

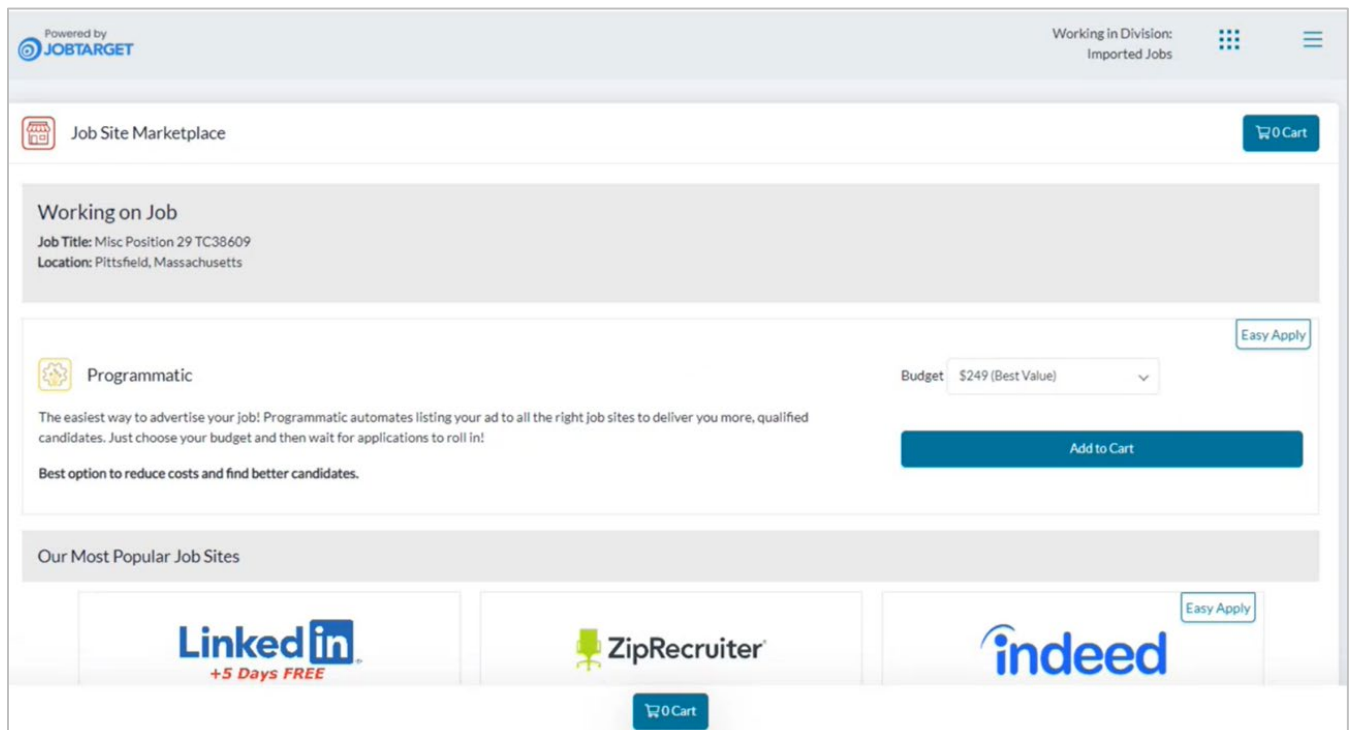
Enhanced Job Distribution

Today there are over 25,000 job board web sites where candidates are looking for work. Many of these sites are focused on specific roles, expertise, and applicant demographics. But when there are so many specialized job boards, how can one recruiter possibly know of them all?

Thankfully, symlr Recruiting's Enhanced Job Distribution, powered by JobTarget, makes it easier than ever to find the best job boards for your requisitions. By using JobTarget's built-in search and publication tools, you can ensure your jobs are posted in all the right places (and getting noticed by all the right people).

What is it?

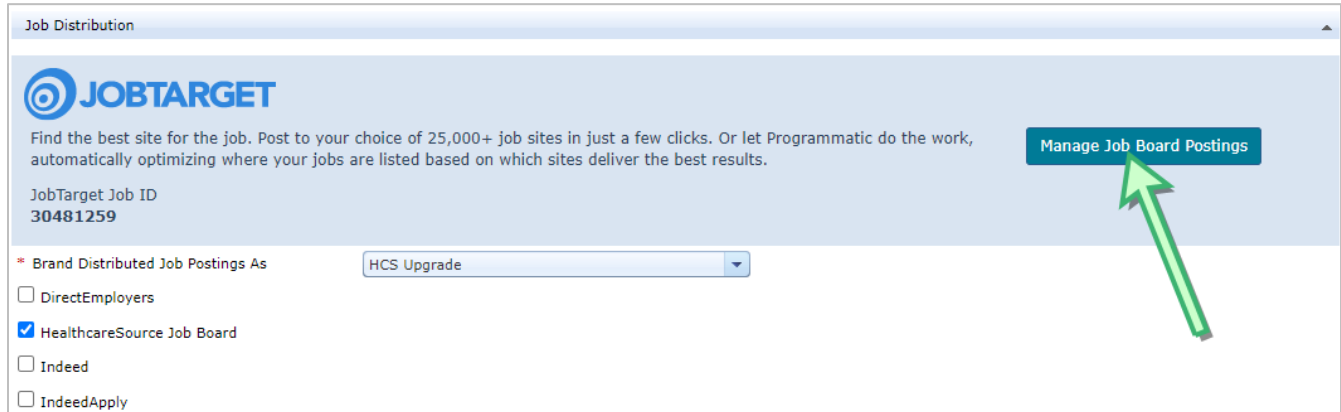
Enhanced Job Distribution enables Recruiters to publish job postings to almost any job board across the internet, near-simultaneously, directly from symlr Recruiting. There's no tedious re-posting, and no need for managing separate logins for each job site. Just create and activate your requisition, choose the sites where you want to publish, then checkout.



After posting a job to a participating site, its activity is tracked in symlr Recruiting. You can view the number of applicants coming through, see any requisition status updates, and even edit or cancel the posting, all from within the *Requisition Details* page.

How do I use it?

Users with permissions to distribute jobs can access this feature from the *Requisition Details* page after creating a new requisition. Select the **Job Postings** tab in the *Requisition Information* section, then scroll down to the *Job Distribution* area, where you'll see the JobTarget space.



Job Distribution

JOBTARGET

Find the best site for the job. Post to your choice of 25,000+ job sites in just a few clicks. Or let Programmatic do the work, automatically optimizing where your jobs are listed based on which sites deliver the best results.

JobTarget Job ID
30481259

Manage Job Board Postings

* Brand Distributed Job Postings As HCS Upgrade

☐ DirectEmployers

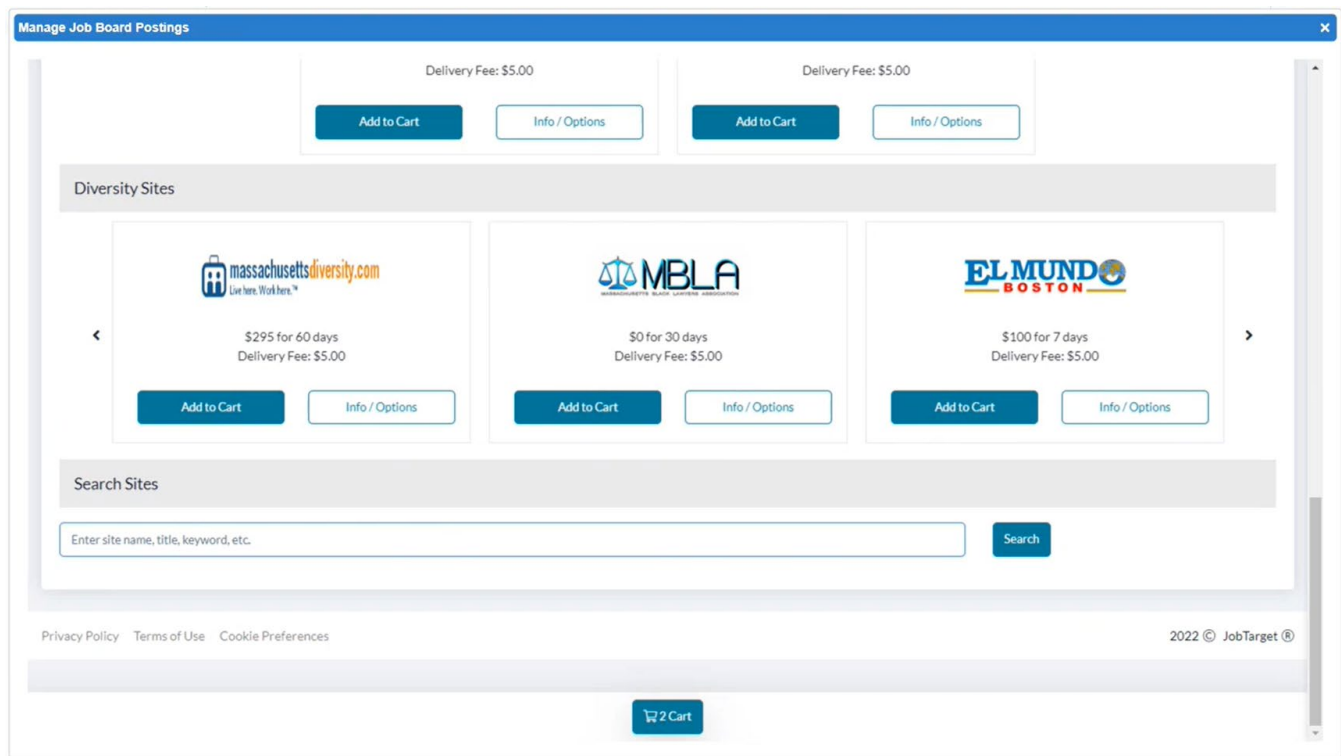
☒ HealthcareSource Job Board

☐ Indeed

☐ IndeedApply

Selecting **Manage Job Board Postings** displays a pop-up window offering several different job distribution options powered by JobTarget. Various job boards display here, split up into categories including most popular, diversity sites, free sites, and more.

Each site displays with a standard advertising rate and duration. Additional posting terms can be chosen by selecting the **Info/Options** button. To publish across multiple sites, select each using the **Add to Cart** button, then complete the checkout process. If any third-party sites require additional details, you will be prompted to add them here.



Manage Job Board Postings

Delivery Fee: \$5.00

Add to Cart **Info / Options**

Diversity Sites

massachusettsdiversity.com
Live here. Work here.™
\$295 for 60 days
Delivery Fee: \$5.00
Add to Cart **Info / Options**

MBLA
\$0 for 30 days
Delivery Fee: \$5.00
Add to Cart **Info / Options**

EL MUNDO BOSTON
\$100 for 7 days
Delivery Fee: \$5.00
Add to Cart **Info / Options**

Search Sites

Enter site name, title, keyword, etc. **Search**

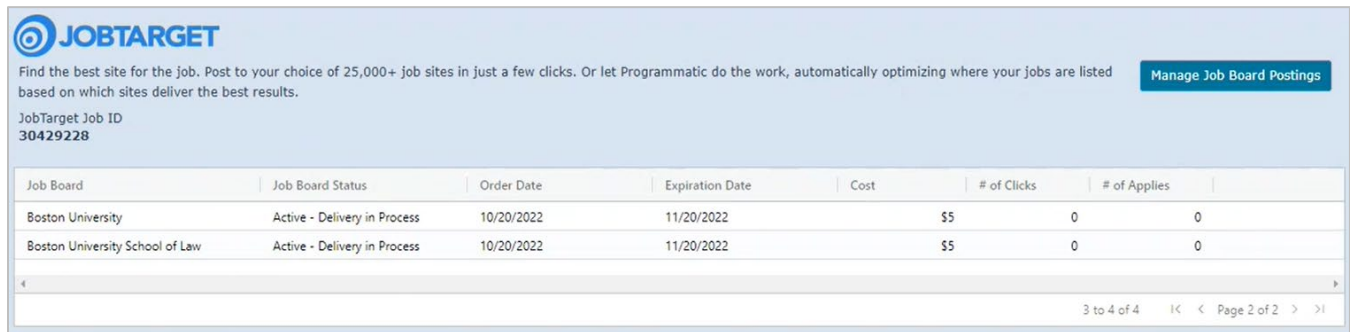
Privacy Policy Terms of Use Cookie Preferences

2022 © JobTarget ®

2 Cart

Scrolling further down reveals the **Search** bar, allowing you to make your own queries from all 25,000+ sites that JobTarget can post to. Searching is a quick and effective way to discover job sites focused on specialized roles or demographics that you might not have known about before.

No time to search for job sites? Using **Programmatic Posting** automates your advertising by posting to the best sites JobTarget can find, based on the content of your requisition and their proprietary search algorithms.



The screenshot shows the JobTarget interface. At the top, there's a header with the JobTarget logo and a description: "Find the best site for the job. Post to your choice of 25,000+ job sites in just a few clicks. Or let Programmatic do the work, automatically optimizing where your jobs are listed based on which sites deliver the best results." There's a "Manage Job Board Postings" button. Below this, the "JobTarget Job ID" is listed as "30429228". The main part of the screenshot is a table with the following columns: Job Board, Job Board Status, Order Date, Expiration Date, Cost, # of Clicks, and # of Applies. The table contains two rows of data for Boston University and Boston University School of Law, both with a status of "Active - Delivery in Process", an order date of 10/20/2022, an expiration date of 11/20/2022, a cost of \$5, 0 clicks, and 0 applies. At the bottom right of the table, it says "3 to 4 of 4" and "Page 2 of 2".

Job Board	Job Board Status	Order Date	Expiration Date	Cost	# of Clicks	# of Applies
Boston University	Active - Delivery in Process	10/20/2022	11/20/2022	\$5	0	0
Boston University School of Law	Active - Delivery in Process	10/20/2022	11/20/2022	\$5	0	0

After publication, jobs posted on JobTarget sites can be managed from the *Job Distribution* area in symplr Recruiting. Details shown here include post status, expiration dates, and engagement metrics like click-throughs and applications received.

The Fine Print

Nothing major, just some additional details to be aware of when using Enhanced Job Distribution.

- A requisition must be set to the **Active - Posted** status for the JobTarget section to display on the *Requisition Details* page. Additionally, any hidden or internal-only jobs cannot be posted through JobTarget.
- Enhanced Job Distribution automatically sends any eligible existing job postings to the Organic Sites Bundle, a set of free job boards provided by JobTarget (*LinkedIn Organic*, *ZipRecruiter Organic*, *Monster Organic*, *Talent.com*, *MyJobHelper*, *Adzuna*, *Jora*, and *Jooble*).
- If the requisition status in symplr Recruiting changes to anything besides **Active - Posted**, it is considered a closed job and any active postings on external sites are removed. This also occurs if changing an **Active** posting to **Hidden** or **Internal Only** status.
- The job owner is the user who receives any expiration notices about jobs. In other words, these notices are sent to the user who posted the job to these sites, not necessarily the person who created the requisition in symplr Recruiting.
- Since there cannot be any duplicate active postings to the same site, JobTarget postings can be recreated and reposted the day after expiration.

Please contact talentsupport@symplr.com for more information.