For this reason, JobFeed is especially suitable for companies that have substantial staff management operations, i.e. they publish and manage a large number of job ads. Furthermore, the job ads must already exist in digital form within your internal data source, for instance, or on your own websites with the option of exporting them in XML format.

The work involved in the technical setting up JobFeed must be determined on an individual basis and is coordinated in conjunction with your IT department or the company responsible for maintaining your applicant management system. As soon as the interface is installed, the data exchange works automatically.

If you can answer 'Yes' to the following questions, then you have met the most essential requirements for using JobFeed:

- Can every job ad be clearly identified by technical means using a readable reference number?
- Does every job ad have a job title that can be read by technical means?
- Can the job ad content be read by technical means – ideally in separate text blocks (e.g. duties, profile, contact details, etc.)?

What are the advantages of JobFeed?

Completely reliable transfer of job ads

Your job ads are transferred from your data source in accordance with the StepStone guidelines and in due consideration of the corporate design of your company.

Quicker and easier publication of your job ads on StepStone

Your job ads are directly and automatically transferred from your data source and published on www.stepstone.de and on selected cooperation partner sites via StepStone JobFeed. Your administrative workload is reduced and you can fully concentrate on managing your own data, because you no longer have to compare your content with ours. Your job ads will appear on StepStone more quickly than ever before.

Efficient use of resources

Your job ads are transferred quickly and directly using JobFeed, dispensing with the need for a time-consuming coordination and approval process. In other words, you alone decide when your job ad appears and in which form. All it takes is a click of the mouse with JobFeed, allowing you to concentrate on other tasks.

Smaller management workload

If you make adjustments to already published job ads, these changes are also transferred fully automatically thanks to JobFeed.

Low maintenance costs

As soon as JobFeed has been installed, it is generally no longer necessary to maintain or manage the content. The interface's ongoing processes are monitored by StepStone.

How do you become a JobFeed customer?

If you are interested in JobFeed, we will be happy to advise you beforehand. Our StepStone staff will show you the possibilities offered by JobFeed and present solutions suited to your company. As soon as your interest becomes more definite and you wish to enter into a contract, your StepStone Sales Consultant will get in touch with the contact person responsible for technical matters within your company. StepStone JobFeed will then be set up on schedule and tailored to your systems. This gives your HR management planning reliability from the very start.

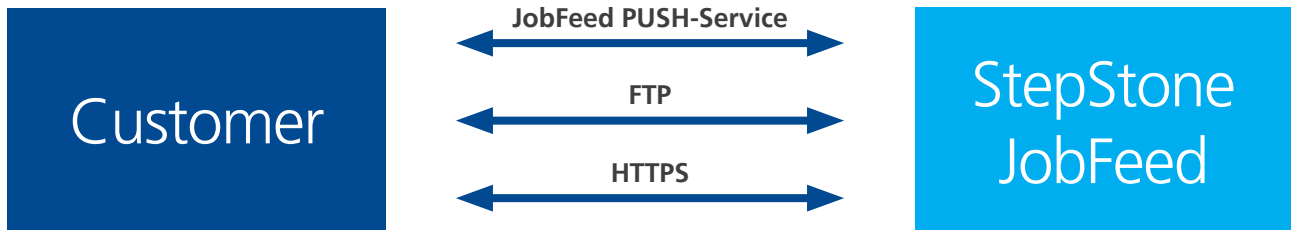
Technical description

JobFeed is a piece of software that offers the following basic functionalities:

- It supports any XML format as well as JSON. In addition, a workaround also makes it possible to access HTML lists (in table form). This requires every job ad to have a reference number that is clearly identifiable and a job title capable of being read by a machine.
- The job ads are 'fetched' from the data source of another interface of your HR system.
- The job ad data is converted into StepStone formats in due consideration of the individual corporate design of your company.
- The data is fed into the StepStone databases and those of our online cooperation partners.

The technical specifications of your JobFeed interface are defined in close consultation between your company and StepStone, allowing us to work together to find the optimal solution to suit your needs.

The three data transfer options



JobFeed PUSH-Service

The customer actively 'posts' their data on a certain StepStone Web server.

FTP

The customer transfers the data to a StepStone FTP server or we download the data from an FTP server.

HTTPS

We download the data from a Web server on the Internet.

What you should also know about JobFeed

What kind of technical knowledge do I need as a customer?

You don't need any special technical knowledge as a user of JobFeed. The interface is installed in cooperation with your company's IT department or the company responsible for maintaining your applicant management system. JobFeed then works completely automatically and you can fully concentrate on using your usual HR system. The data is compared automatically.

What technical requirements does our company need to meet in order to be able to use JobFeed?

If the job ad data is stored centrally and in digital form at your company, then the most important requirements have already been met. This data is then made available to the StepStone database in a set and agreed format. In the ideal scenario, your system should technically support StepStone's data transfer format.

What happens if the conditions of the above-mentioned ideal scenario are not met?

If it is necessary to deviate from this standard process, we will develop an individual solution for you. In order to keep the amount of work involved to a minimum, we will initially examine the extent to which existing standard modules can be used. We will then adapt them to the particular needs of your company. This will ensure that you get an interface tailored to your requirements.

If the data format is incompatible:

If you already have an HTTPS/FTP interface whose data format (XML/HTML) is incompatible with ours, then a special converter can be created for you and this will convert your format accordingly. It goes without saying that you will receive a binding offer beforehand so that you can perform a cost-benefit analysis.

Are there any technical limitations relating to JobFeed?

There are very few technical limitations when setting up a JobFeed. Under certain circumstances, specific problems and requirements involve more work and the advisory process is more complex. This will be invoiced separately as and when necessary.

As a customer, how do I know whether my job ads have been successfully transferred? And where will the transferred ads be displayed?

You can find your job ads on our website. The ads are posted on www.stepstone.de and also appear on the websites of selected cooperation partners. In addition, if the PUSH service is used, a response on the current status of the relevant job ad can be evaluated by your system.

Are updates and/or changes to job ads allowed?

Yes, you have the opportunity to make small corrections to the text free of charge via your interface during the active period of a job ad. However, 'full updates' cannot be made. This means that you cannot change an already published ad for a 'Controller' into an ad for a 'Consultant'. It is also technically impossible via the automated channel to change the category of a job ad that has already been published via the JobFeed.

Does StepStone access confidential data via the interface?

No! Even though a connection is established between your and our system when the technical interface is set up, only the contractually agreed data relating to the job ads is exchanged. StepStone is given no access to any other confidential information. It should also be noted that our privacy regulations also apply here.

How long will it take to introduce JobFeed at my company?

There is no standard timetable for setting up a JobFeed, because every company is different and has individual requirements. As such, the length of the implementation period depends on how quickly the necessary data, information and technical details can be put together. And, of course, it depends on whether you already have an interface or export option in your system or whether this has to be set up first.

As a StepStone customer, you will be looked after by an consultant from our own service team. Furthermore, a technical consultant will also be at hand to assist your IT department.

Do you have further questions?

Please get in touch with us – we are happy to provide you more information.

Contact

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