



TalentFilter FAQs- Intro

To meet your online candidate sourcing needs TalentFilter, a proprietary technology, connects to free and paid sites to match your job descriptions and qualified candidates to one location. In the past year, TalentDrive has worked with 55 global companies to help develop and deliver a leading resume sourcing tool which is easy to use. After working to meet the needs of our clients, we have developed an easy-to-use web-based application that allows clients to search, match and manage online resume databases. We will also provide analytics of your job board subscriptions, saving you time and money.

HOW LONG HAS TALENDRIVE BEEN AROUND?

TalentDrive was started in early 2007, the culmination of the management team's twenty years in the staffing and recruiting industries and with the backing of Aquent, the world's leading marketing and creative staffing agency.

WHERE DOES TALENDFILTER SEARCH FOR RESUMES?

TalentFilter has the capability to search for resumes from thousands of online sources:

PAID RESUME DATABASES –TalentFilter allows you to search all of your resume database sources, using the subscriptions and agreements you already have in place through a single, easy-to-use interface and a powerful search and match engine.

FREE RESUME DATABASES – TalentFilter helps you identify and gain access to the largest list of free resume databases on the web to assist in using these resume databases effectively in your candidate sourcing efforts.

SOCIAL & PROFESSIONAL NETWORKING SITES –TalentFilter will take you to LinkedIn, ZoomInfo, MySpace, FaceBook and other relevant Social & Professional Networking Sites, all at the simple click of a button.

OPEN WEB – TalentFilter scours the open web for resumes using search engines, searching professional and social networking sites, as well as ISPs for resumes hidden behind homepages.

COLLEGES & ALUMNI BOARDS – TalentFilter scans the websites of over 100 colleges and universities--rich recruiting grounds for entry-level candidates, interns, and even experienced alumni.

FLIP SEARCH – TalentFilter's powerful flip-search feature allows you to find candidates who currently work or have worked for companies or organizations meaningful to your hiring needs.

CAN TALENTFILTER SEARCH PAY OR FEE RESUME DATABASES?

Yes, TalentFilter allows you to search all of your resume database sources, using the subscriptions and agreements you already have in place through a single, easy-to-use interface and a powerful search and match engine.

CAN TALENTFILTER SEARCH MY ATS (APPLICANT TRACKING SYSTEM)?

Yes, TalentFilter is capable of searching many of today's largest ATS for resumes which match your current requirements—usually as easily as entering your user name and password! Contact us to ask about your specific ATS.

DO ALL THE RESUMES APPEAR THE SAME AND HAVE THE SAME FORMAT?

TalentFilter searches for resumes across thousands of websites and resumes come back in literally hundreds of different formats. With a simple click of the button, you can either view a standardized format of the resumes which return or the full resume in its original format.

HOW MANY RESUMES CAN I FIND USING TALENTFILTER?

Some sources estimate there are 100+ million resumes posted on the Internet. We believe that the number of unique resumes on the internet is likely between 50 and 60 million. TalentFilter allows you to search through these resumes, wherever they are, whether on pay boards, free boards, or the open web, and match only those resumes which fit your position description and requirements.

WILL TALENTFILTER FIND ME RESUMES I COULDN'T NORMALLY FIND?

Absolutely! TalentFilter not only searches the popular job boards but also carefully scours the entire web for resumes. Scanning college and university sites, military and organization sites, personal homepages, and the search engines, TalentFilter finds resumes that would take weeks to find by hand—and it does it in a matter of seconds.

HOW DO I REVIEW THE CANDIDATES' RESUMES THAT MATCH MY HIRING NEEDS?

You log onto an exchange we provide our clients with your secure user id to review all of your positions and the matching resumes.

HOW OFTEN CAN I SEARCH FOR RESUMES FOR MY OPEN POSITIONS?

You can schedule your searches to run every day (or night) if you choose or run them when you need candidates. Since TalentFilter goes out to many web locations which require log in and active search, you are emailed when new candidates arrive for your review. You will find that you save time in your candidate searching and sourcing efforts by letting TalentFilter find the best matched resumes on your behalf.

HOW DOES TALENTFILTER MATCH RESUMES TO MY HIRING NEEDS?

TalentFilter initiates the search for candidate resumes based on your search criteria you have easily entered in the form of a position description and other specific key skills or "must haves".

TalentFilter is used to read, understand, and analyze resumes and job descriptions. It then extracts more than one hundred facts with the highest accuracy in the industry, normalizes key data, and translates skills to a standardized dictionary.

Unlike tools that screen just for keywords or correlated terms, TalentFilter doesn't just verify the match between skills and experiences in the resume and those specified in the job description, it uses powerful statistical models to predict how likely a job is to fit the candidate's career path.

In just minutes, it can analyze millions of resumes and return those best suited for the job.

DOES TALENTFILTER POST JOBS?

No. TalentFilter does not post jobs; it is a resume searching tool that searches the Internet for active and passive candidates that match your hiring needs.

HOW DO I CONTACT CANDIDATES OF THE MATCHING RESUMES?

You can utilize TalentFilter's contact and phone screening feature directly, send candidates an email encouraging them to apply through your career site, or export the resume directly into your ATS.

IS TALENTFILTER AN "APPLICANT TRACKING SYSTEM"?

TalentFilter is a resume searching tool that searches the Internet for active and passive candidates that match your criteria. While it is not designed to be an "applicant tracking system", it does have a powerful tracking and organization system for helping you export candidates to your ATS.

IS MY DATA STORED ON YOUR SERVERS OR ON MY COMPUTER?

Your data and search results are all stored securely on servers, can be accessed by you (and only anyone to whom you give permission) and can be exported to your ATS or computer at anytime.

HOW MUCH ROOM DOES IT TAKE ON MY COMPUTER HARD DRIVE?

TalentFilter takes no storage space on your computer. You log onto a secure website to search for candidates or review your results from ANY computer! It's a software as a Service or known as Software on Demand.

CAN I IMPORT OR EXPORT RESUMES FROM TALENTFILTER?

TalentFilter will allow you to seamlessly export candidates to your desktop, ATS system or database. You can also print or email the resumes found. You can also easily import resumes (Word docs, text files, html, Outlook, LinkedIn) into TalentFilter for future searches.

CAN I SEARCH INTERNATIONAL PAY BOARDS AND FREE SITES USING TALENTFILTER?

If you have a resume site which supports search in English, TalentFilter can assist you in finding the Candidate resumes more efficiently and match them to your hiring needs.

CAN I ACCESS TALENTFILTER WHILE I AM OUTSIDE THE US TO SOURCE FOR CANDIDATES?

You can access TalentFilter and search for resumes from anyplace in the world where you can obtain a secure internet connection. All you have to do is log in using a web browser!

CAN TALENTFILTER ASSIST ME IN MY MARKETING EFFORTS TO CANDIDATES?

TalentFilter allows you to identify unique fields and workgroups for effective candidate contact management. You may create persuasive, marketing campaigns consistent with your company's branding needs.

DO I NEED TO BE CONCERNED ABOUT SPAMMING CANDIDATES?

You should always only contact those candidates who have posted a resume or bio who are likely interested in hearing about an open position. TalentFilter is CAN-SPAM compliant in how it sends out emails to potential candidates.

DOES TALENTFILTER MEET CURRENT OFCCP REPORTING REQUIREMENTS?

Yes, TalentFilter will allow you to Log external and internal resume database search activity automatically, including resumes that meet basic qualifications. We maintain secure search logs in case of future audit. We will work with you to customize reports to meet your corporate record retention policies. TalentFilter will continue to employ best practices to meet OFCCP and other federal guidelines.

HOW MUCH DOES TALENTFILTER COST?

TalentFilter is licensed on a subscription basis because it is continually updated to improve searching effectiveness and compatibility. In addition, we are constantly implementing improvements and new features, all of which are automatically downloaded and implemented on-the-fly to our paying customers.

CAN I RECEIVE TRAINING ON HOW TO USE TALENTFILTER? IF SO, WHAT IS THE COST?

Yes. Personal online training sessions with our professional software trainers are available--and are a part of our service to new Clients.

DO YOU ACCEPT REQUESTS FOR ADDITIONAL JOB BOARDS OR WEBSITES?

Yes. We will assist you in connecting to your favorite job boards or websites if they are not already among our hundreds of resources.