

SETU standard

Standard for Vacancies 1.0

Date	October 7th 2011
Version	Draft
Author(s)	Jasper Roes Michiel Stornebrink Dennis Krukkert
Number of pages	112
Number of appendices	5

© 2011 SETU

Table of contents

DRAFT

Table of contents.....	2
1 Introduction	4
1.1 Scope	4
1.2 SETU versus HR-XML standards	4
1.3 Reading guide.....	4
1.4 Acknowledgements	5
1.5 Version history	5
2 Business overview	6
2.1 Domain model	6
2.2 Roles & parties	7
2.3 Processes	9
3 Information model.....	12
3.1 Overview messages	12
3.2 Information elements PositionOpeningNL.....	14
3.3 Information elements VacancyResponseNL	18
4 Technical mapping PositionOpeningNL	19
4.1 PositionRecordInfo.....	22
4.2 PositionSupplierNL	25
4.3 PositionProfileNL.....	34
4.4 ApplicationInformationNL.....	61
4.5 DistributionGuidelinesNL	67
4.6 AdvertisementInfoNL.....	69
4.7 ExtensionsNL	78
5 Technical mapping VacancyResponseNL	80
5.1 MessageId.....	80
5.2 ReactionToMessageId	82
5.3 Reason	83
6 Reference example.....	84
7 References	92
Appendix A: XML example Vacancy-message	94
Appendix B: XML example Vacancy+-message.....	98
Appendix C: XML example Advertisement-message.....	104
Appendix D: XML example Response-message.....	110
Appendix E: Overview codelists.....	111

DRAFT

1 Introduction

This standard is part of a series of standards issued by SETU. The SETU is a non-profit organisation that creates and maintains standards for exchange of electronic data in the Dutch human resource industry. Other standards in this series include:

- Standard for Ordering & Selection
- Standard for Reporting Time & Expenses
- Standard for Assignment
- Standard for Invoicing

1.1 Scope

The SETU Standard for Vacancies is targeted at the process of exchanging vacancies and advertisements in the human resource. The standard can be used to exchange vacancies and advertisements between companies looking for employees, recruitment agencies, staffing companies, distributors, jobboards and or other publishers. This standard does not define messages for exchanging curricula vitae or responses that include candidate information.

The standard contains information models that describe the moments (when) and the content (what) of information exchange. It deals with electronically sending vacancies and advertisements, including corrections. The standard supports the exchange of vacancies and advertisements information between two organisations; this implies that multi-party collaborations are out of scope.

This standard is intended for use within the domain of human resourcing. This standard might also be useable outside of this domain; however, this standard does not describe how to use the standard outside of the human resourcing domain.

1.2 SETU versus HR-XML standards

The SETU standards define a profile on top of the HR-XML standards to create standards that are tailor made for the Dutch human resource industry. Next to defining tailor made profiles the SETU standards also add semantics to the exchanged information, thereby ensuring that all parties involved know exactly the meaning of the information.. Furthermore the SETU defines processes between parties, instead of the processes between software systems that are defined by HR-XML.

The SETU standards therefore add meaning to the information elements that are defined by HR-XML en define processes between parties that are active in the information exchange.

1.3 Reading guide

This document has six chapters and four appendices:

Chapter	Title	Appendix	Title
Chapter 1	Introduction	Appendix A	XML example Vacancy-message
Chapter 2	Business overview	Appendix B	XML example Vacancy++-message
Chapter 3	Information model	Appendix C	XML example Advertisement-message
Chapter 4	Technical mapping PositionOpeningNL	Appendix D	XML example Response-message
Chapter 5	Technical mapping VacancyResponseNL	Appendix E	Overview codelists
Chapter 6	Reference example		
Chapter 7	References		

Chapter 2 discusses the business part of the standard and gives an indication in which processes the standard can be used. The intended audience for chapter 2 is managers and decision makers. The information model in chapter 3 describes the standard in more detail and is intended for information managers and information analysts. Chapter 4 and 5 contain the technical mapping, which discusses the XML messages of the standard and is intended for programmers and technical specialists.

1.4 Acknowledgements

To develop this standard a working group and a review group was formed that was lead and supported by Dennis Krukkert, Michiel Stornebrink and Jasper Roes (TNO). Without the invaluable information provided by the working and review group members this standard would not have been what it is today. The following people were part of the working group and/or of the review group:

Working group	Review group
Peter Olivier (USG People)	Klaas Waslander (Tangram)
Jan Oostijen (Nationale Vacaturebank)	Tom van der Valk (Blyxum)
Ralf Reinink (Timing)	Wiecher Hakse (Timing)
Peter Roelings (Adecco)	Willem Paul Stuurman (Knollenstein)
Sander Coops (Adecco)	Dirk Goossens (Sollicity)
Michiel Wiggers (CTB Flex)	
Ellen van Eck (Randstad groep)	
Harry van der Sanden (Randstad groep)	
Sanne van Hartingsveldt (Randstad groep)	
Peter Nieuwpoort (InGoedeBanen)	
Marcel Kolff (Flexservice)	
Arjen Tevel (UWV)	
Ton Wallast (UWV)	

1.5 Version history

Table 1: Version history

Version	Date	Description
1.0	2011-12-15	First release of the SETU standard for Vacancies

1.5.1 Detailed changes

Table 2 contains a list of changes that have been included in this version by means of maintenance requests.

Table 2: Maintenance requests

Request ID	Description	Reference (section)

2 Business overview

This chapter presents a business overview of the Standard for Vacancies. The intended audience for this chapter is business managers and information managers that want to get a grip on the possibilities of the SETU Standard for Vacancies. This chapter starts of with a domain model that shows what the important entities and roles are for the standard. The roles are further described in section 2.2. Furthermore, section 2.2 gives an indication of the different parties that can fulfill a role by means of several examples. In section 2.3 the processes that are supported are presented and discussed. Section 2.3 also presents the different states of the vacancy that result from sending the different messages.

2.1 Domain model

The domain model gives an indication of the different entities that are important for the standard and also presents the roles that have been defined and that relate to the entities. Each entity has a relation to one or more other entities, each role relates to exactly two entities. The domain model consists of four entities and their definitions can be found in Table 3:

- Supernumerary place
- Vacancy
- Vacancy++
- Advertisement

The relations between the entities are presented in Figure 1 and discussed in Table 3. Section 2.2 discusses the roles and their relations to the entities.

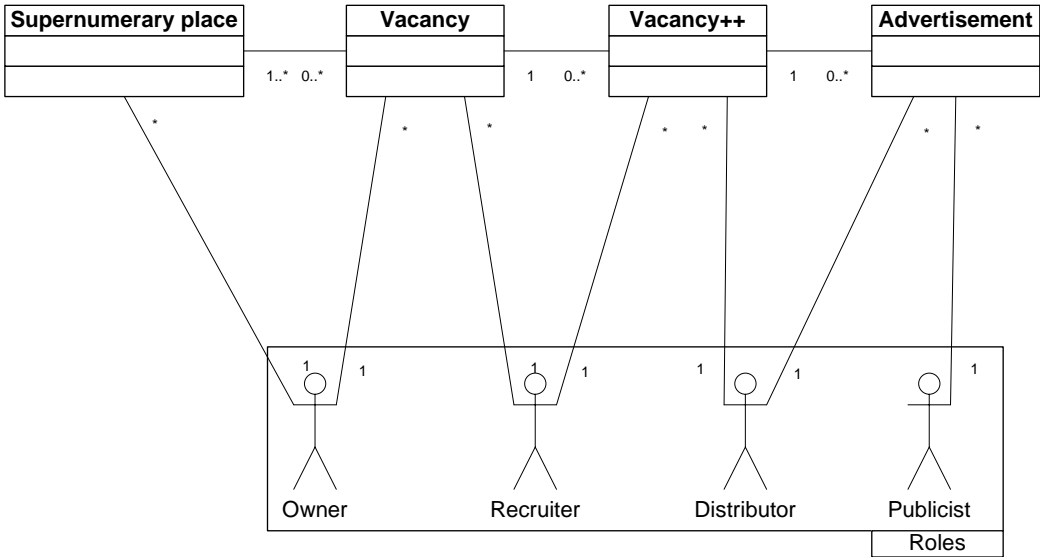


Figure 1: Domain model

Table 3: Entity descriptions

Entity	Definition	Relations
Supernumerary place	A permanent or temporary position in a company that can result in a working place for one or more persons.	One supernumerary place results in zero or more vacancies.
Vacancy	A supernumerary place that is unfilled or unoccupied.	Each vacancy belongs to one or more supernumerary place. One vacancy results in one or more vacancies++.
Vacancy++	A vacancy++ contains the information from the vacancy with additional information added by the recruiter (for example information about the application procedure).	Each vacancy++ belongs to one vacancy. One vacancy++ results in zero or more advertisements.
Advertisement	A vacancy in the print, broadcast, or electronic media, designed to attract public attention.	Each advertisement belongs to one vacancy.

2.2 Roles & parties

This section presents the roles that are important for the standard for vacancies and gives some examples of the parties that can fulfill the different roles.

2.2.1 Roles involved

Four roles are defined by this standard:

- Owner
- Recruiter
- Distributor
- Publicist

The definition of each of the roles and their relation to the entities as depicted in Figure 1 are provided in Table 4.

Table 4: Roles description

Role	Definition	Entity relations
Owner	The party (company/organization) that has a supernumerary place.	A owner has zero or more supernumerary places and can creates zero or more vacancies to fulfill the supernumerary place(s).
Recruiter	The party that is responsible for the vacancy that results from the need of the owner to fulfill the supernumerary place.	The recruiter receives a vacancy from the owner and transforms this into a vacancy++.
Distributor	The party that is responsible for transforming the vacancy into an advertisement that can be published and sending the advertisement to one or more publicists.	The distributor receives a vacancy++ and transforms this into one or more advertisements.
Publicist	The party responsible for publishing the advertisement.	The publicist receives an advertisement and publishes the advertisement.

2.2.2 *Examples parties fulfilling roles*

This section gives a couple of examples in which different parties fulfil one or more roles.

Example 1 (each role fulfilled by a different party):

Company X has a supernumerary place for which they want to hire a new person. Company X contact StaffingCompany Y and asks them whether they can help to fulfil the vacancy. StaffingCompany Y accepts the job and transforms the vacancy into a vacancy++. They then send the vacancy++ to Distributor Z that transforms the advertisement into multiple advertisements for different publication media. Distributor Z sends the different advertisements tot the publishers to get the advertisements published.

In this example Company X fulfils the 'owner' role, StaffingCompany Y fulfils the 'recruiter' role, Distributor Z fulfils the 'distributor' role. The 'publicist' role is fulfilled by the different publishers.

Example 2 (one party fulfils multiple roles):

Company X has a supernumerary place for which they want to hire a new person. Company X contact StaffingCompany Y and asks them whether they can help to fulfil the vacancy. StaffingCompany Y accepts the job and transforms the vacancy into a vacancy++ and the vacancy++ into multiple advertisements for different publication media. StaffingCompany Y sends the different advertisements tot the publishers to get the advertisements published.

In this example Company X fulfils the 'owner' role, StaffingCompany Y fulfils the 'recruiter' role and the 'distributor' role. The 'publicist' role is fulfilled by the different publishers.

Example 3 (one party fulfils multiple roles):

Company X has a supernumerary place for which they want to hire a new person. Company X has his own recruitment department that create the vacancy++ and transform these into the advertisements. Company X then sends the different advertisements tot the publishers to get the advertisements published.

In this example Company X fulfils the 'owner' role, the 'recruiter' role and the 'distributor' role. The 'publicist' role is fulfilled by the different publishers.

2.3 Processes

This section provides the processes that are defined by the standard. Subsection 2.3.1 describes the process of a new vacancy, subsection 2.3.2 describes the other processes. Subsection 2.3.3 defines the states that are the result of these processes.

2.3.1 New vacancy

This section presents the process of a new vacancy:

- The life-cycle of a starts with the creation of the vacancy at the owner.
- The owner sends the vacancy to the recruiter (1)
- The recruiter can search in its own database for candidates and/or create a vacancy++
- If the recruiter has a candidate in his own database he has the possibility to send a response to the owner (2).
- The recruiter sends the vancancy++ to a distributor (3), the distributor can send a response (4) and creates an advertisement.
- The recruiter sends the advertisement to a publicist (5), who publishes the advertisement.
- In case of the need for responses the publicist can send a response to the distributor (6), who can then send a response to the recruiter (7), who in his turn can send a response (8) to the owner.

The response message can also be used to send status updates about the different messages, for instance the placement of an advertisement on a publication media. The publicist can than send a response to the distributor, who can inform other parties in the chain with the response message.

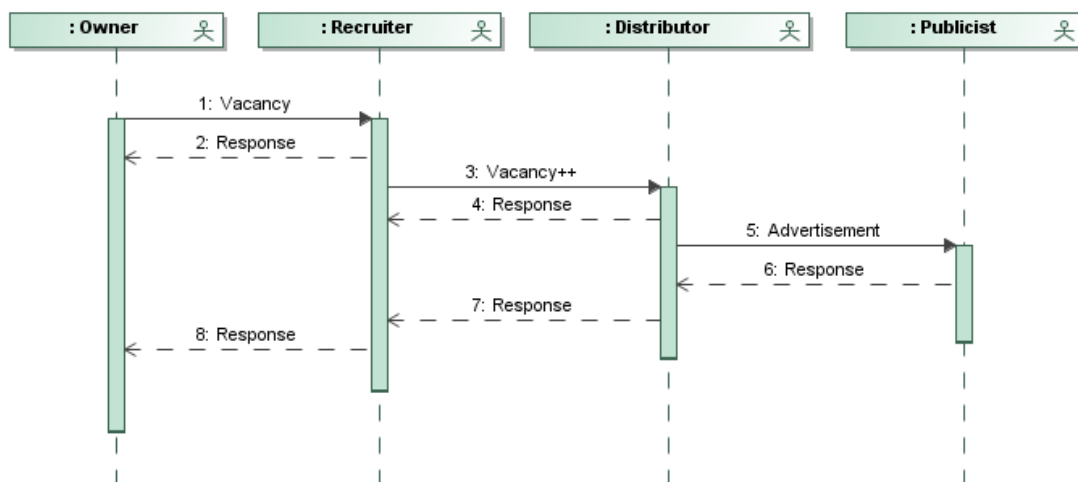


Figure 2: New vacancy/vacancy++/advertisement process

2.3.2 Other processes/actions

The process of changing the vacancy is similar to the process of sending a 'new vacancy'-message as can be seen in Figure 3. A change can be one of the actions that are defined in Table 5:

- edit
- activate
- deactive
- delete
- duplicate
- prolong

The impact of the different actions on the vacancy, vacancy++ and the advertisement are defined in section 2.3.3.

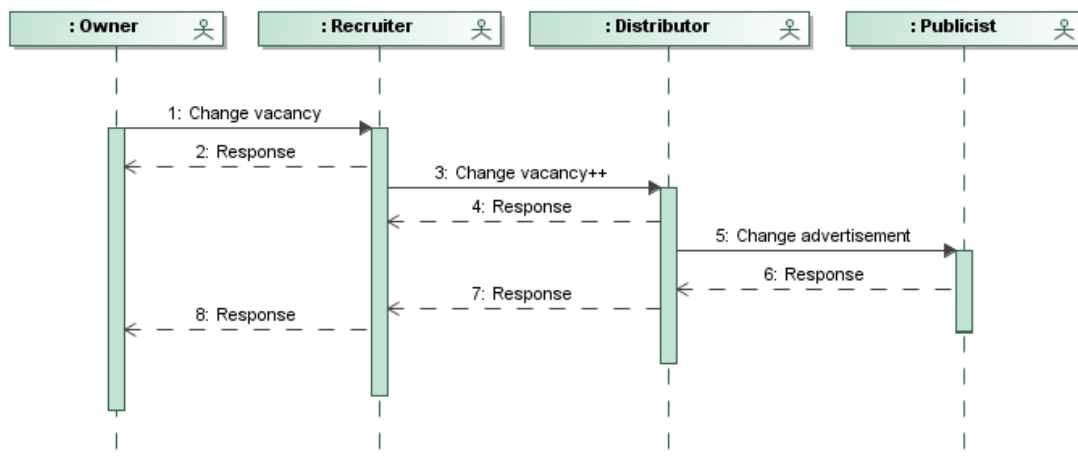


Figure 3: Change vacancy/vacancy++/advertisement process

Table 5: Actions for change message

Action	Description
edit	This action is used for making editorial or textual changes to the contents of the vacancy/vacancy++ or advertisement.
deactivate	The meaning of this action is to take a published advertisement temporarily of the web.
activate	The meaning of this action is to put a deactivated advertisement back on the web.
delete	The meaning of this action is to delete a vacancy/vacancy++ or advertisement.
duplicate	The meaning of this action is to delete a currently published advertisement and to instantly publish a new advertisement with exactly the same content.
prolong	The meaning of this action is to extend the publishment of a currently published advertisement.

2.3.3 States & actions

As mentioned in section 2.2.2 the different actions that can be performed by using the ‘change’-messages have an impact on the vacancy, vacancy++ and the advertisement. Furthermore not every action is allowed at every moment in time; some actions require previous actions (a delete for instance cannot occur before a create).

Figure 4 gives an overview of the different actions that can occur. These actions can occur for each of the messages defined (vacancy, vacancy++ and advertisement). Note that if an owner sends a change-message to its recruiter with for example the action to deactivate a certain vacancy, the recruiter is responsible to take further action to take the published advertisement of the web. The recruiter therefore sends a change-message to the distributor with the action to deactivate the vacancy, who likewise informs the appropriate publicists.

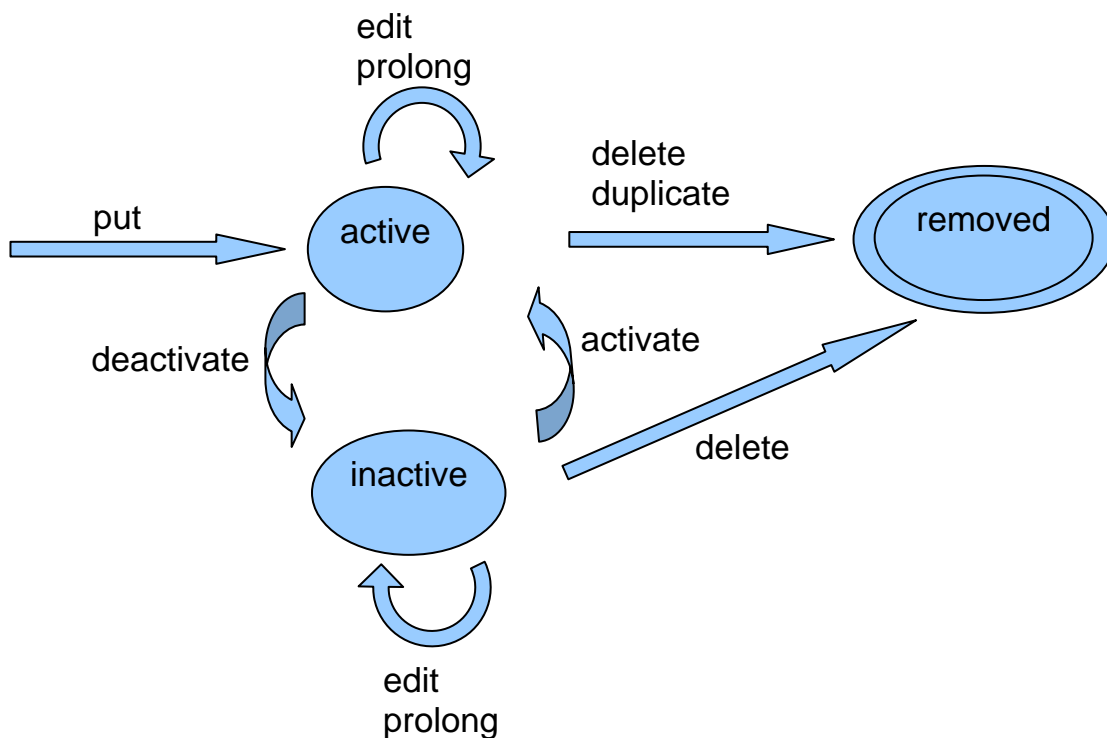


Figure 4: States and actions

A vacancy/vacancy++ or advertisement that is created and send by the owner goes into the state ‘active’. When it is in the state ‘active’ multiple actions can occur:

- The actions ‘edit’ and ‘prolong’ result in the vacancy/vacancy++ or advertisement returning into the state ‘active’ but changing either the contents or changing the expiring date.
- The actions ‘delete’ or ‘duplicate’ both result in changing the state to ‘removed’ thereby removing the vacancy/vacancy++ or advertisement. The duplicate action furthermore results in a new active vacancy/vacancy++ or advertisement.
- The action ‘deactivate’ takes the vacancy/vacancy++ or advertisement to the state ‘inactive’ in which the vacancy/vacancy++ or advertisement is not visible for the public. In this state the vacancy/vacancy++ or advertisement can be edited by the action ‘edit’ or its expiring date can be extended by the action ‘prolong’. Both these actions do not result in a new state.
- When the vacancy/vacancy++ or advertisement is in the state ‘inactive’ it can go to the state ‘active’ by the action ‘activate’. It can also go to the state ‘removed’ by the actions ‘delete’ and ‘duplicate’.

3 Information model

This chapter describes the information model of the standard for vacancies. Section 3.1 gives an overview of the vacancy message, prescribes which part of the message may be published on a jobboard or other advertisement media and prescribes which part of the message is intended for which information exchange as presented in chapter 2. Section 3.2 defines the information elements that can be contained in the messages and presents their cardinality. In section 3.3 all applicable business rules are given.

3.1 Overview messages

This section presents an overview of the message that is used to exchange vacancies and advertisements. Figure 5 presents all information blocks, where colored lines are used to indicate the intended audience of the information contained in the blocks:

- The red-lined blocks are intended for internal use by the parties that are part of the process chain. The information in these blocks may not be published on jobboards or other advertisement media.
- The information in the green-lined blocks are intended for the open public and may be published on a jobboard or in other advertisement media

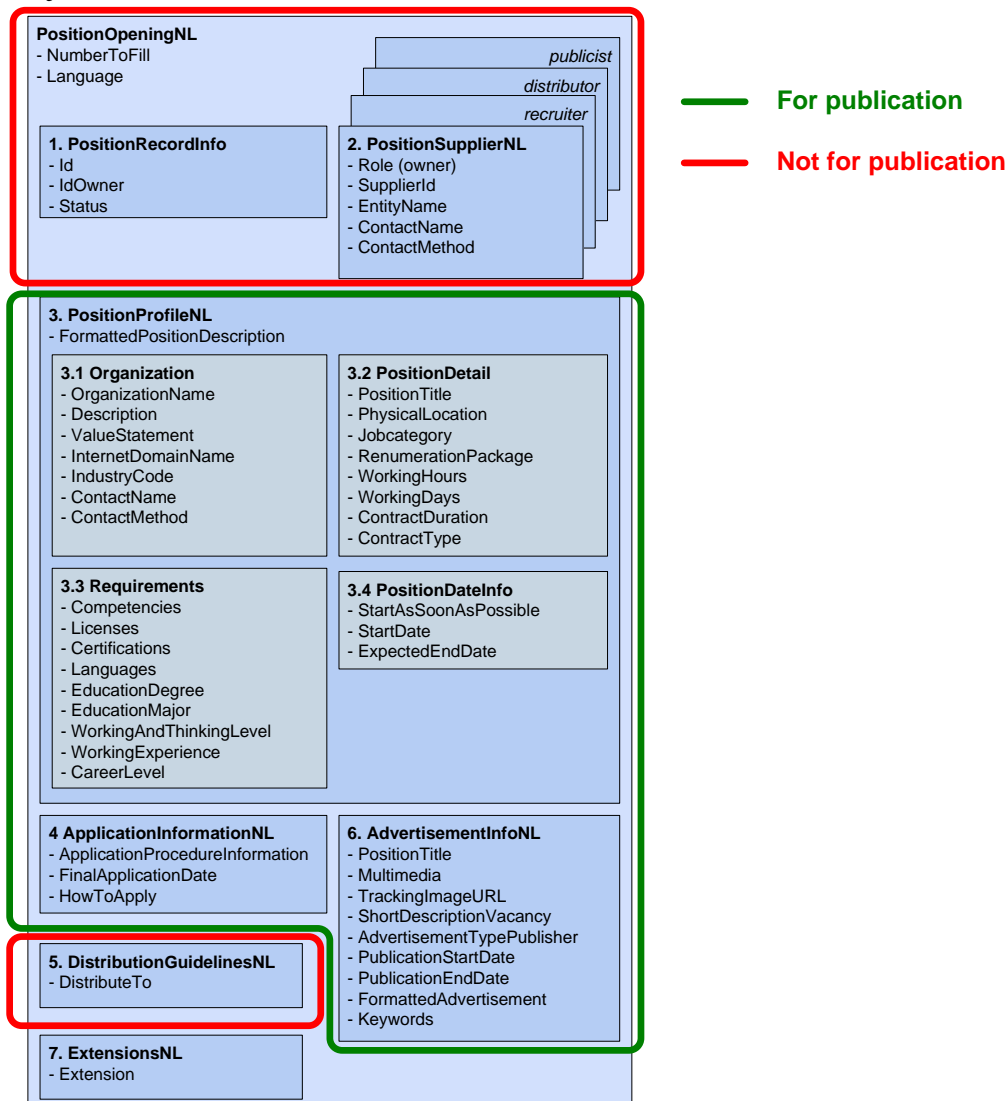


Figure 5: Overview messages with publication information

In Figure 6 the entire message is presented again to indicate which information blocks can be used in which message (vacancy, vacancy++ and advertisement).

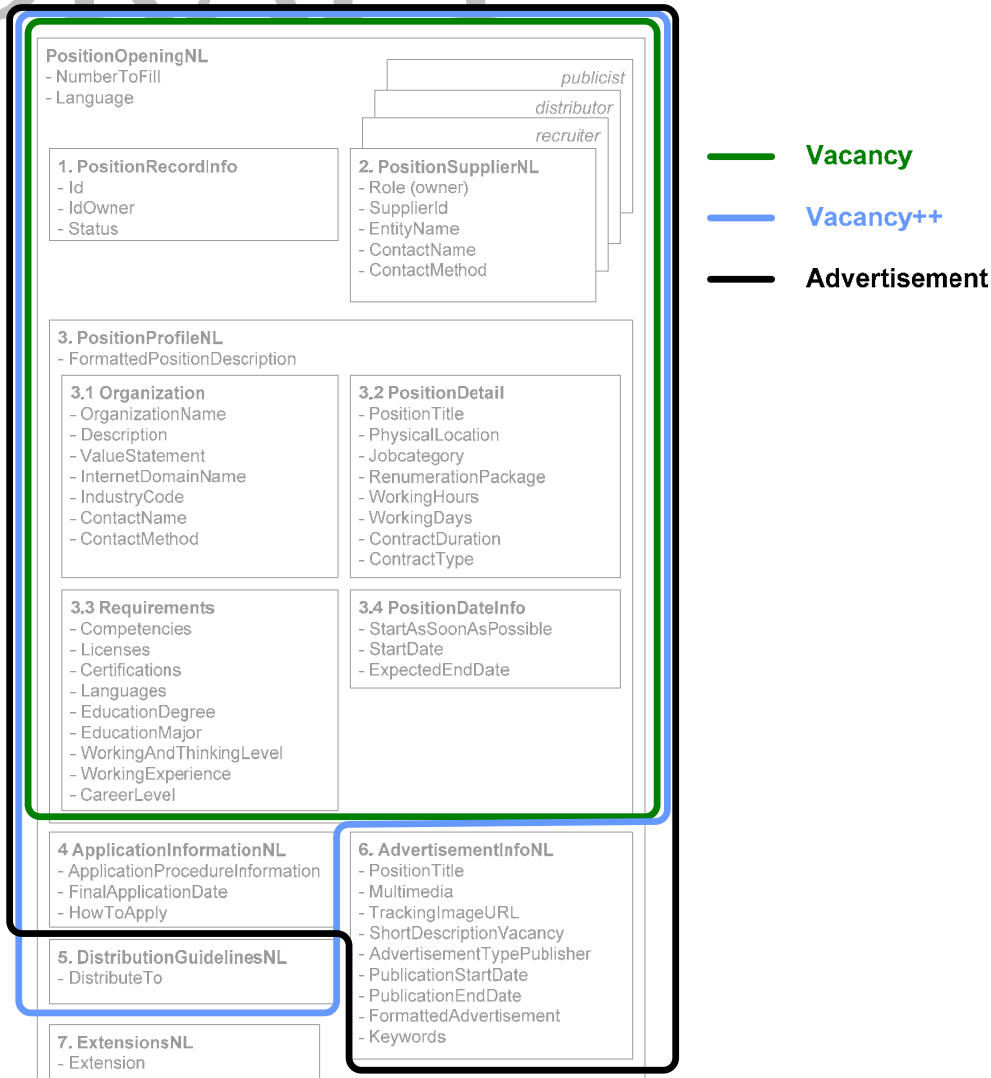


Figure 6: Overview messages with each message highlighted

3.2 Information elements PositionOpeningNL

This section gives the definition of the information elements that were defined in the message diagram in section 3.1 regarding the Vacancy, Vacancy++ and Advertisement messages. This section furthermore defines the cardinality of these information elements.

Element	Cardinality	Definition
NumberToFill	0..1	Specification of the number of position openings this vacancy message applies to.
VacancyLanguage	1	Specification of the languages in which the vacancy message is written.
PositionRecordInfo	1	See section 3.2.1
PositionSupplierNL	1..4	See section 3.2.2
PositionProfileNL	1	See section 3.2.3
ApplicationInformationNL	0..1	See section 3.2.4
DistributionGuidelinesNL	0..1	See section 3.2.5
AdvertisementInfoNL	0..1	See section 3.2.6
ExtensionsNL	0..1	See section 3.2.7

As illustrated in Figure 5, the PositionOpeningNL contains seven subcontainers, which are described in more detail in the following sections.

3.2.1 PositionRecordInfo

The PositionRecordInfo-container contains the identification elements of the vacancy message. This container furthermore provides the reason why the message is issued (i.e. the state transfers as described in section 2.3.3).

Table 6: Elements PositionRecordInfo

Element	Cardinality	Definition
Id	1..4	Vacancy identifier, issued by a certain role. This identifier must be unique to the issuer of the vacancy.
IdOwner	1	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyRoles'. The entity who has this role is specified in the PositionSupplier container (section 3.2.2).
Status	1	Specification of reason for sending the vacancy-message. This field specifies the desired vacancy status by the issuer. The allowed options are provided by the SETU codelist 'VacancyStatus'.

3.2.2 PositionSupplierNL

Element	Cardinality	Definition
Role	1	Specification the role the specified information applies to.
SupplierId	1	Unique identifier for the role, specified by defining the party that provided the identifier and the identifier itself. This identifier must be unique to the issuer of the identifier.
EntityName	1	The name of the organisation of the specified role.
ContactName	1	The name of the contact point of the organisation. This may be a person, an office or any other available contactpoint.
ContactMethod	0..1	Specification of how to reach the contactpoint. This container can contain

		an address, emailaddress, telephone number, mobile phone number and/or a facsimile number.
--	--	--

3.2.3 *PositionProfileNL*

The PositionProfileNL container contains five subcontainers. This section specifies the information element in the PositionProfileNL container and furthermore specifies the information element in de five subcontainers.

Element	Cardinality	Definition
FormattedPositionDescription	0..1	Definition of work the candidate has to perform at the company offering the job. This is not a structured definition but a formatted, human readable text.
Organization	0..1	See section 3.2.3.1
PositionDetail	1	See section 3.2.3.2
Requirements	0..1	See section 3.2.3.3
PostitionDateInfo	1	See section 3.2.3.4

3.2.3.1 *Organization*

Element	Cardinality	Definition
OrganizationName	0..1	The name the company, that has a vacancy, uses in its daily communication. This name may be different from the official registered name of the company.
Description	0..1	A, human readable, description of the company that has a vacancy.
ValueStatement	0..1	A statement of the company of the company culture.
InternetDomainName	0..1	The address of the webpage of the company.
Industrycode	0..1	The code of the industry the company is active in. The allowed options are definted by the SBI 2008 codelist.
ContactName	0..1	The name of the contact point of the organisation. This may be a person, an office or any other available contactpoint. This contact information serves as the contact point for further information about the vacancy.
ContactMethod	0..1	Specification of how to reach the contactpoint. This container can contain an address, emailaddress, telephone number, mobile phone number and/or a facsimile number. This contact information serves as the contact method for further information about the vacancy.

3.2.3.2 *PositionDetail*

Element	Cardinality	Definition
PositionTitle	1	The descriptive name of the vacancy.
PhysicalLocation	1	The place where the candidate is going to work when being hired for the specified function.
Jobcategory	1	The specified discipline the function can be categorized in.
RemunerationPackage	0..1	A human readable description of the primary and secondary benefits the company that has the vacancy is offering to candidates.
WorkingHours	1	The number of hours the candidate must be willing to work each week.
WorkingDays	0..1	The number of days the candidate must be willing to work each week.
ContractDuration	1	The duration of the contract the company is offering.
ContractType	1	The type of contract that is offered. The allowed options are specified in the SETU codelist 'ContractType'

3.2.3.3 *Requirements*

Element	Cardinality	Definition
Competencies	0..1	The required competences for the function.
Licenses	0..1	The required licenses for the function. For instance a driving license.
Certifications	0..1	The required certifications for the function
Languages	0..1	The languages the candidate must be able to speak, write or read.
EducationDegree	0..1	The required degree in education the candidate must have fulfilled. The allowed options are specified in the SETU codelist 'educationDegree'.
EducationMajor	0..1	A specification of the specialisation of the degree the candidate must have. The allowed options are specified in the SOI 2006 opleidingsrichtingen.
WorkingAndThinking Level	0..1	The required working and thinking level. The allowed options are specified in the SETU codelist 'educationDegree'.
WorkingExperience	0..1	The required years of relevant working experience. Must be specified by a minimum and maximum number of years.
CareerLevel	0..1	The required career-level for the function. The allowed options are specified in the SETU codelist 'CareerLevel'.

3.2.3.4 *PositionDateInfo*

Element	Cardinality	Definition
StartAsSoonAsPossible	0..1	Indicator to specify that the function is already open.
StartDate	0..1	Specification of the preferred first working day.
ExpectedEndDate	0..1	Specification of the expected last working day.

3.2.4 *ApplicationInformationNL*

Element	Cardinality	Definition
ApplicationProcedureInformation	0..1	Information in human readable text about the application procedure.
FinalApplicationDate	0..1	The latest date an application for the job can be sent.
HowToApply	1..n	Specification of the contact details for the application method.

3.2.5 *DistributionGuidelinesNL*

Element	Cardinality	Definition
DistributeTo	0..n	Specification of the parties that must receive the advertisement.

3.2.6 *AdvertisementInfoNL*

Element	Cardinality	Definition
PositionTitle	0..1	The title that should be used for the advertisement when placing the advertisement on a jobboard or other advertisement media.
Multimedia	0..n	Specification of multimedia files that can be used in the advertisement. This may be a company logo, a picture, a video or any other type of multimedia supported by the advertisement media.
TrackingImageURL	0..1	URL pointing to a tracking image that can be used by the company supplying the advertisement to the publisher to track the visitors of the advertisement.
ShortDescriptionVacancy	0..1	Short description of the vacancy that can be used to display in search results where a regular description does not fit.
AdvertisementTypePublisher	0..1	The type of advertisement that the publication medium must place. The possible types of advertisements are specified by the publication medium.
PublicationStartDate	0..1	The date the advertisement must be published.
PublicationEndDate	0..1	The date the advertisement must be removed from publication.
FormattedAdvertisement	0..1	Container in which the entire advertisement can be placed, including HTML-layout.
Keywords	0..1	List of keywords that can be used to make the advertisement better findable in search engines.

3.2.7 *ExtensionsNL*

Element	Cardinality	Definition
Extension	0..1	Container that can be used to specify additional information elements that were not identified when creating the standard.

3.3 Information elements VacancyResponseNL

This section gives the definition of the information elements that were defined in the message diagram in section 3.1 regarding the response message. This section furthermore defines the cardinality of these information elements.

Element	Cardinality	Definition
MessageId	1	Unique identifier of the response message
ReactionToMessageId	1..4	Unique identifier of the message this response is responding to.
Reason	1	Reason for sending the response.

The Reason element contains the reason for sending the response. This may be to inform the sender of the vacancy why the vacancy is not accepted, it may also be to inform the sender that the receiver will not process the message further as the receiver has a candidate in its own database.

4 Technical mapping PositionOpeningNL

The message definitions, as provided in the previous chapter, require a mapping onto an implementation structure in order to be applied in an exchange of electronic information. This chapter provides the mapping for the Vacancy, Vacancy++ and Advertisement messages. These messages are mapped onto the PositionOpeningNL.xsd schema.

PositionOpeningNL

The main element of the PositionOpeningNL schema is ‘PositionOpeningNL’

Element	PositionOpeningNL
Definition	The main element of the message, this container contains all other elements that are needed to define vacancies and advertisements.
Mapping	PositionOpeningNL
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	The root element of the Vacancy, Vacancy++ and the Advertisement message must be ‘PositionOpeningNL’.

The PositionOpeningNL container is the main element of the schema used to define vacancy, vacancy++ and advertisement messages. Each of these messages must begin with this element.

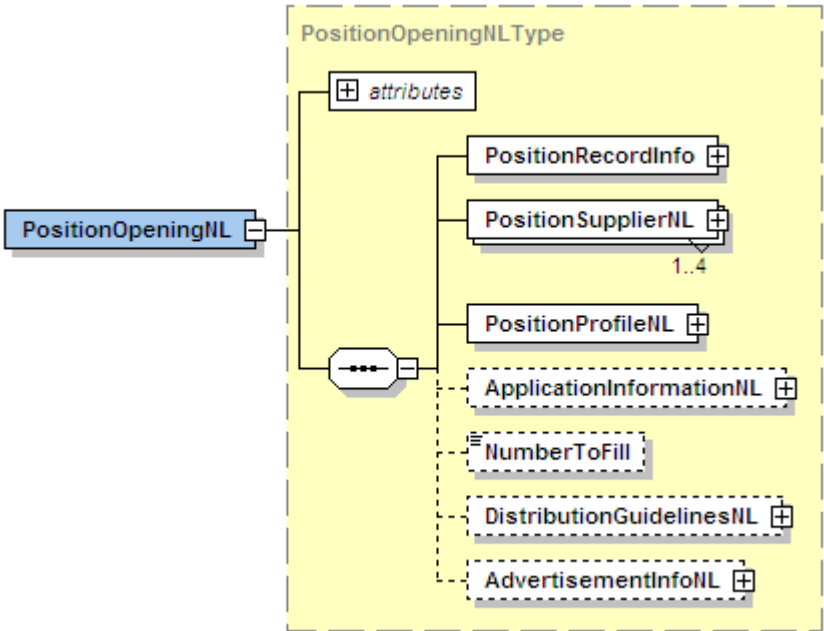


Figure 7: PositionOpeningNL container

Example
<pre><PositionOpeningNL xml:lang="nl"> <PositionRecordInfo/> <PositionSupplierNL/> <PositionProfileNL/> <ApplicationInformationNL/></pre>

```
<NumberToFill/>
<DistributionGuidelinesNL/>
<AdvertisementInfoNL/>
</PositionOpeningNL>
```

VacancyLanguage

Element	VacancyLanguage
Definition	Specification of the languages in which the vacancy message is written.
Mapping	PositionOpeningNL+xml:lang
Cardinality	1
Format	ISO639-1:2002 Alpha-2 code
Permitted values	-
Default value	-
Business rules	-

This element specifies in which language the vacancy text is written. It is not possible to define one vacancy in two languages in one message. Each language version of the vacancy must be exchanged with its own message.

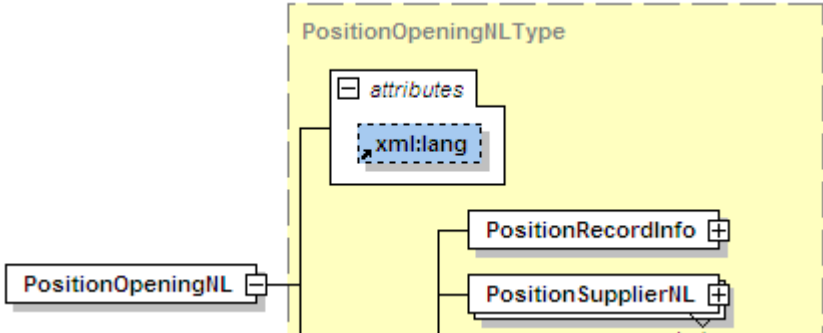


Figure 8: Language element

Example
<PositionOpeningNL xml:lang="nl">

NumberToFill

Element	NumberToFill
Definition	Specification of the number of position openings this vacancy message applies to.
Mapping	PositionOpeningNL/NumberToFill
Cardinality	0..1
Format	Integer
Permitted values	-
Default value	1
Business rules	The element 'NumberToFill' may not have a value that is lower than '1'

This element specifies the number of open positions. The minimal number that can be specified is '1', there is no maximum.

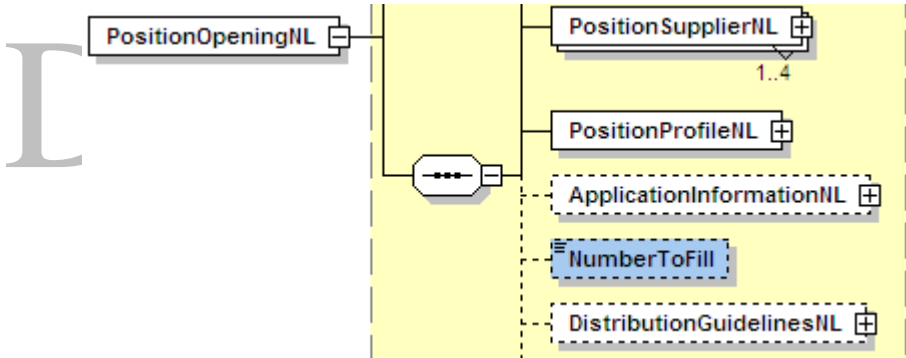


Figure 9: NumberToFill element

Example
<code><NumberToFill>1</NumberToFill></code>

4.1 PositionRecordInfo

Element	PositionRecordInfo
Definition	Information about the unique identifier of the vacancy.
Mapping	PositionOpeningNL/PositionRecordInfo
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PositionRecordInfo container contains the unique identifiers of the vacancy, vacancy++ or advertisements as defined by each of the roles.

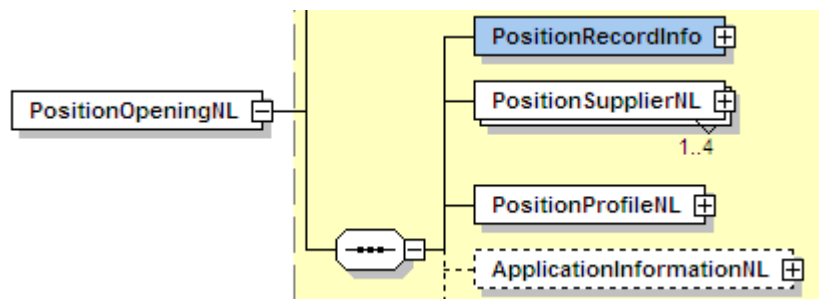


Figure 10: PositionRecordInfo container

Example
<pre> <PositionRecordInfo> <Id idOwner="owner"> <IdValue>123456</IdValue> </Id> <Status>x:put</Status> </PositionRecordInfo> </pre>

4.1.1 Id

Element	Id
Definition	Vacancy identifier, issued by a certain role. This identifier must be unique to the issuer of the vacancy.
Mapping	PositionOpeningNL/PositionRecordInfo/Id/IdValue
Cardinality	1..4
Format	String
Permitted values	-
Default value	-
Business rules	The vacancy identifier must be unique to the issuer of the vacancy.

The Id element contains the unique identifier for the vacancy as issued by a certain role. Each issuer has the responsibility to issue an identifier that is unique within its own context.

Attribute idOwner:

Attribute	idOwner
Definition	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyIdOwner'.

Mapping	PositionOpeningNL/PositionRecordInfo/Id@idOwner
Cardinality	1
Format	Codelist 'vacancyRoles' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	owner, recruiter, distributor, publicist
Default value	-
Business rules	Each idOwner may be used only once when specifying identifiers.

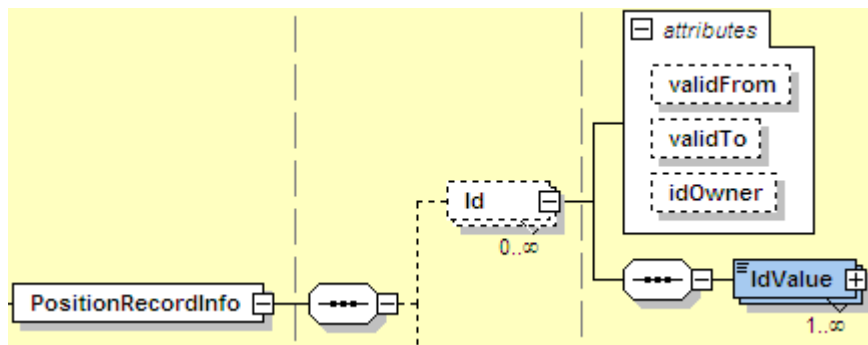


Figure 11: Id element

Example
<pre><Id idOwner="owner"> <IdValue>123456</IdValue> </Id></pre>

4.1.2 Status

Element	Status
Definition	Specification of reason for sending the vacancy-message. This field specifies the desired vacancy status by the issuer. The allowed options are provided by the SETU codelist 'VacancyStatus'.
Mapping	PositionOpeningNL/PositionRecordInfo/Status
Cardinality	1
Format	Codelist 'vacancyStatus' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	x:put, x:edit, x:delete, x:duplicate, x:activate, x:deactivate, x:prolong
Default value	-
Business rules	-

This element contains the reason the message was send. This may for instance be to place a new vacancy, vacancy++ or advertisement, but it may also be a modification of an existing vacancy, vacancy++ or advertisement.

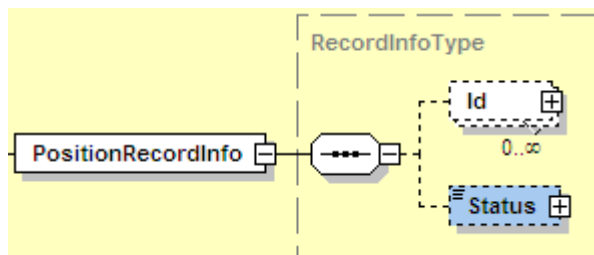


Figure 12: Status element

Example
<code><Status>x:put</Status></code>

4.2 PositionSupplierNL

Element	PositionSupplierNL
Definition	This container contains information about the party that supplies the vacancy.
Mapping	PositionOpeningNL/PositionSupplierNL
Cardinality	1..4
Format	Container
Permitted values	-
Default value	-
Business rules	Every PositionSupplierNL container must have a unique 'Role'.

The PositionSupplierNL container contains information about the party that is responsible for supplying the vacancy. This container is a modified version of the PositionSupplier container that can be found in the HR-XML SEP schema's. The information in the PositionSupplierNL container may not be published, its intended audience is the parties in the process chain.

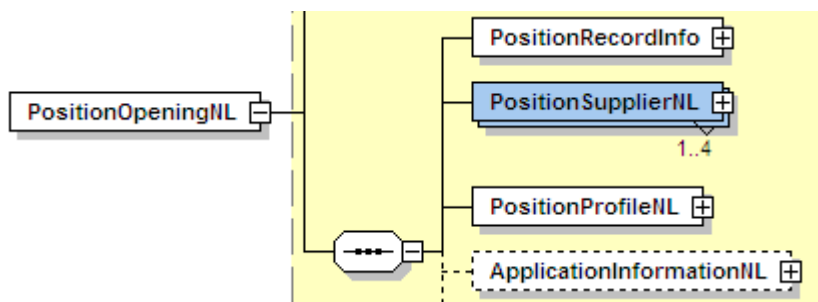


Figure 13: PositionSupplierNL container

Example
<pre> <PositionSupplierNL> <SupplierIds> <SupplierId idOwner="owner"> <IdValue>123</IdValue> </SupplierId> <SupplierId idOwner="KVK"> <IdValue>NL21136652</IdValue> </SupplierId> </SupplierIds> <EntityName>Bedrijf A</EntityName> <ContactName>Piet Janssen</ContactName> <ContactMethod> <Telephone> <FormattedNumber>+31154789523</FormattedNumber> </Telephone> <InternetEmailAddress>piet.janssen@bedrijf.a.nl</InternetEmailAddress> <SocialMedia> <SocialMedium> <SocialMediumParty>Linkedin</SocialMediumParty> <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier> </SocialMedium> </SocialMedia> </ContactMethod> <Role>owner</Role> </PositionSupplierNL> </pre>

4.2.1 SupplierIds

Element	SupplierIds
Definition	Container to contain one or more supplier identifiers.
Mapping	PositionOpeningNL/PositionSupplierNL/SupplierIds
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

This container makes it possible to include more than one SupplierId for each supplier.

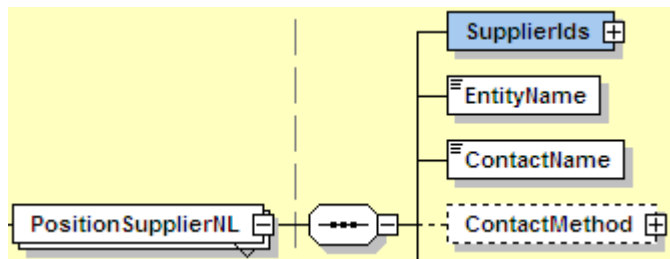


Figure 14: SupplierIds container

Example
<pre> <SupplierIds> <SupplierId idOwner="owner"> <IdValue>123</IdValue> </SupplierId> <SupplierId idOwner="KVK"> <IdValue>NL21136652</IdValue> </SupplierId> </SupplierIds> </pre>

4.2.1.1 SupplierId

Element	SupplierId
Definition	Unique identifier for the role, specified by defining the party that provided the identifier and the identifier itself. This identifier must be unique to the issuer of the identifier.
Mapping	PositionOpeningNL/PositionSupplierNL/SupplierIds/SupplierId/IdValue
Cardinality	1..8
Format	String
Permitted values	-
Default value	-
Business rules	The identifier for a positionSupplier must be unique to the issuer of the identifier.

The SupplierId element contains the unique identifier for the role. The attribute idOwner can be used to specify the party responsible for issuing the identifier. For each supplier it is possible to include up to 8 identifiers. Each of the 8 identifiers must have a different idOwner.

Attribute idOwner:

Attribute	idOwner
Definition	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyIdOwner'.

Mapping	PositionOpeningNL/PositionSupplierNL/SupplierId/Id@idOwner
Cardinality	1
Format	Codelist 'vacancyIdOwner' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	owner, recruiter, distributor, publicist, KVK, OIN, BTW, Fi
Default value	-
Business rules	Each idOwner may be used only once when specifying identifiers.

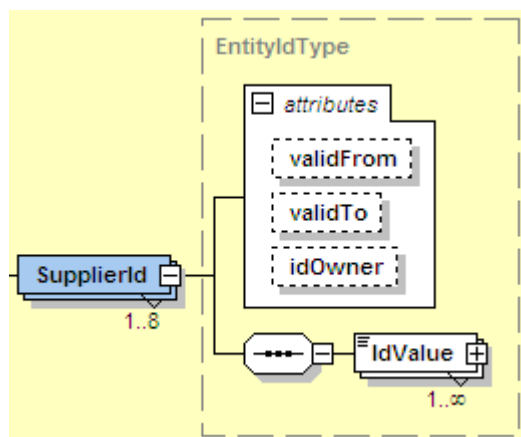


Figure 15: SupplierId element

Example
<pre><SupplierId idOwner="owner"> <IdValue>123</IdValue> </SupplierId></pre>

4.2.2 EntityName

Element	EntityName
Definition	The name of the organisation of the specified role.
Mapping	PositionOpeningNL/PositionSupplierNL/EntityName
Cardinality	1
Format	String
Permitted values	-
Default value	-
Business rules	-

The Entityname element contains the name of the specified supplier.

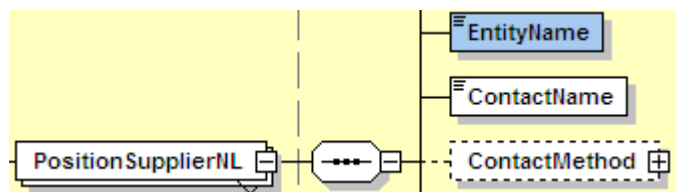


Figure 16: EntityName element

Example
<pre><EntityName>Recruitementbedrijf B</EntityName></pre>

4.2.3 ContactName

Element	ContactName
Definition	The name of the contact point of the organisation. This may be a person, an office or any other available contactpoint.
Mapping	PositionOpeningNL/PositionSupplierNL/ContactName
Cardinality	1
Format	String
Permitted values	-
Default value	-
Business rules	-

In the ContactName element the name of the contact point of the organization must be contained. The contact point may be a person, but may for instance also be an office.

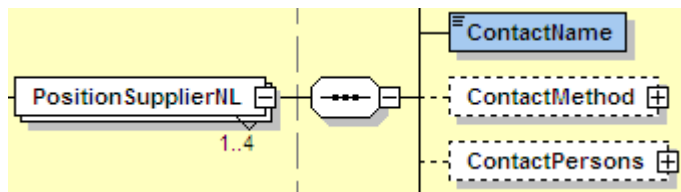


Figure 17: ContactName element

Example
<ContactName>Henk Pietersen</ContactName>

4.2.4 ContactMethod

Element	ContactMethod
Definition	Specification of how to reach the contactpoint. This container can contain an address, emailaddress, telephone number, mobile phone number and/or a facsimile number.
Mapping	PositionOpeningNL/PositionSupplierNL/ContactMethod
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContactMethod container can contain contact information of the contact point. Next to the element defined in the following table, this container can also contain the container 'PostalAddress' and the container 'SocialMedia' which are specified in separate sections.

Subelements

Element	Definition	Cardinality	Format
InternetEmailAddress	The emailaddress of the contact point.	0..1	String
Telephone/ FormattedNumber	The telephone number of the contact point.	0..1	String
Mobile/ FormattedNumber	The mobile number of the contact point	0..1	String
Fax/FormattedNumber	The fax number of the contactpoint.	0..1	String
Location	A definition of the office name of the contact point.	0..1	String

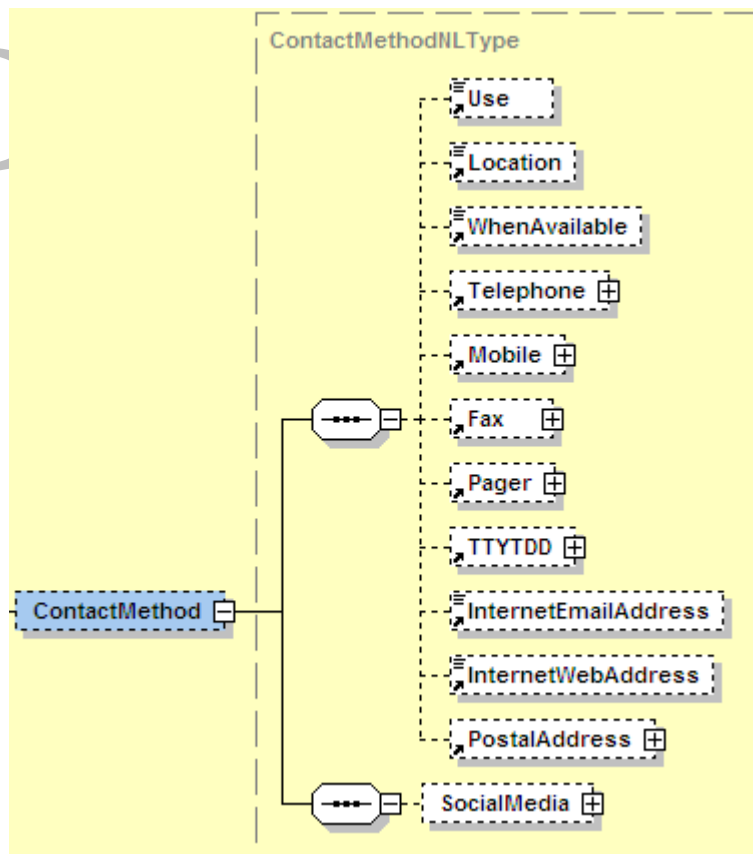


Figure 18: ContactMethod container

Example

```

<ContactMethod>
  <Telephone>
    <FormattedNumber>+31234789523</FormattedNumber>
  </Telephone>
  <InternetEmailAddress>henk.pietersen@recruitmentbedrijfb.nl
</InternetEmailAddress>
  <SocialMedia>
    <SocialMedium>
      <SocialMediumParty>Linkedin</SocialMediumParty>
    <SocialMediumIdentifier>henkpietersen</SocialMediumIdentifier>
    </SocialMedium>
  </SocialMedia>
</ContactMethod>

```

4.2.4.1 PostalAddress

Element	PostalAddress
Definition	Definition of the postal address.
Mapping	PositionOpeningNL/PositionSupplierNL/ContactMethod/PostalAddress
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PostalAddress container can contain a postal address. The elements in the following table can be contained in a postal address.

Subelements

Element	Definition	Cardinality	Format
DeliveryAddress/ Streetname	The street name part of the address.	0..1	String
DeliveryAddress/ BuildingNumber	The number of the building.	0..1	String
DeliveryAddress/Unit	The number addition.	0..1	String
DeliveryAddress/ PostOfficeBox	The post office box number.	0..1	String
PostalCode	The postal code part of the address.	0..1	String
Municipality	The city part of the address.	0..1	String
Countrycode	The country code of the address.	1	ISO 3166-1
Region	The region or provence part of the address.	0..1	String

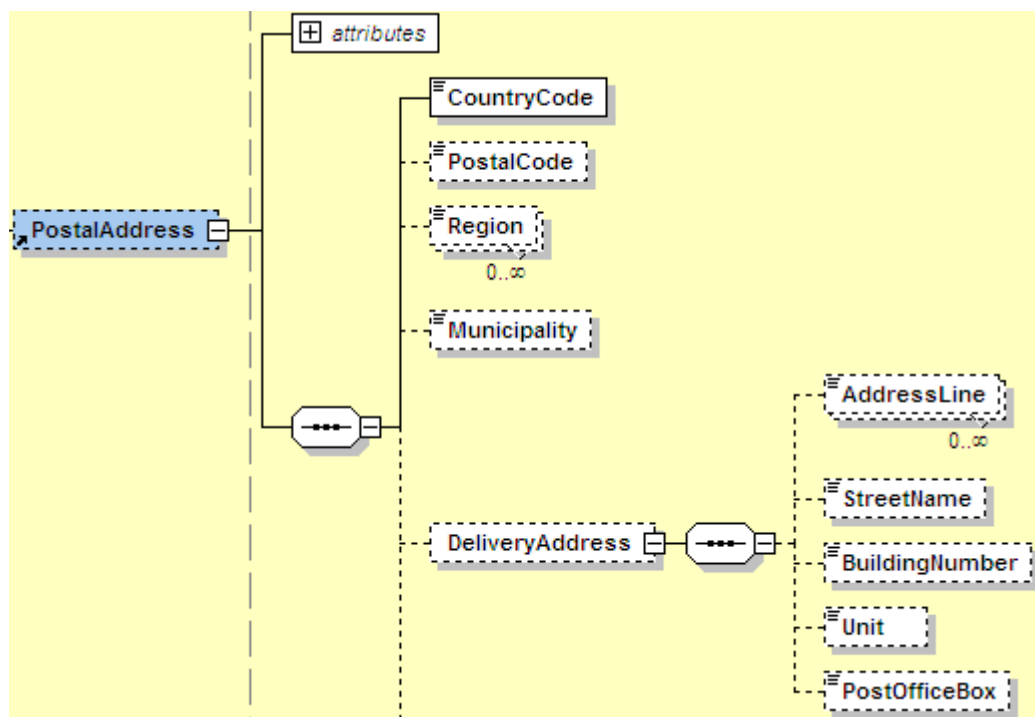


Figure 19: PostalAddress container

Example
<pre> <PostalAddress> <CountryCode>NL</CountryCode> <PostalCode>0000AA</PostalCode> <Municipality>Fictievestad</Municipality> <DeliveryAddress> <AddressLine>Fictievestraat</AddressLine> <BuildingNumber>1</BuildingNumber> <Unit>a</Unit> </DeliveryAddress> </PostalAddress> </pre>

4.2.4.2 SocialMedia

Element	SocialMedia
Definition	Container that can contain social media contact information.

Mapping	PositionOpeningNL/PositionSupplierNL/ContactMethod/SocialMedia
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The SocialMedia container can contain social media contact information. The elements in the following table can be contained in the social media container.

Subelements

Element	Definition	Cardinality	Format
SocialMedium	Container to specify contact details for a social medium.	1..n	String
SocialMediumParty	Specification of the social medium name according to the SETU codelist 'socialMedia'.	1	Codelist
SocialMediumIdentifier	The identifier that can be used to find the contact at the social medium.	1	String

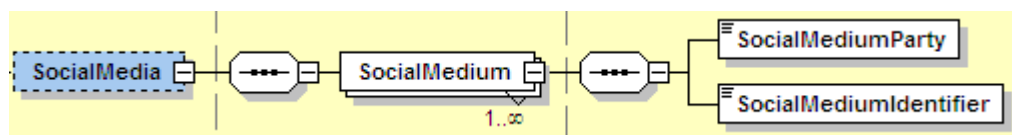


Figure 20: SocialMedia container

Example
<pre> <SocialMedia> <SocialMedium> <SocialMediumParty>Linkedin</SocialMediumParty> <SocialMediumIdentifier>recruiter2</SocialMediumIdentifier> </SocialMedium> </SocialMedia> </pre>

4.2.5 ContactPersons

Element	ContactPersons
Definition	Container to specify one or more contactpersons.
Mapping	PositionOpeningNL/PositionSupplierNL/ContactPersons
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContactPersons container makes it possible to specify one or more contactpersons.

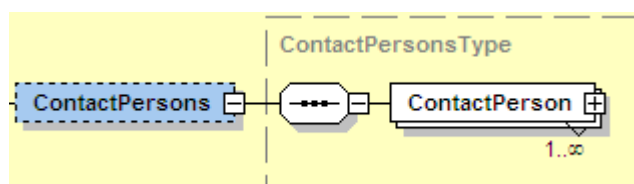


Figure 21: ContactPersonsContainer

Example

```
<ContactPersons>
  <ContactPerson/>
</ContactPersons>
```

4.2.5.1 ContactPerson

Element	ContactPerson
Definition	Contact information of a contact person.
Mapping	PositionOpeningNL/PositionSupplierNL/ContactPersons/ContactPerson
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContactPerson container contains contact details of a contactperson. The elements in the following table can be contained in the contactperson container. The ContactPerson container can furthermore contain the ContactMethod container.

Subelements

Element	Definition	Cardinality	Format
ContactName	The name of the contact person.	1	String
ContactMethod	See section 4.2.4	Container	0..1

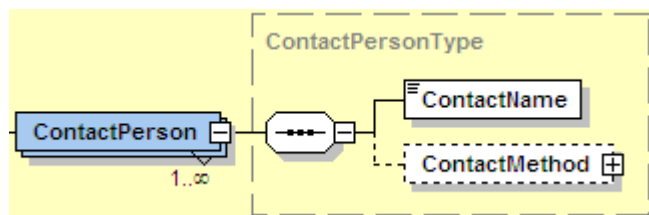


Figure 22: ContactPerson container

Example

```
<ContactPerson>
  <ContactName>Recruiter 1</ContactName>
  <ContactMethod>
    <Telephone>
      <FormattedNumber>+31234789524</FormattedNumber>
    </Telephone>
    <InternetEmailAddress>recruiter1@recruitmentbedrijf.nl</InternetEmailAddress>
    <SocialMedia>
      <SocialMedium>
        <SocialMediumParty>Linkedin</SocialMediumParty>
        <SocialMediumIdentifier>recruiter1</SocialMediumIdentifier>
      </SocialMedium>
    </SocialMedia>
  </ContactMethod>
</ContactPerson>
```

4.2.6 Role

Element	Role
Definition	Specification the role the specified information applies to.
Mapping	PositionOpeningNL/PositionSupplierNL/Role
Cardinality	1

Format	Codelist 'vacancyRoles' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	owner, recruiter, distributor, publicist
Default value	-
Business rules	Every PositionSupplierNL container must have a unique 'Role' (i.e. every role may appear only once per vacancy/vacancy++ and advertisement message).

This element specifies to whom of the four identified roles the information supplied applies to.

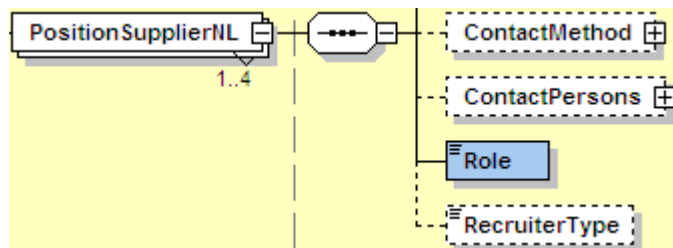


Figure 23: Role element

Example
<code><Role>owner</Role></code>

4.2.7 RecruiterType

Element	RecruiterType
Definition	The type of recruiter that is working for the owner of the vacancy.
Mapping	PositionOpeningNL/PositionSupplierNL/RecruiterType
Cardinality	0..1
Format	Codelist 'recruiterType'
Permitted values	direct, intermediary, media-agency, rpo
Default value	-
Business rules	The element 'RecruiterType' should only have a value in case the 'Role' is 'Recruiter'.

The element RecruiterType specifies the type of recruiter that is fulfilling the vacancy. The recruitertype element should only be filled in case the information specified is of the role 'recruiter'.

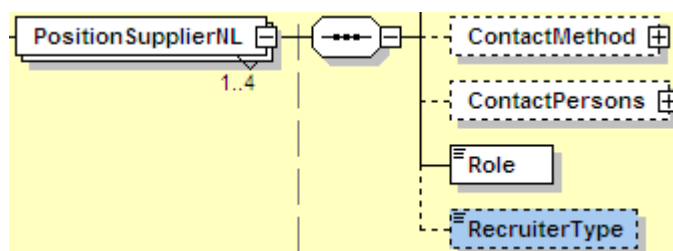


Figure 24: RecruiterType element

Example
<code><RecruiterType>intermediary</RecruiterType></code>

4.3 PositionProfileNL

Element	PositionProfileNL
Definition	This container contains information about position that is offered.
Mapping	PositionOpeningNL/PositionProfileNL
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PositionProfileNL container contains more detailed information about the open position for which a vacancy is defined. This container is a modified version of the PositionProfile container that can be found in the HR-XML SEP schema's.

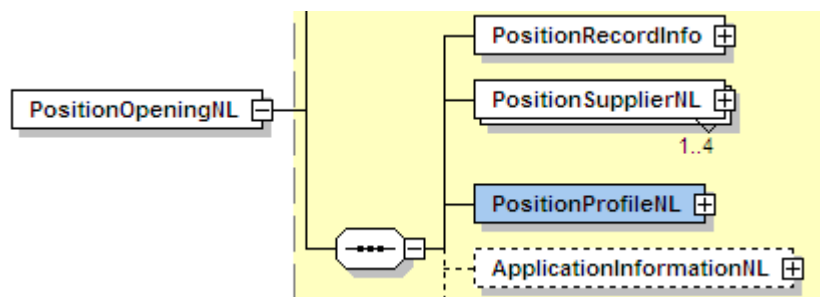


Figure 25: PositionProfileNL container

Example
<pre> <PositionProfileNL> <PositionDateInfo> <StartAsSoonAsPossible>true</StartAsSoonAsPossible> </PositionDateInfo> <Organization/> <PositionDetail/> <FormattedPositionDescription/> <PositionKeywords> <Keyword>werktuigbouwkundige</Keyword> <Keyword>landbouw</Keyword> </PositionKeywords> </PositionProfileNL> </pre>

4.3.1 Organization

Element	Organization
Definition	Information elements present in the Organization container
Mapping	PositionOpeningNL/PositionProfileNL/Organization
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

This section details the mapping of the information elements present in the Organization container. The Organization container contains information about the organization that has a vacancy. The elements in the following table and sections can be contained in the Organization container.

Subelements

Element	Definition	Cardinality	Format
OrganizationName	The name the company uses in its daily communication. This name may be different from the official registered name of the company.	0..1	String
Description	A, human readable, description of the company.	0..1	String
ValueStatement	A statement of the company of the company culture.	0..1	String
InternetDomainName	The address of the webpage of the company.	0..1	As specified by RFC 3986
IndustryCode	The code of the industry the company is active in. The allowed options are defined by the SBI 2008 codelist.	0..1	SBI 2008
SocialMedia	See section 4.2.4.2	0..1	Container
ContactPersons	See section 4.2.5	0..1	Container

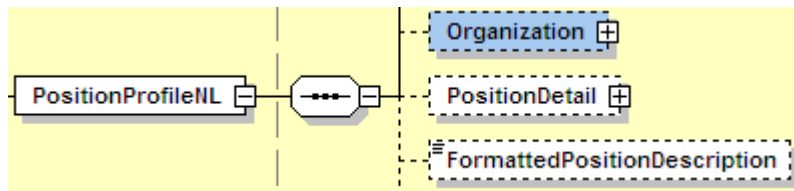


Figure 26: Organization container

Example
<pre> <Organization> <OrganizationName>Bedrijf A</OrganizationName> <ValueStatement>Als bedrijf A zijn willen wij apparatuur van de hoogste kwaliteit maken waarbij wij oog hebben voor de milieutechnische aspecten. Daarnaast ontwikkelen wij onze apparatuur zodanig dat deze zo min mogelijk energie verbruiken</ValueStatement> <InternetDomainName>www.bedrijfa.nl</InternetDomainName> <IndustryCode>28.30</IndustryCode> <Description>Bedrijf A maakt mechanische apparatuur voor de land- en tuinbouw industrie</Description> <ContactInfo/> <SocialMedia/> <ContactPersons/> </Organization> </pre>

4.3.1.1 ContactInfo

Element	ContactInfo
Definition	Contact information for more information about the vacancy.
Mapping	PositionProfileNL/PositionProfileNL/Organization/ContactInfo
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContactInfo container contains contact details of a contact person that can be contacted to ask for more information about the vacancy. In order to explicitly specify the purpose of this container (i.e. contact information for a candidate to obtain more information about the job, not about application procedure) the attribute @purpose must be set to 'moreinfo'.

Attribute Purpose:

Attribute	Purpose
Definition	Defines where the contact information can be used for.
Mapping	PositionOpeningNL/PositionProfileNL/Organization/ContactInfo@purpose
Cardinality	1
Format	Must have the value 'moreinfo'
Permitted values	moreinfo
Default value	-
Business rules	-

The elements in the following table can be contained in the contactperson container.

Subelements

Element	Definition	Cardinality	Format
ContactName/FormattedName	The name of the contact person.	1	String
ContactMethod	See section 4.2.4	1	Container

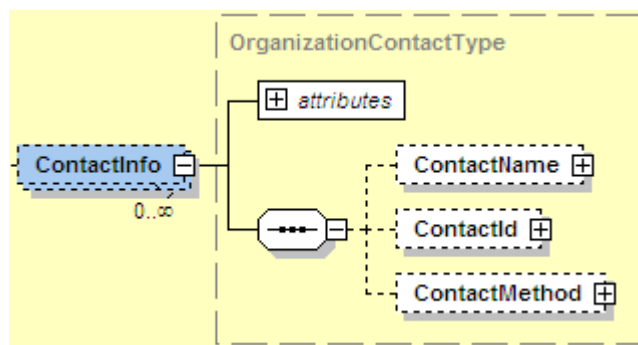


Figure 27: ContactInfo container

Example
<pre> <ContactInfo purpose="moreinfo" > <ContactName> <FormattedName>Piet Janssen</FormattedName> </ContactName> <ContactMethod> </pre>

`<Telephone>
 <FormattedNumber>+31154789523</FormattedNumber>
</Telephone>
</ContactMethod>
</ContactInfo>`

4.3.2 PositionDetail

Element	PositionDetail
Definition	Container for specification of details about the position
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PositionDetail container contains a large amount of subelements, which are described in the following sections.

4.3.2.1 FunctionName

Element	FunctionName
Definition	Specification of the name of the function.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/FunctionName
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The FunctionName container contains the name of the function the vacancy is about. The elements in the following table can be contained in the FunctionName container.

Subelements

Element	Definition	Cardinality	Format
Codelist	The codelist from which the function name is taken.	0..1	String
Identifier	The identifier of the function name on the codelist.	0..1	String
Name	The actual function name that is used in the vacancy,	1	String

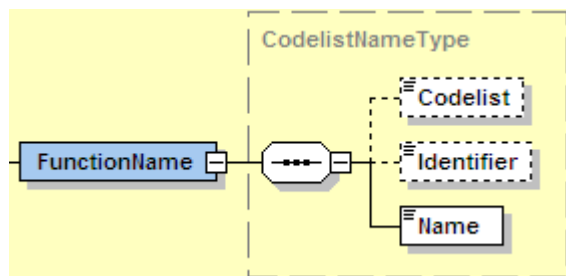


Figure 28: FunctionName container

Example
<pre><FunctionName> <Name>Werktuigbouwkundige</Name> </FunctionName></pre>

4.3.2.2 ProfessionName

Element	ProfessionName
Definition	Specification of the name of the profession.

Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ProfessionName
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ProfessionName container contains the name of the profession the vacancy is about. The elements in the following table can be contained in the ProfessionName container.

Subelements

Element	Definition	Cardinality	Format
Codelist	The codelist from which the profession name is taken.	0..1	String
Identifier	The identifier of the profession name on the codelist.	0..1	String
Name	The actual profession name that is used in the vacancy,	1	String

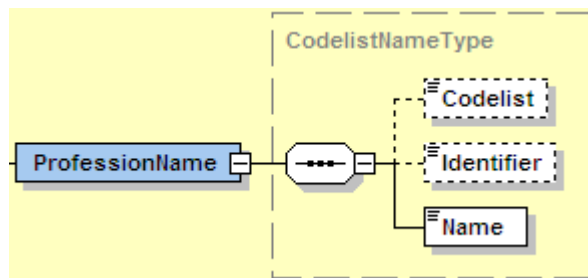


Figure 29: ProfessionName container

Example
<pre><ProfessionName> <Name>Werktuigbouwkundige</Name> </ProfessionName></pre>

4.3.2.3 FunctionDescription

Element	FunctionDescription
Definition	Description of the function the candidate is going to fulfill.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/FunctionDescription
Cardinality	0..1
Format	String
Permitted values	-
Default value	-
Business rules	-

The FunctionDescription contains a human readable description of the fuction the candidate can apply for.

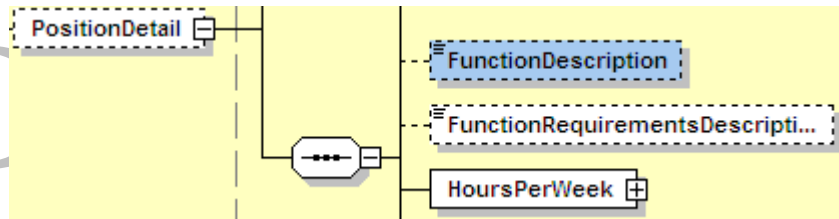


Figure 30: FunctionDescription element

Example	
<code><FunctionDescription>Werktuigbouwkundige die energiezuinige mechanische apparaten wil ontwikkelen voor de land- en tuinbouw sector</FunctionDescription></code>	

4.3.2.4 FunctionRequirementsDescription

Element	FunctionRequirementsDescription
Definition	Description of the requiremenst for the function the candidate is going to fulfill.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/FunctionRequirementsDescription
Cardinality	0..1
Format	String
Permitted values	-
Default value	-
Business rules	-

The FunctionRequirementsDescription contains a human readable description of requirements for the fuction the candidate can apply for.

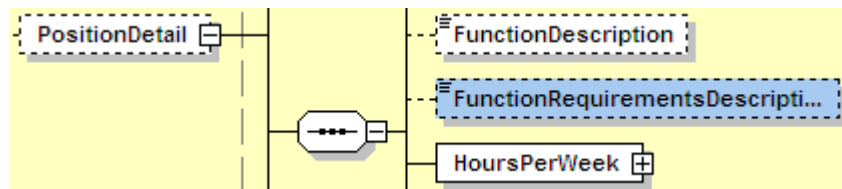


Figure 31: FunctionRequirementsDescription element

Example	
<code><FunctionRequirementsDescription>Masteropleiding (of vergelijkbaar) in de richting werktuigbouwkunde en in bezig van rijbewijs B</FunctionRequirementsDescription></code>	

4.3.2.5 PhysicalLocation

Element	PhysicalLocation
Definition	The place where the candidate is going to work when being hired for the specified function.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/PhysicalLocation
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PhysicalLocation container contains the location where the office of the company is located. Next to that this container also contains a description of the working area of the candidate. The following table contains the elements that can be used in the PhysicalLocation container.

Subelements

Element	Definition	Cardinality	Format
Area/Value	Name of the working area of the candidate. The attribute 'type' specifies which kind of working area is specified.	1	String
Area@type	Attribute with codelist to define which type of area is specified as working area. Permitted values: 'municipality', 'region', 'providence' and 'country'.	0..1	String
PostalAddress	See section 4.2.4.1	0..1	String

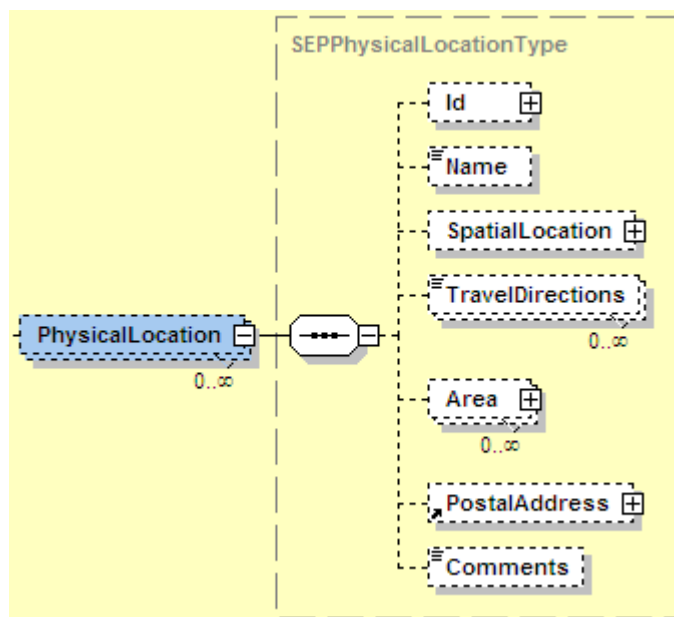


Figure 32: PhysicalLocation container

Example
<pre> <PhysicalLocation> <Area type="municipality"> <Value>Groningen</Value> </Area> <PostalAddress> <CountryCode>NL</CountryCode> <PostalCode>0000AA</PostalCode> <Municipality>Fictievestad</Municipality> <DeliveryAddress> <AddressLine>Fictievestraat</AddressLine> <BuildingNumber>1</BuildingNumber> <Unit>a</Unit> </DeliveryAddress> </PostalAddress> </PhysicalLocation> </pre>

4.3.2.6 JobCategory

Element	JobCategory
Definition	The specified discipline the function can be categorized in.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ JobCategory/CategoryCode
Cardinality	1

Format	Codelist 'jobCategory'. An up-to-date version of this codelist can be found on the SETU site.
Permitted values	Codelist 'jobCategory'
Default value	-
Business rules	-

The JobCategory element specifies the discipline the function can be categorized in. The value of the JobCategory must be taken from the SETU codelist 'JobCategory'. The value of the codelist must be placed in the subelement 'CategoryCode'.

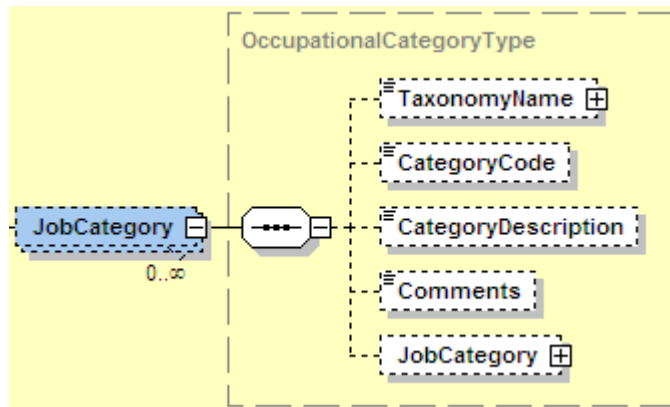


Figure 33: JobCategory element

Example
<pre> <JobCategory> <CategoryCode>4</CategoryCode> </JobCategory> </pre>

4.3.2.7 RenumerationPackage

Element	RemunerationPackage
Definition	The RenumerationPackag container specifies the primary and secondary benefits the company is offering.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ RemunerationPackage
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The RenumerationPackage container contains two subelements, which are described in the following sections.

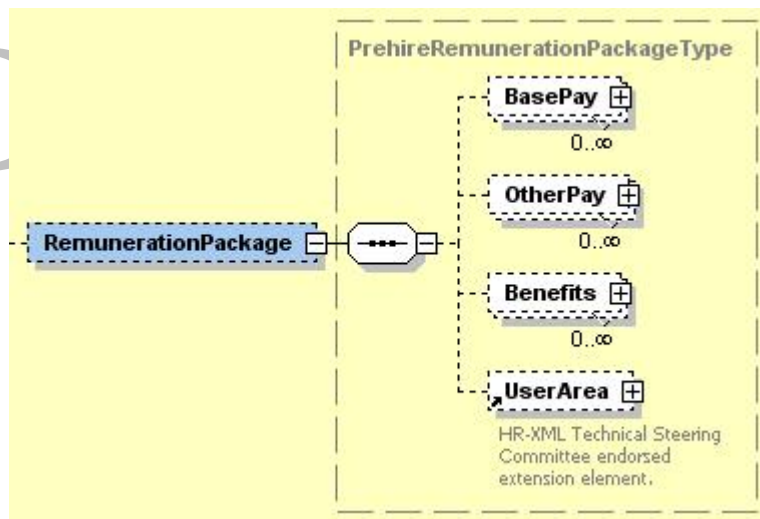


Figure 34: RemunerationPackage element

4.3.2.7.1 Benefits

Element	Benefits
Definition	A human readable description of the primary and secondary benefists the company that has the vacancy is offering to candidates.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ RemunerationPackage/Benefits/Comments
Cardinality	0..1
Format	String
Permitted values	-
Default value	-
Business rules	-

The Benefits element contains a human readable description of the primary and secondary benefists the company that has the vacancy is offering to candidates. The description must be placed in the subelement 'Comments'.

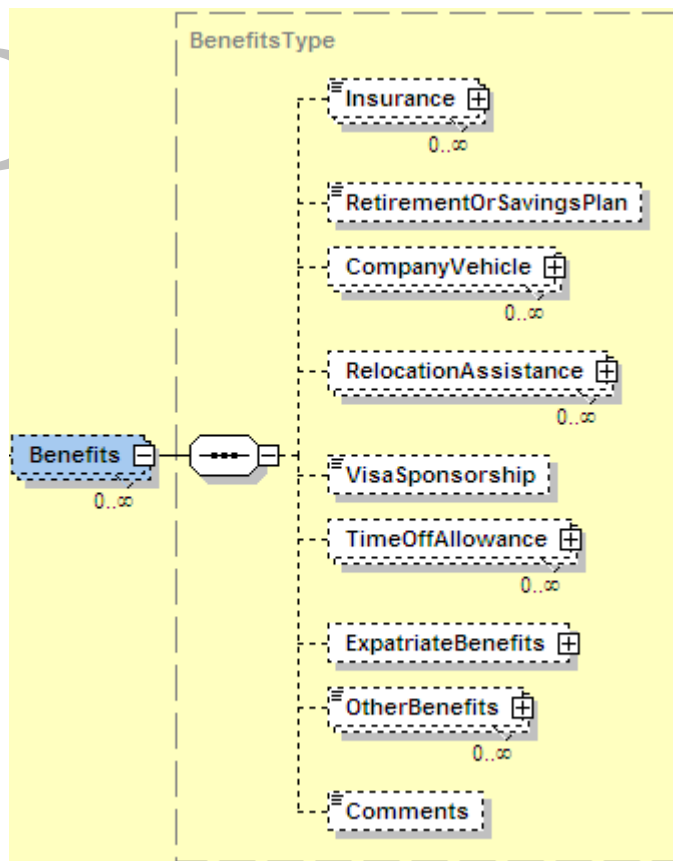


Figure 35: Benefits element

Example	
<pre> <Benefits> <Comments>Goede primaire voorwaarde, daarnaast als secundaire voorwaarden onder andere een pensioenplan, levensloopregeling, fietsplan en een ruime onkostenvergoeding. Daarnaast kennen wij flexibele arbeidstijden en bieden wij ook de mogelijkheid tot thuiswerken.</Comments> </Benefits> </pre>	

4.3.2.7.2 BasePay

Element	BasePay
Definition	Specification of the salary the candidate can expect.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ RemunerationPackage/BasePay
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The BasePay container details minimum and maximum salary the candidate can expect at the company. The elements in the following table can be contained in the BasePay container.

Subelements

Element	Definition	Cardinality	Format
---------	------------	-------------	--------

@currencyCode	Specifiction of the currency of the salary indication. Use "EUR" for euro.	1	String
@baseInterval	Specification the interval the salary specification relates to. Value must be taken from the SETU Codelist 'salaryPeriod'.	1	Codelist
BasePayAmountMin	Minimum salary.	1	Decimal
BasePayAmountMax	Maximum salary.	1	Decimal

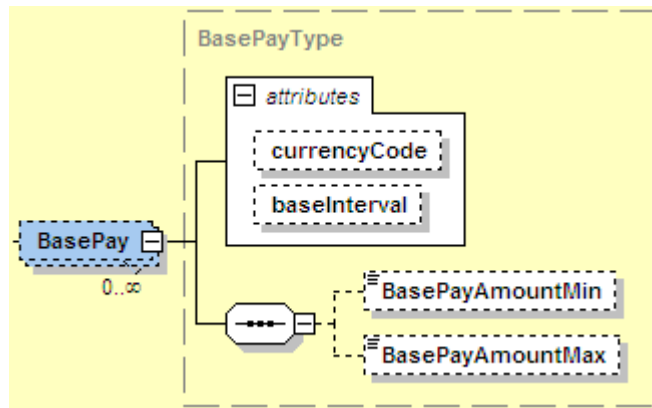


Figure 36: BasePay container

Example
<pre><BasePay currencyCode="EUR" baseInterval="x:FourWeekly"> <BasePayAmountMin>3000</BasePayAmountMin> <BasePayAmountMax>4000</BasePayAmountMax> </BasePay></pre>

4.3.2.8 HoursPerWeek

Element	HoursPerWeek
Definition	The number of hours the candidate must be willing to work each week.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/HoursPerWeek
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The HoursPerWeek element contains the number of hours the candidate must be willing to work each week. The number of hours can be specified as a minimum and a maximum number of hours each week. The elements in the following table can be contained in the HoursPerWeek container.

Subelements

Element	Definition	Cardinality	Format
Minimum	The minimum hours the candidate has to be willing to work each week.	1	Integer
Maximum	The maximum hours the candidate has to be willing to work each week.	1	Integer

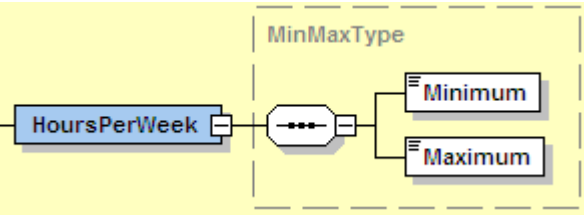


Figure 37: HoursPerWeek container

Example
<pre><HoursPerWeek> <Minimum>32</Minimum> <Maximum>40</Maximum> </HoursPerWeek></pre>

4.3.2.9 DaysPerWeek

Element	DaysPerWeek
Definition	The number of days the candidate must be willing to work each week.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/DaysPerWeek
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The DaysPerWeek element contains the number of days the candidate must be willing to work each week. The number of days can be specified as a minimum and a maximum number of days each week. The elements in the following table can be contained in the DaysPerWeek container.

Subelements

Element	Definition	Cardinality	Format
Minimum	The minimum days the candidate has to be willing to work each week.	1	Integer
Maximum	The maximum days the candidate has to be willing to work each week.	1	Integer

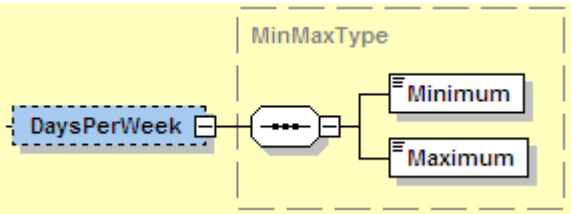


Figure 38: DaysPerWeek container

Example
<pre><DaysPerWeek> <Minimum>4</Minimum> <Maximum>5</Maximum> </DaysPerWeek></pre>

4.3.2.10 ContractDetails

Element	ContractDetails
Definition	The details of the contract the company is offering.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ContractDetails
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContractDetails container contains two elements that specify the duration of the contract and specify the type of contract that is offered. Next to the elements in the following table that can be contained in the ContractDetails container, the ContractDetails container can also contain the ContractFeatures container.

Subelements

Element	Definition	Cardinality	Format
ContractDuration	Specifies the duration of the contract offered. The value must come from the SETU codelist 'durationContract'.	1	Codelist
TypeOfContract	Specifies the type of contract that is offered. The value must come from the SETU codelist 'typeOfContract'	1	Codelist

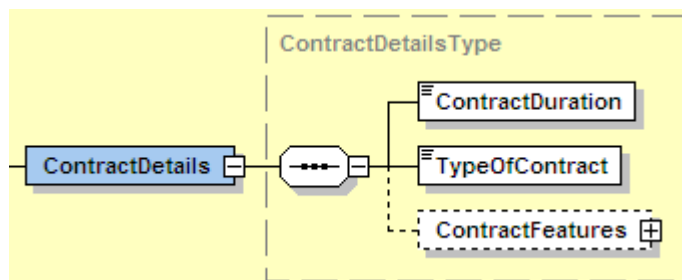


Figure 39: ContractDetails container

Example
<pre> <ContractDetails> <ContractDuration>permanent</ContractDuration> <TypeOfContract>direct</TypeOfContract> </ContractDetails> </pre>

4.3.2.10.1 ContractFeatures

Element	ContractFeatures
Definition	Specification of specific features of the contract.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ContractDetails/ContractFeatures
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContractFeatures container can contain one or more contract features. The element in the following table can be contained in the ContractFeatures container.

Subelements

Element	Definition	Cardinality	Format
ContractFeature	Feature of the contract. The value of this element must come from the SETU codelist 'contractFeatures'.	1..n	Codelist

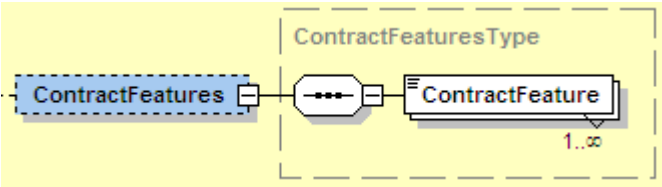


Figure 40: ContractFeatures container

Example
<pre><ContractFeatures> <ContractFeatures>Nightshift</ContractFeature> </ContractFeatures></pre>

4.3.3 Requirements

Element	Requirements
Definition	Specification of the demands for the candidate.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The Requirementst container contains information about the requirements the company wants the candidate to have. Next to the elements in the following table that can be contained in the Requirements container, the Requirements container can also contain the YearsOfRelevantWorkingExperience container, the Qualifications container, the LicensesAndCertifications container and the Languages container.

Subelements

Element	Definition	Cardinality	Format
EducationDegree	The required education level the candidate must have. Permitted values: SETU codelist 'educationDegree'.	0..1	Codelist
EducationMajor	The required education major the candidate must have received. Permitted values: 'SOI 2006 – Opleidnigsrichtingen' codelist.	0..1	Codelist
WorkingAndThinkingLevel	The required working- and thinking level of the candidate. Permitted values: SETU codelist 'educationDegree'.	0..1	Codelist
CareerLevel	The required careerlevel of the candidate. Permitted values: SETU codelist 'careerLevel'.	0..1	Codelist

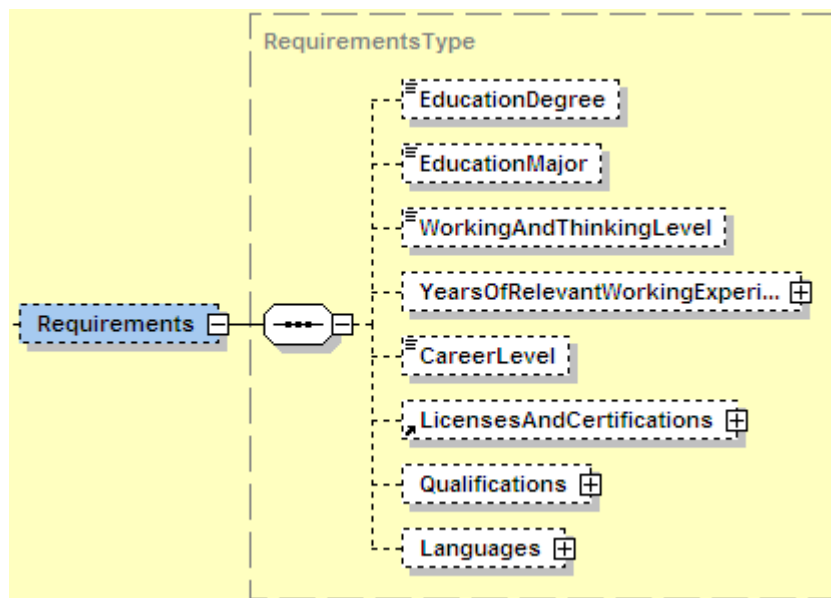


Figure 41: Requirements container

Example

```

<Requirements>
  <EducationDegree>6</EducationDegree>
  <EducationMajor>64</EducationMajor>
  <WorkingAndThinkingLevel>6</WorkingAndThinkingLevel>
  <YearsOfRelevantWorkingExperience>
    <Minimum>3</Minimum>
    <Maximum>5</Maximum>
  </YearsOfRelevantWorkingExperience>
  <CareerLevel>Professional-Experienced</CareerLevel>
  <LicensesAndCertifications>
    <LicenseOrCertification>
      <Name>drivingLicense</Name>
      <Id>B</Id>
    </LicenseOrCertification>
  </LicensesAndCertifications>
  <Languages>
    <Language>
      <LanguageCode>nl</LanguageCode>
      <Read>true</Read>
      <Write>true</Write>
      <Speak>true</Speak>
    </Language>
  </Languages>
</Requirements>

```

4.3.3.1 Qualifications

Element	Qualifications
Definition	A container to specify one or more competences for the function.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ Requirements/Qualifications
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The Qualifications container can contain one or more competences a candidate must have. The Qualification container can contain the Competency container.

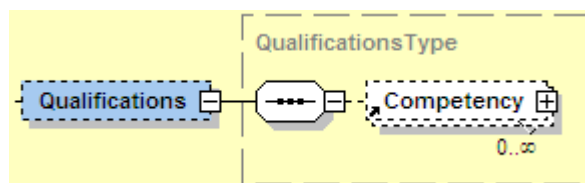


Figure 42: Qualifications container

Example

```

<Qualifications>
  <Competency description="hoofdrekenen">
    <TaxonomyId id="1" description="Codelijst rekenen"/>
    <CompetencyWeight>
      <NumericValue>4</NumericValue>
    </CompetencyWeight>
  </Competency>
</Qualifications>

```

4.3.3.1.1 Competency

Element	Competency
Definition	Specification of a competency the candidate must have.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/ Requirements/Qualifications/Competency
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The Competency container contains a specification of a competency the candidate must have. The Competency container can contain the elements in the following table.

Subelements

Element	Definition	Cardinality	Format
TaxonomyId@description	Specification of the codelist the competency comes from.	0..1	String
TaxonomyId@id	Identifier of the competency in the codelist.	0..1	String
Competency@description	Description of the competency.	1	String
CompetencyWeight/NumericValue	The required level of the competency. Permitted values: - 1 (Poor) - 2 (Mediocre) - 3 (Sufficient) - 4: (Good) - 5 (Excellent)	0..1	Codelist

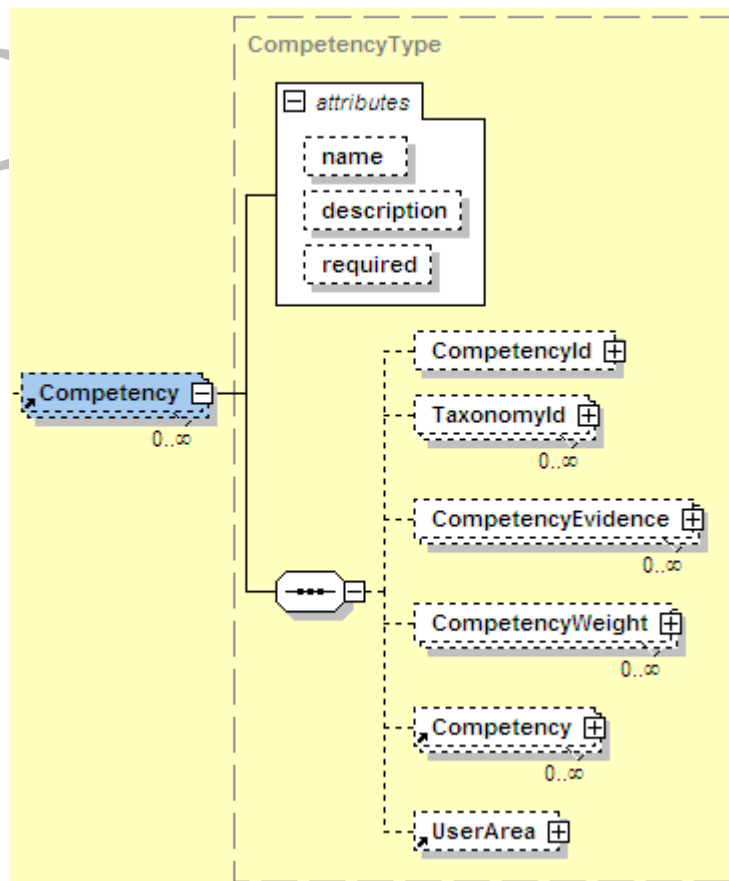


Figure 43: Competency container

Example	
<pre> <Competency description="hoofdrekenen"> <TaxonomyId id="1" description="Codelijst rekenen"/> <CompetencyWeight> <NumericValue>4</NumericValue> </CompetencyWeight> </Competency> </pre>	

4.3.3.2 LicensesAndCertifications

Element	LicensesAndCertifications
Definition	Container to specify the required licenses for the function. For instance a driving license.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/LicensesAndCertifications
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The LicensesAndCertifications container can be used to specify the required licences for the function. The LicensesAndCertifications container can contain the LicenseOrCertification container and the DrivingLicense container.

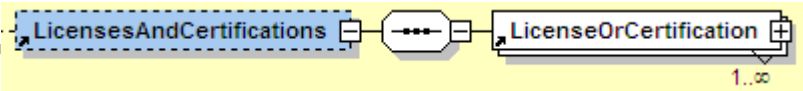


Figure 44: LicensesAndCertifications container

Example	
<pre> <LicensesAndCertifications> <LicenseOrCertification> <Name>drivingLicense</Name> <Id>B</Id> </LicenseOrCertification> </LicensesAndCertifications> </pre>	

4.3.3.2.1 LicenseOrCertification

Element	LicenseOrCertification
Definition	Specification of a specific license or certification the candidate must have.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/LicensesAndCertifications/LicenseOrCertification
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The LicenseOrCertification container contains a specification of license or certification the candidate must have. The LicenseOrCertification container can contain the elements in the following table.

Subelements

Element	Definition	Cardinality	Format
Name	Specification of the name of the License or Certification.	1	String
Id	Specification of the level of the License or Certification.	0..1	String
Description	Description of the License or Certification.	0..1	String

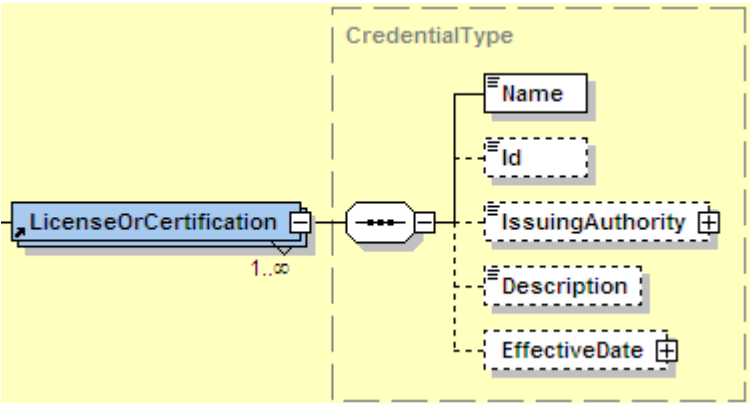


Figure 45: LicenseOrCertification container

Example	
<pre> <LicenseOrCertification> <Name>drivingLicense</Name> <Id>B</Id> </LicenseOrCertification> </pre>	

4.3.3.2.2 *DrivingLicense*

Element	DrivingLicense
Definition	Specification of a driving license the candidate must have.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/LicensesAndCertifications/LicenseOrCertification
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The LicenseOrCertification container contains a specification of license or certification the candidate must have. The LicenseOrCertification container can contain the elements in the following table.

Subelements

Element	Definition	Cardinality	Format
Name	Must be 'drivingLicense' to specify that this license containers specifies the required driving license.	1	String
Id	Specification of the driving category (lettercode). Permitted values: the lettercode that the Dutch RDW specifies. The value may also be 'none' in case it is not necessary to have a driving license.	1	Codelist

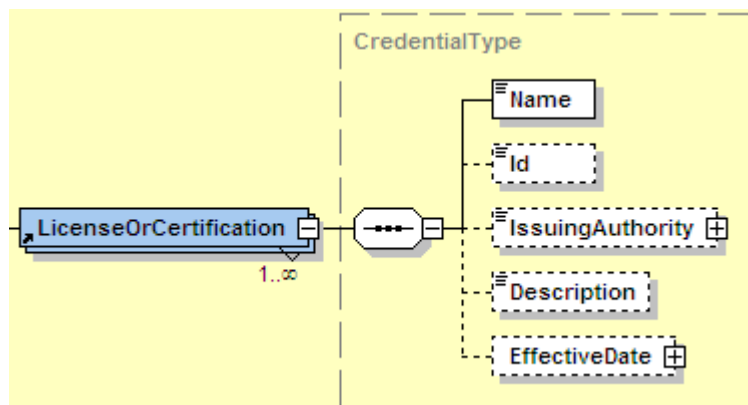


Figure 46: LicenseOrCertification container

Example
<pre> <LicenseOrCertification> <Name>drivingLicense</Name> <Id>B</Id> </LicenseOrCertification> </pre>

4.3.3.3 *Languages*

Element	Languages
Definition	The languages the candidate must be able to speak, write or read.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/Languages
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-

Business rules	-
-----------------------	---

The Languages container contains an overview of the required languages the candidate must speak/read or write. The languages container can contain one or more Language containers that specify the required languages.

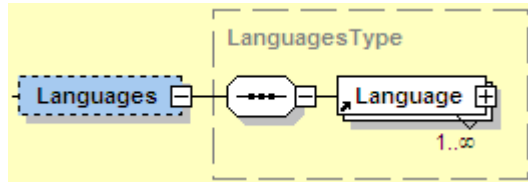


Figure 47: Languages container

Example
<pre> <Languages> <Language> <LanguageCode>nl</LanguageCode> <Read>true</Read> <Write>true</Write> <Speak>true</Speak> </Language> </Languages> </pre>

4.3.3.3.1 Language

Element	Language
Definition	Specification of a specific language the candidate must be able to speak, write or read.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/Languages/Language
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The Language container contains a specification of the language the candidate must be able to speak/read or write. The Language container can contain the elements in the following table.

Subelements

Element	Definition	Cardinality	Format
LanguageCode	Code of the language.	1	ISO639-1:2002 Alpha-2 code
Read	Whether or not the candidate has to be able to read the language.	0..1	Boolean
Write	Whether or not the candidate has to be able to write the language.	0..1	Boolean
Speak	Whether or not the candidate has to be able to speak the language.	0..1	Boolean

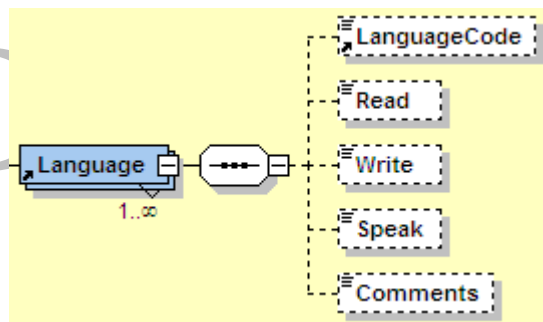


Figure 48: Language container

Example
<pre> <Language> <LanguageCode>nl</LanguageCode> <Read>true</Read> <Write>true</Write> <Speak>true</Speak> </Language> </pre>

4.3.3.4 YearsOfRelevantWorkingExperience

Element	YearsOfRelevantWorkingExperience
Definition	The required years of relevant working experience. Must be specified by a minimum and maximum number of years.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/YearsOfRelevantWorkingExperience
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The YearsOfRelevantWorkingExperience container contains the minimum and maximum years of relevant working experience the candidate must have. The elements in the following table can be contained in the YearsOfRelevantWorkingExperience container.

Subelements

Element	Definition	Cardinality	Format
Minimum	The minimum years of working experience the candidate must have. Only full or half years are allowed (e.g.: 2,5 or 4)	1	Decimal
Maximum	The maximum years of working experience the candidate must have. Only full or half years are allowed (e.g.: 2,5 or 4)	1	Decimal

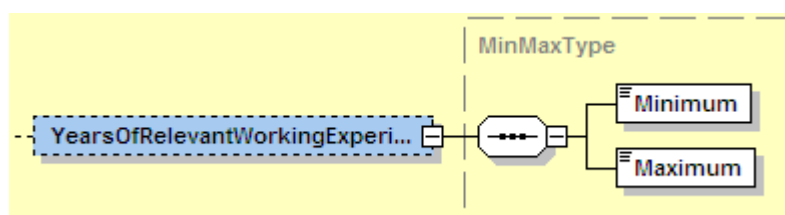


Figure 49: YearsOfRelevantWorkingExperience container

Example

`<YearsOfRelevantWorkingExperience>`
 `<Minimum>3</Minimum>`
 `<Maximum>5</Maximum>`
`</YearsOfRelevantWorkingExperience>`

4.3.4 *PositionDateInfo*

Element	PositionDateInfo
Definition	Indicator to specify that the function is already open.
Mapping	PositionOpeningNL/PositionProfileNL/PositionDateInfo/ StartAsSoonAsPossible
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PositionDateInfo container details the start en enddates of the position. The elements in the following table can be contained in the PositionDateInfo container.

Subelements

Element	Definition	Cardinality	Format
StartAsSoonAsPossible	Indicator to specify that the function is already open.	0..1	Boolean
StartDate	Specification of the required first working day.	0..1	YYYY-MM-DD
ExpectedEndDate	Specification of the expected last working day.	0..1	YYYY-MM-DD

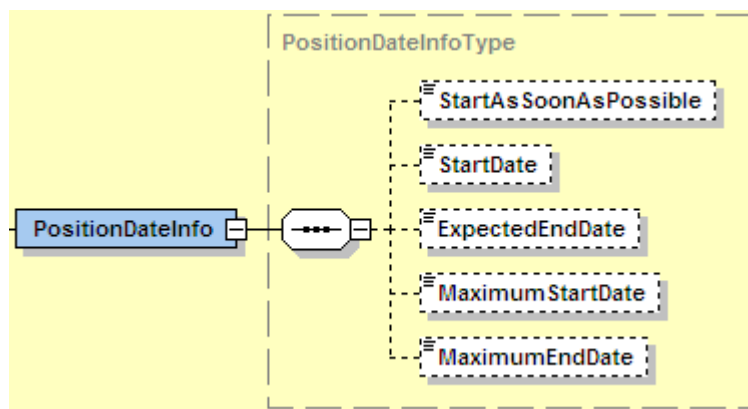


Figure 50: PositionDateInfo container

Example
<pre> <PositionDateInfo> <StartAsSoonAsPossible>true</StartAsSoonAsPossible> </PositionDateInfo> </pre>

4.3.5 FormattedPositionDescription

Element	FormattedPositionDescription
Definition	Definition of work the candidate has to perform at the company offering the job. This is not a structured definition but a formatted, human readable text.
Mapping	PositionOpeningNL/PositionProfileNL/FormattedPositionDescription
Cardinality	0..1
Format	String
Permitted values	-
Default value	-
Business rules	-

A description of the work the candidate has to perform. This description is a human readable description.

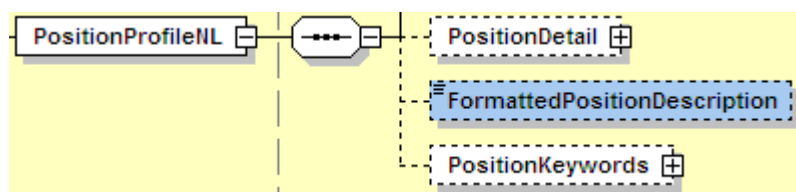


Figure 51: FormattedPositionDescription element

Example
<pre><FormattedPositionDescription>Werktuigbouwkundige die energiezuinige mechanische apparaten wil ontwikkelen voor de land- en tuinbouw sector.</FormattedPositionDescription></pre>

4.3.6 PositionKeywords

Element	PositionKeywords
Definition	List of keywords that can be used to make the advertisement better findable in search engines.
Mapping	PositionOpeningNL/PositionProfileNL/PositionKeywords
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The Keywords container contains one or more keyword element that contain information that can make the advertisement better findable in search engines.

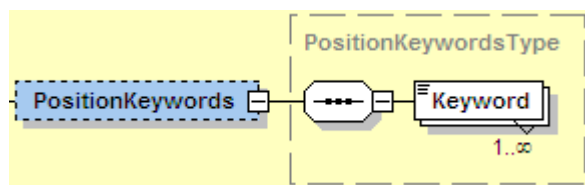


Figure 52: Keywords container

Example
<pre><PositionKeywords> <Keyword>werktuigbouwkundige</Keyword> </PositionKeywords></pre>

4.3.6.1 Keyword

Element	Keyword
Definition	A keyword contains information that makes the advertisement better findable in search engines.
Mapping	PositionOpeningNL/PositionProfileNL/PositionKeywords/Keyword
Cardinality	1..n
Format	String
Permitted values	-
Default value	-
Business rules	-

The keyword element contains information that can make the advertisement better findable in search engines.

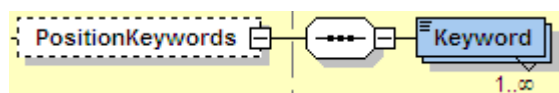


Figure 53: Keyword element

Example
<pre><Keyword>werktuigbouwkundige</Keyword></pre>

4.4 ApplicationInformationNL

Element	ApplicationInformationNL
Definition	This container contains information about the application.
Mapping	PositionOpeningNL/ApplicationInformationNL
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ApplicationInformationNL container contains more information about the application possibilities and application procedure.

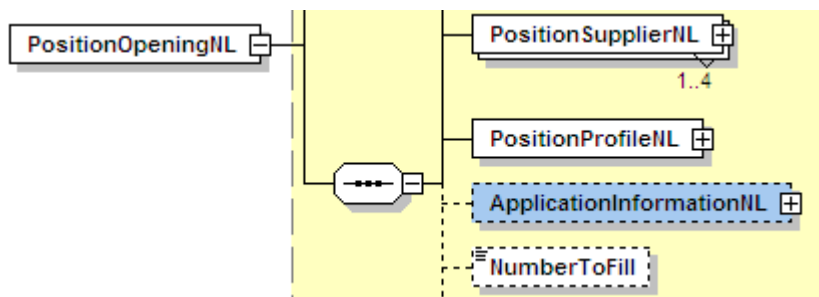


Figure 54: ApplicationInformationNL container

Example	
<pre> <ApplicationInformationNL> <ApplicationProcedureInformation/> <FinalApplicationDate>2011-10-31</FinalApplicationDate> <HowToApply> <ApplicationMethod/> </HowToApply> </ApplicationInformationNL> </pre>	

4.4.1 ApplicationProcedureInformation

Element	ApplicationProcedureInformation
Definition	Information in human readable text about the application procedure.
Mapping	PositionOpeningNL/ApplicationInformationNL/ ApplicationProcedureInformation
Cardinality	0..1
Format	String
Permitted values	-
Default value	-
Business rules	-

The ApplicationProcedureInformation container contains a human readable description of the application procedure.

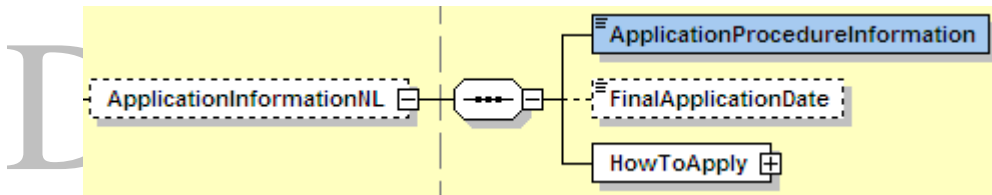


Figure 55: ApplicationProcedureInformation element

Example	
<ApplicationProcedureInformation>	De sollicitatieprocedure begint met een selectie op basis van de ontvangen sollicitaties, vervolgens nodigen wij de geselecteerde groep uit voor een interview bij het recruitmentbedrijf. Vervolgens volgt een gesprek met een vertegenwoordiger van bedrijf A, waarna de selectie wordt gemaakt.
</ApplicationProcedureInformation>	

4.4.2 FinalApplicationDate

Element	FinalApplicationDate
Definition	The latest date the application can be sent.
Mapping	PositionOpeningNL/ApplicationInformationNL/FinalApplicationDate
Cardinality	0..1
Format	YYYY-MM-DD
Permitted values	-
Default value	-
Business rules	-

The FinalApplicationDate element contains the final date an application can be sent.

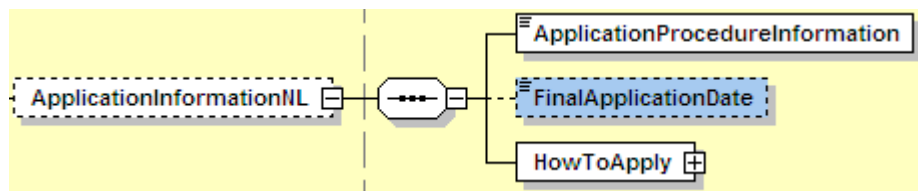


Figure 56: FinalApplicationDate element

Example	
<FinalApplicationDate>	2011-10-31</FinalApplicationDate>

4.4.3 HowToApply

Element	HowToApply
Definition	Specification of application methods.
Mapping	PositionOpeningNL/ApplicationInformationNL/HowToApply
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

In the HowToApply container one or more application methods can be described. The HowToApply container contains the ApplicationMethod container.

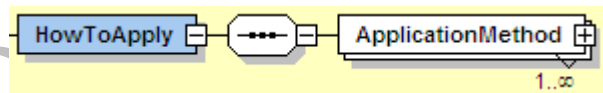


Figure 57: HowToApply container

Example

```

<HowToApply>
  <ApplicationMethod>
    <MethodType>Email</MethodType>
    <ContactMethodApplication>
      <InternetEmailAddress>recruiter1@recruitmentbedrijf.nl</InternetEmailAddress>
    </ContactMethodApplication>
  </ApplicationMethod>
</HowToApply>

```

4.4.3.1 ApplicationMethod

Element	ApplicationMethod
Definition	Specification of the method of application.
Mapping	PositionOpeningNL/ApplicationInformationNL/HowToApply/ ApplicationMethod
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ApplicationMethod container specifies the application method. It is possible to specify more than one application method by repeating this container. Next to the elements in the following table that can be contained in the ApplicationMethod container, the ApplicationMethod container can also contain the ContactMethodApplication container and the ContactInformation container.

Subelements

Element	Definition	Cardinality	Format
MethodType	The application methodtype as specified by the codelist 'applicationMethodType'	1	String

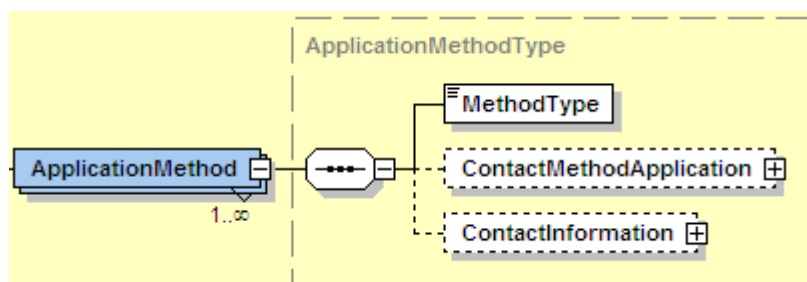


Figure 58: ApplicationMethod container

Example

```

<ApplicationMethod>
  <MethodType>VacancyURL</MethodType>
  <ContactMethodApplication>
    <VacancyInternetWebAddress>http://www.recruitmentbedrijf.nl/werktuigbouwkundige/so
    llliciteren</VacancyInternetWebAddress>
  </ContactMethodApplication>
</ApplicationMethod>

```

4.4.3.1.1 ContactMethodApplication

Element	ContactMethodApplication
Definition	Specification of the contact possibilities for the applicationmethod.
Mapping	PositionOpeningNL/ApplicationInformationNL/HowToApply/ ApplicationMethod/ContactMethodApplication
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContactMethodApplication container can contain contact information for the application. Next to the element defined in the following table, this container can also contain the container 'InPerson' which is specified in the following section.

Subelements

Element	Definition	Cardinality	Format
InternetEmailAddress	The emailaddress of the contact point.	0..1	String
InternetWebAddress	The webpage on which the applicant can fill in an application.	0..1	As specified by RFC 3986
Telephone/ FormattedNumber	The telephone number of the contact point.	0..1	String
VacancyInternetWebAddress	The webpage on which the advertisement can be found.	0..1	As specified by RFC 3986
Jobboard	The webpage on the jobboard which the applicant can use to fill in an application.	0..1	As specified by RFC 3986
Fax/FormattedNumber	The fax number of the contactpoint.	0..1	String
Location	A definition of the office name of the contact point.	0..1	String
PostalAddress	See section 4.2.4.1	0..1	Container
SocialMedia	See section 4.2.4.2	0..1	Container

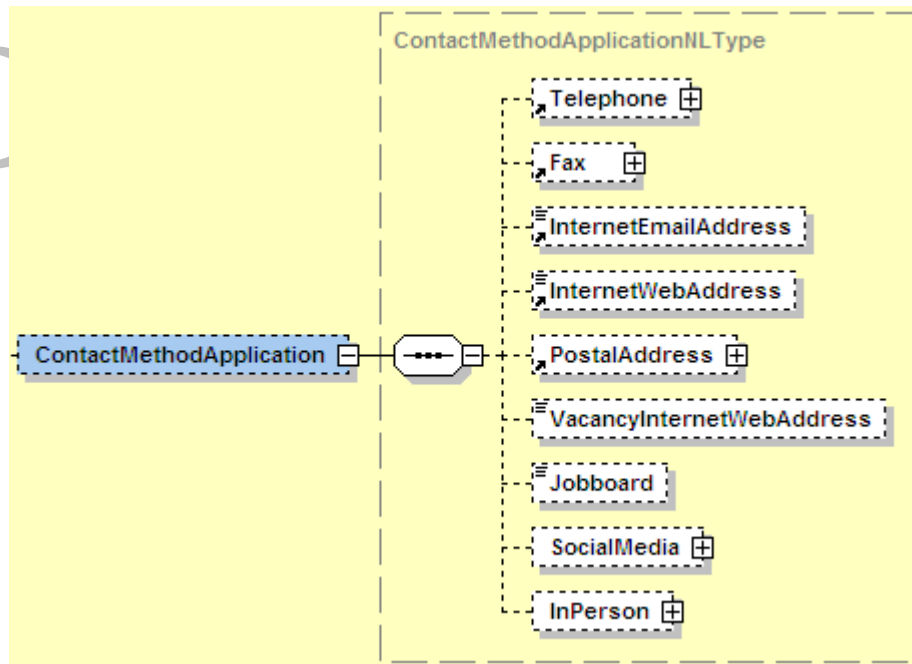


Figure 59: ContactMethodApplication container

Example	
<pre> <ContactMethodApplication> <VacancyInternetWebAddress>http://www.recruitmentbedrijf.nl/werktuigbouwkundige/ solliciteren</VacancyInternetWebAddress> </ContactMethodApplication> </pre>	

4.4.3.1.1.1 InPerson

Element	InPerson
Definition	Specification of the soliciting method in person.
Mapping	PositionOpeningNL/ApplicationInformationNL/HowToApply/ ApplicationMethod/ContactMethodApplication/InPerson
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The InPerson container specifies the in person application method. The elements in the following table can be contained in the InPerson container.

Subelements

Element	Definition	Cardinality	Format
TravelDirections	Description of the address where the solicitant can go to.	1	String
AdditionalInstructions	Additional instructions for soliciting in person.	0..1	String

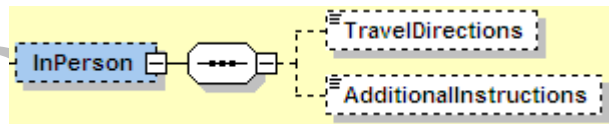


Figure 60: InPerson container

Example

```

<InPerson>
  <TravelDirections>Kom langs op onze vestiging aan de fictievestraat 1 in
  Fictiefstad</TravelDirections>
  <AdditionalInstructions>Wij zitten boven de boekwinkel.</AdditionalInstructions>
</InPerson>

```

4.4.3.1.2 ContactInformation

Element	ContactInformation
Definition	Specification of the method of application.
Mapping	PositionOpeningNL/ApplicationInformationNL/HowToApply/ ApplicationMethod/ContactInformation
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ContactInformation container specifies contact information for the application method. The following table contains the elements that can be contained in the ContactInformation container.

Subelements

Element	Definition	Cardinality	Format
ContactPointName	The name of the contact point, this may be a person, but it may also be an office.	0..1	String
ContactPersons	See section 4.2.5	1	Container

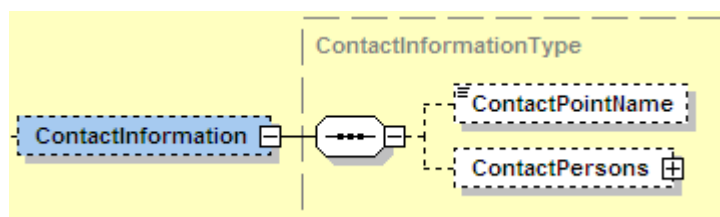


Figure 61: ContactInformation container

Example

```

<ContactInformation>
  <ContactPointName>Vestiging ABC</ContactPointName>
  <ContactPersons>
    <ContactPerson>
      <ContactName>Recruiter 1</ContactName>
    </ContactPerson>
    <ContactPerson>
      <ContactName>Recruiter 2</ContactName>
    </ContactPerson>
  </ContactPersons>
</ContactInformation>

```

4.5 DistributionGuidelinesNL

Element	DistributionGuidelinesNL
Definition	This container contains information about the parties to which the advertisement must be distributed.
Mapping	PositionOpeningNL/DistributionGuidelinesNL
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The DistributionGuidelinesNL container contains more information about the publishers that must receive the advertisement.

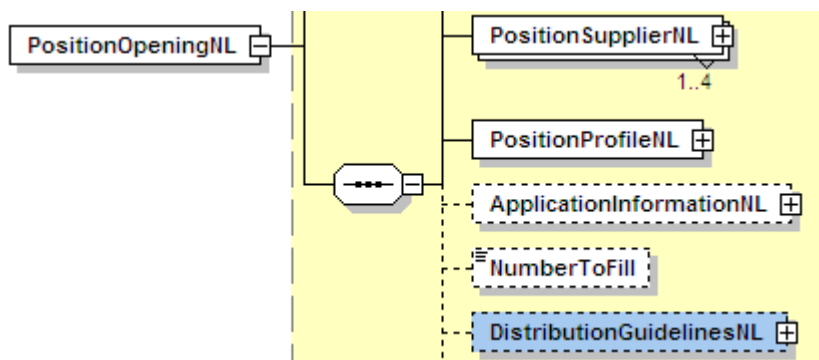


Figure 62: DistributionGuidelinesNL container

Example
<pre> <DistributionGuidelinesNL> <DistributeTo> <Id idOwner="recruiter"> <IdValue>12</IdValue> </Id> <Name>Jobboard C</Name> </DistributeTo> </DistributionGuidelinesNL> </pre>

4.5.1 DistributeTo

Element	DistributeTo
Definition	Specification of the parties that must receive the vacancy and/or advertisement.
Mapping	PositionOpeningNL/DistributionGuidelines/DistributeTo
Cardinality	0..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The DistributeTo container contains information about the party that must receive the vacancy and/or advertisement. The elements in the following table can be contained in the DistributeTo container.

Subelements

Element	Definition	Cardinality	Format
Id/IdValue	The unique identifier of the party to distribute the vacancy and/or advertisement to.	1	String
Name	The name of the party to distribute the vacancy and/or advertisement to.	0..1	String

Next to the element in the table above, the DistributeTo container can also contain the idOwner attribute as specified in the following table.

Attribute idOwner:

Attribute	idOwner
Definition	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyIdOwner'.
Mapping	PositionOpeningNL/DistributionGuidelines/DistributeTo/Id@idOwner
Cardinality	1
Format	Codelist 'vacancyIdOwner': owner, recruiter, distributor, publicist, KVK, OIN, BTW, Fi An up-to-date version of this codelist can be found on the SETU site.
Permitted values	-
Default value	-
Business rules	Each idOwner may be used only once when specifying identifiers.

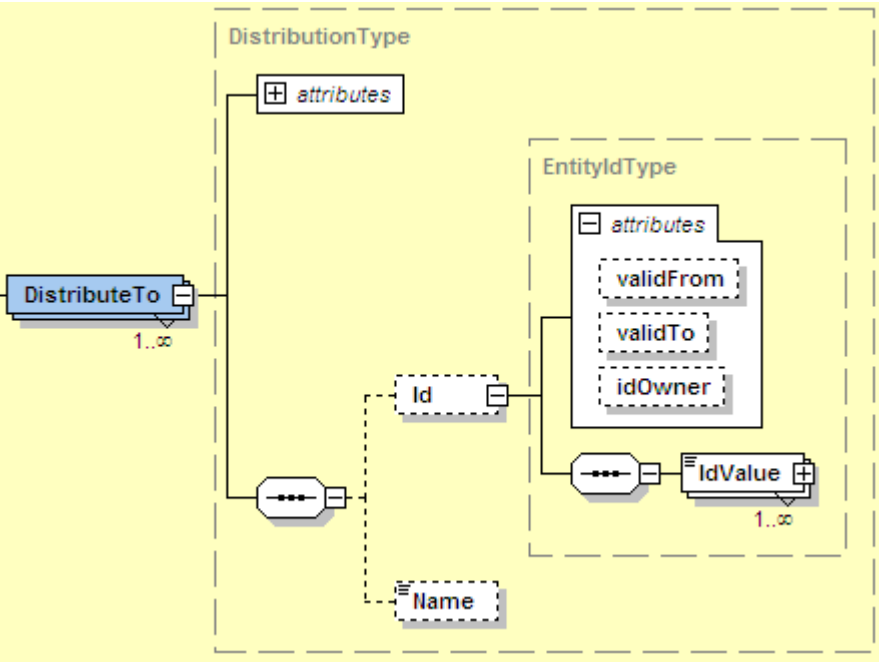


Figure 63: DistributeTo element

Example
<pre><DistributeTo> <Id idOwner="recruiter"> <IdValue>12</IdValue> </Id> <Name>Jobboard C</Name> </DistributeTo></pre>

4.6 AdvertisementInfoNL

Element	AdvertisementInfoNL
Definition	This container contains information that is use to make an advertisement of the vacancy.
Mapping	PositionOpeningNL/AdvertisementInfoNL
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The AdvertisementInfoNL container contains advertisement specific information. With this information a vacancy can be turned into an advertisement that can be published.

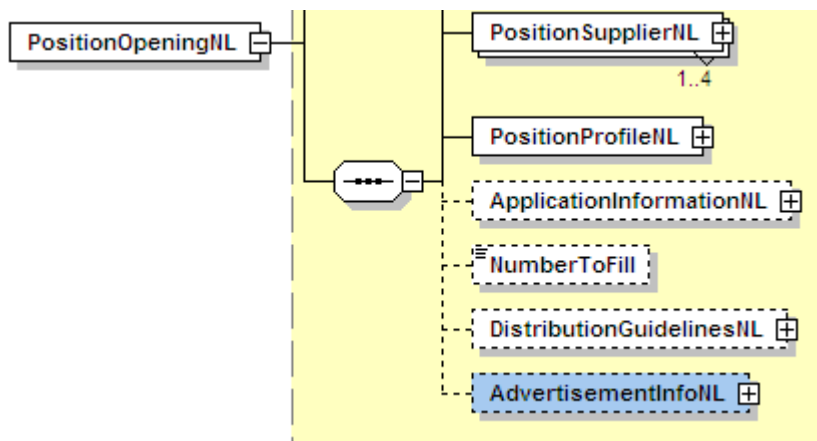


Figure 64: AdvertisementInfoNL container

Example
<pre> <AdvertisementInfoNL> <Multimedia> <Media/> </Multimedia> <ShortDescriptionVacancy/> <AdvertisementTypePublisher/> <PublicationDates> <PublicationDate> <PublicationStartDate/> <PublicationEndDate/> </PublicationDate> </PublicationDates> <TrackingImageURL/> </AdvertisementInfoNL> </pre>

4.6.1 Multimedia

Element	Multimedia
Definition	Specification of multimedia files that can be used in the advertisement. This may be a company logo, a picture, a video or any other type of multimedia supported by the advertisement media.
Mapping	PositionOpeningNL/AdvertisementInfo/Multimedia
Cardinality	0..1
Format	Container

Permitted values	-
Default value	-
Business rules	-

The multimedia container contains links to one or more multimedia files that can be used when publishing the advertisement.

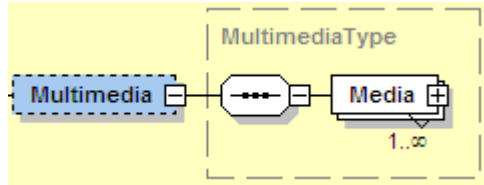


Figure 65: Multimedia container

Example
<pre> <Multimedia> <Media> <URL>http://www.bedrijf.nl/logo.png</URL> <Description>Logo Bedrijf A</Description> <MimeType>image/png</MimeType> </Media> </Multimedia> </pre>

4.6.1.1 Media

Element	Media
Definition	Specification of a media files that can be used in the advertisement. This may be a company logo, a picture, a video or any other type of multimedia supported by the advertisement media.
Mapping	PositionOpeningNL/AdvertisementInfo/Multimedia/Media
Cardinality	1..n
Format	Container
Permitted values	-
Default value	-
Business rules	-

The media container contains links to a multimedia files that can be used when publishing the advertisement.

Subelements

Element	Definition	Cardinality	Format
URL	The unique resource locator where the media file can be found.	1	As specified by RFC 3986
Description	A description of the media file.	0..1	String
Mimetype	The mime-type of the media file.	0..1	String

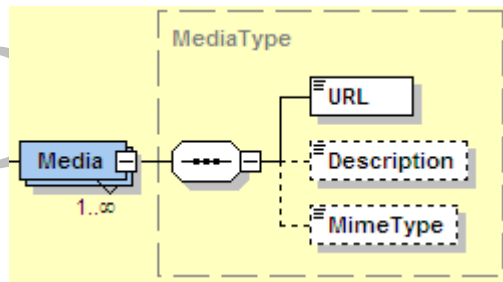


Figure 66: Media container

Example

```
<Media>
  <URL>http://www.bedrijf.nl/logo.png</URL>
  <Description>Logo Bedrijf A</Description>
  <MimeType>image/png</MimeType>
</Media>
```

4.6.2 TrackingImageURL

Element	TrackingImageURL
Definition	URL pointing to a tracking image that can be used by the company supplying the advertisement to the publisher to track the visitors of the advertisement.
Mapping	PositionOpeningNL/AdvertisementInfo/TrackingImageURL
Cardinality	0..1
Format	As specified by RFC 3986
Permitted values	-
Default value	-
Business rules	-

This element provides the opportunity to include a URL pointing to a tracking image in the advertisement message. This tracking image can be included by the publisher in the published advertisement making it possible for the vacancy owner to track the visitors of the advertisement.

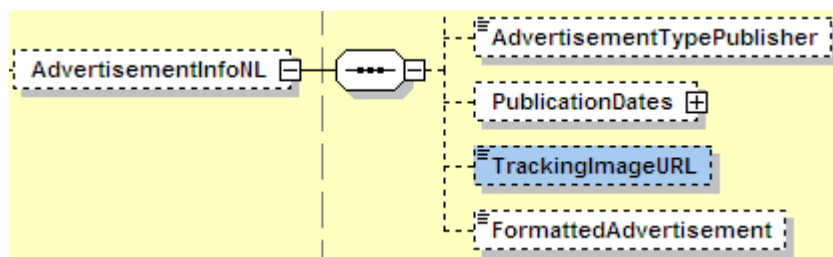


Figure 67: TrackingImageURL element

Example

```
<TrackingImageURL>http://www.recruitmentbedrijfb.nl/123174</TrackingImageURL>
```

4.6.3 ShortDescriptionVacancy

Element	ShortDescriptionVacancy
Definition	Short description of the vacancy that can be used to display in search results where a regular description does not fit.
Mapping	PositionOpeningNL/AdvertisementInfo/ShortDescriptionVacancy
Cardinality	0..1
Format	String

Permitted values	-
Default value	-
Business rules	-

This element contains a short description of the vacancy that can for instance be used to show in search results. By defining a short description the publisher does not have to create the short description from the regular description, often resulting in descriptions that are not complete.

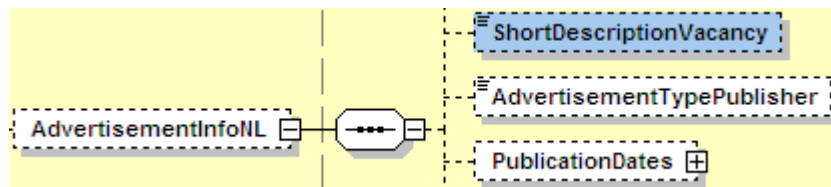


Figure 68: ShortDescriptionVacancy element

Example
<pre><ShortDescriptionVacancy>Werktuigbouwkundige die energiezuinige mechanische apparaten wil ontwikkelen voor de land- en tuinbouw sector.</ShortDescriptionVacancy></pre>

4.6.4 AdvertisementTypePublisher

Element	AdvertisementTypePublisher
Definition	The type of advertisement that the publication medium must placed. The possible types of advertisements are specified by the publication medium.
Mapping	PositionOpeningNL/AdvertisementInfo/AdvertisementTypePublisher
Cardinality	0..1
Format	String
Permitted values	-
Default value	-
Business rules	-

This element can contain information about the type of advertisement that should be published by the publicist. As each publicist has its own type of advertisements, parties should make bilateral agreements about the possible advertisement types.

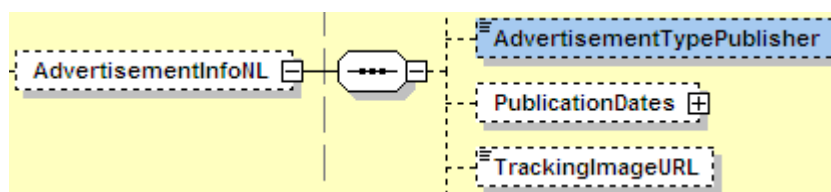


Figure 69: AdvertisementTypePublisher

Example
<pre><AdvertisementTypePublisher>Topbaan</AdvertisementTypePublisher></pre>

4.6.5 PublicationDates

4.6.5.1 PublicationStartDate

Element	PublicationStartData
Definition	The date the advertisement must be published.
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDates/PublicationDate/ PublicationStartDate
Cardinality	0..1
Format	YYYY-MM-DD
Permitted values	-
Default value	-
Business rules	-

The PublicationStartDate element contains the date on which the advertisement must be published. There are two methods for specifying publication dates:

- specifying a start- and enddate for all publishers
- specifying specific start- and enddates for each publisher

This element can be used to specify a **startdate** to be used by **all** publishers.

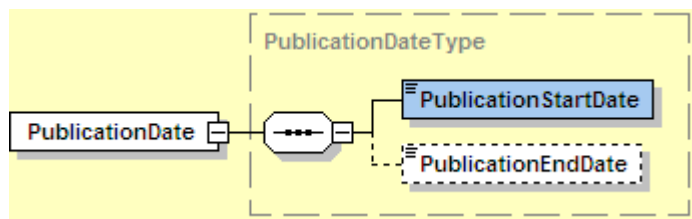


Figure 70: PublicationStartDate element

Example
<PublicationStartDate>2011-09-16</PublicationStartDate>

4.6.5.2 PublicationEndDate

Element	PublicationEndDate
Definition	The date the advertisement must removed from publication.
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDates/PublicationDate/ PublicationEndDate
Cardinality	0..1
Format	YYYY-MM-DD
Permitted values	-
Default value	-
Business rules	-

The PublicationEndDate element contains the date on which the advertisement must be removed from published. There are two methods for specifying publication dates:

- specifying a start- and enddate for all publishers
- specifying specific start- and enddates for each publisher

This element can be used to specify a **enddate** to be used by **all** publishers.

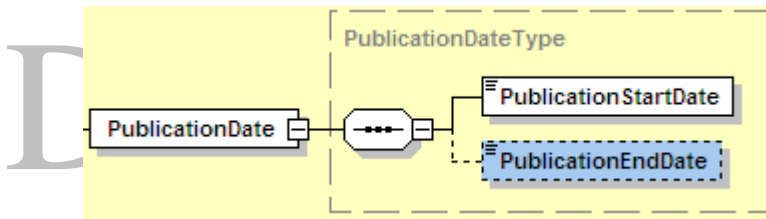


Figure 71: PublicationEndDate element

Example
<code><PublicationEndDate>2011-10-16</PublicationEndDate></code>

4.6.5.3 PublicationDatesPublishers

Element	PublicationDatesPublishers
Definition	Container that can contain specific publication dates for a publisher.
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDates/ PublicationDatesPublishers
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The PublicationDatePublisher container can contain a specific start- and enddate for the advertisement for publishers. There are two methods for specifying publication dates:

- specifying a start- and enddate for all publishers
- specifying specific start- and enddates for each publisher

This container can be used to specify specific start- and enddates for each publisher.

Subcontainer PublisherPublication

Element	PublisherPublication
Definition	Container that contains the publisher name and a publisher identifier. This container must contain the element PublisherName and may contain the element PublisherId.
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDate/ PublicationDatesPublisher/PublisherPublication
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	-

Subcontainer PublicationDatePublisher

Element	PublicationDatePublisher
Definition	Container that contains the publication dates for a publisher. This container must contain the element 'PublicationStartDate' and may contain the element 'PublicationEndDate'
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDate/ PublicationDatesPublisher/PublicationDatePublisher
Cardinality	1
Format	Container
Permitted values	-
Default value	-

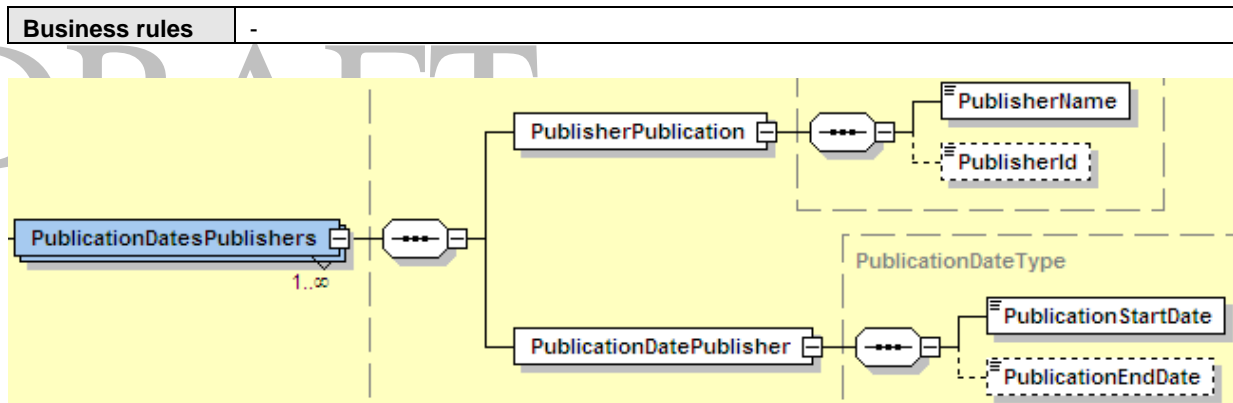


Figure 72: PublicationDatePublishers

Example
<pre> <PublicationDates> <PublicationDatesPublishers> <PublisherPublication> <PublisherName>Jobboard C</PublisherName> <PublisherId idOwner="recruiter"> <IdValue>12</IdValue> </PublisherId> </PublisherPublication> <PublicationDatePublisher> <PublicationStartDate>2011-10-15</PublicationStartDate> <PublicationEndDate>2011-11-15</PublicationEndDate> </PublicationDatePublisher> </PublicationDatesPublishers> </PublicationDates> </pre>

4.6.5.3.1 PublisherName

Element	PublisherName
Definition	The name of the publisher
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDate/ PublicationDatesPublisher/PublisherPublication/PublisherName
Cardinality	1
Format	String
Permitted values	-
Default value	-
Business rules	-

The name of the publisher.

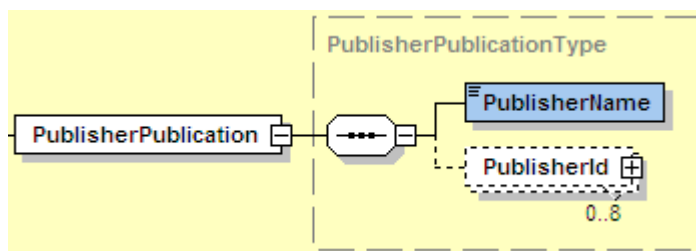


Figure 73: PublisherName element

Example
<pre> <PublisherPublication> </pre>

```

<PublisherName>Jobboard C</PublisherName>
<PublisherId idOwner="recruiter">
  <IdValue>12</IdValue>
</PublisherId>
</PublisherPublication>

```

4.6.5.3.2 PublisherId

Element	PublisherId
Definition	The unique identifier for the publisher
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDate/ PublicationDatesPublisher/PublisherPublication/PublisherId/IdValue
Cardinality	0..8
Format	YYYY-MM-DD
Permitted values	-
Default value	-
Business rules	-

The unique number of the publisher as issued by the party indicated in the 'idOwner' attribute.

Attribute idOwner:

Attribute	idOwner
Definition	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyIdOwner'.
Mapping	PositionOpeningNL/AdvertisementInfo/PublicationDate/ PublicationDatesPublisher/PublisherPublication/ PublisherId/Id@idOwner
Cardinality	1
Format	Codelist 'vacancyIdOwner' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	owner, recruiter, distributor, publicist, KVK, OIN, BTW, Fi
Default value	-
Business rules	Each idOwner may be used only once when specifying identifiers.

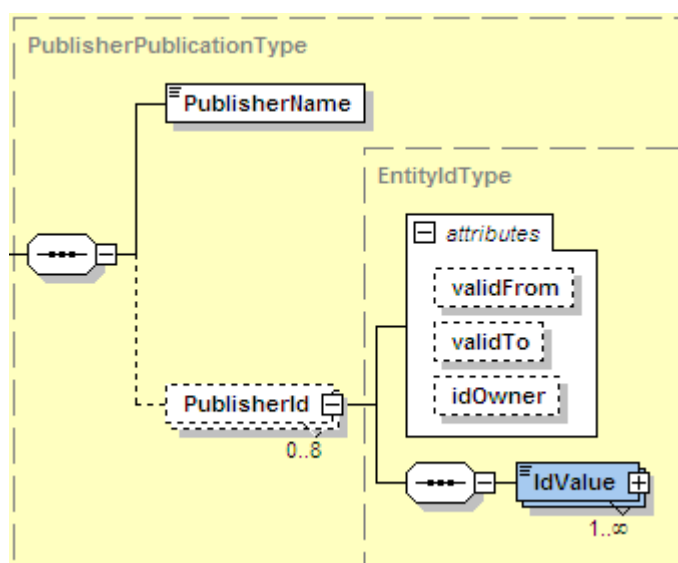


Figure 74: PublisherId element

Example

```
<PublisherId idOwner="recruiter">
  <IdValue>12</IdValue>
</PublisherId>
```

4.6.6 *FormattedAdvertisement*

Element	FormattedAdvertisement
Definition	Container in which the entire advertisement can be placed, including HTML-layout.
Mapping	PositionOpeningNL/AdvertisementInfo/FormattedAdvertisement
Cardinality	0..1
Format	String in a CDATA section that starts with "<![CDATA[" and ends with "]]>":
Permitted values	-
Default value	-
Business rules	-

The FormattedAdvertisement element can contain an html version of the advertisement. To ensure that the html version does not conflict with the XML-message structure, the html version must be placed in a CDATA section.

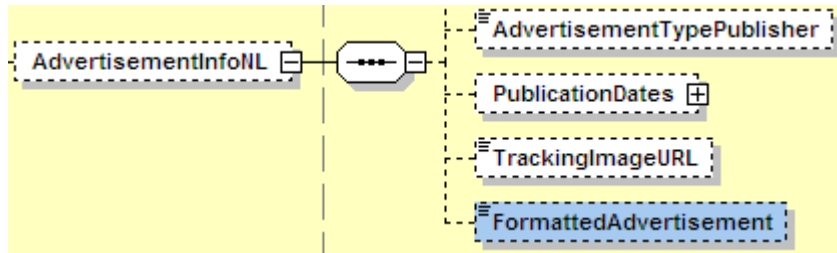


Figure 75: FormattedAdvertisement element

Example

```
<FormattedAdvertisement>...</FormattedAdvertisement>
```

4.7 ExtensionsNL

Element	ExtensionsNL
Definition	Container that can be used to specify additional information elements that were not identified when creating the standard.
Mapping	PositionOpeningNL/ExtensionsNL
Cardinality	0..1
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ExtensionsNL container contains key value pairs that can be used to specify additional information elements that were not identified when creating the standard. When using the extensions container it is important to realize that:

- This container may not be used to specify information that can be contained in any other element that is described in this standard
- This container may only be used in mutual agreement between the sending and receiving party
- When using this container the required additional element must be submitted to the SETU as a maintenance request for including in the standard in the next version of the standard.

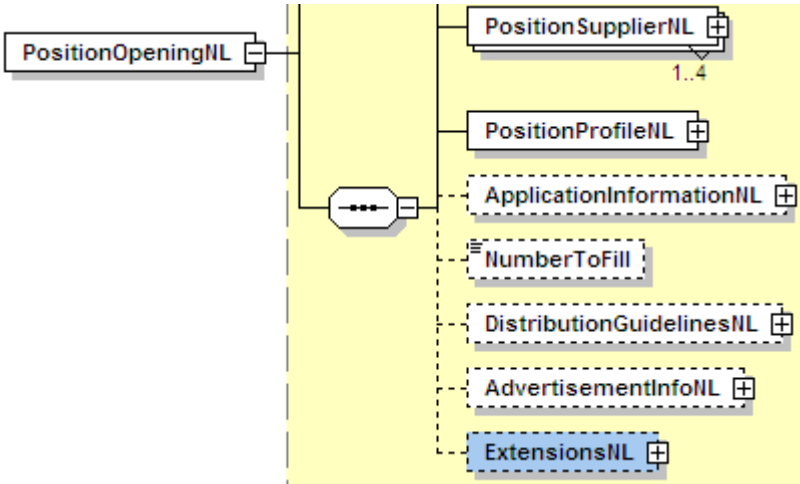


Figure 76: ExtensionsNL container

Example
<pre><ExtensionsNL> <Extension> <ExtensionName>Example</ExtensionName> <ExtensionValue>1</ExtensionValue> </Extension> </ExtensionsNL></pre>

4.7.1 ExtensionNL

Element	ExtensionNL
Definition	Key/Value pair that can be used to specify an additional information element that was not identified when creating the standard.
Mapping	PositionOpeningNL/ExtensionNL
Cardinality	0..*
Format	Container
Permitted values	-
Default value	-
Business rules	-

The ExtensionNL container is a key/value pairs that can be used to specify an additional information element that was not identified when creating the standard. When using the key/value it is important to realize that:

- This key/value pair may not be used to specify information that can be contained in any other element that is described in this standard
- This key/value pair may only be used in mutual agreement between the sending and receiving party
- When using this key/value pair the required additional element must be submitted to the SETU as a maintenance request for including in the standard in the next version of the standard.

Subelements

Element	Definition	Cardinality	Format
ExtensionName	This element is used to specify the name of the extension element,	1..1	String
ExtensionValue	This element contains the value of the specified element.	1..1	String

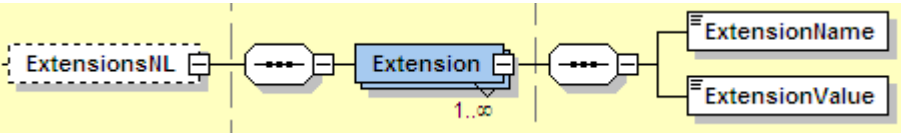


Figure 77: ExtensionNL container

Example
<pre><Extension> <ExtensionName>Example</ExtensionName> <ExtensionValue>1</ExtensionValue> </Extension></pre>

5 Technical mapping VacancyResponseNL

This response message as described in chapter 3 is mapped onto the VacancyResponseNL.xsd schema. The main element of this schema is ‘VacancyResponseNL’.This chapter defines the elements for the VacancyResponseNL message.

VacancyResponseNL

Element	VacancyResponseNL
Definition	The main element of the message, this container contains all other elements that are needed to define responses.
Mapping	VacancyResponseNL
Cardinality	1
Format	Container
Permitted values	-
Default value	-
Business rules	The root element of the Response message must be ‘VacancyResponseNL’.

The VacancyResponseNL container is the main element of the schema used to define response messages. Each of these messages must begin with this element.

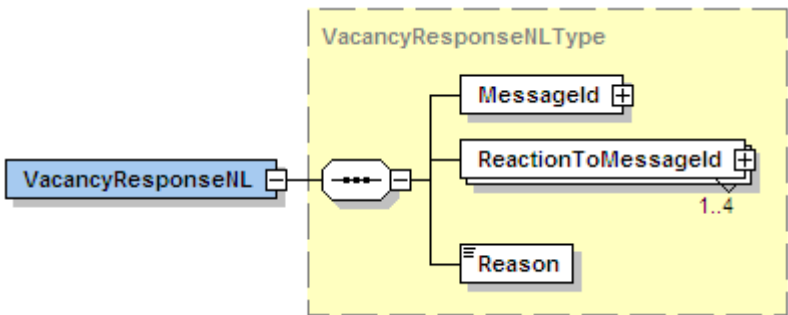


Figure 78: VacancyResponseNL container

Example
<pre><VacancyResponseNL> <MessageId/> <ReactionToMessageId/> <Reason/> </VacancyResponseNL></pre>

5.1 MessageId

Element	MessageId
Definition	Unique identifier for the message. Must be unique in the context of the party issuing the identifier.
Mapping	VacancyResponseNL/MessageId
Cardinality	1
Format	String
Permitted values	-
Default value	-
Business rules	-

The MessageId element contains the unique identifier for the response message as issued by a certain role. Each role has the responsibility to issue an identifier that is unique in the context of the role.

Attribute idOwner:

Attribute	idOwner
Definition	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyIdOwner'.
Mapping	VacancyResponseNL/MessageId@idOwner
Cardinality	1
Format	Codelist 'vacancyIdOwner' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	owner, recruiter, distributor, publicist, KVK, OIN, BTW, Fi
Default value	-
Business rules	Each idOwner may be used only once when specifying identifiers.

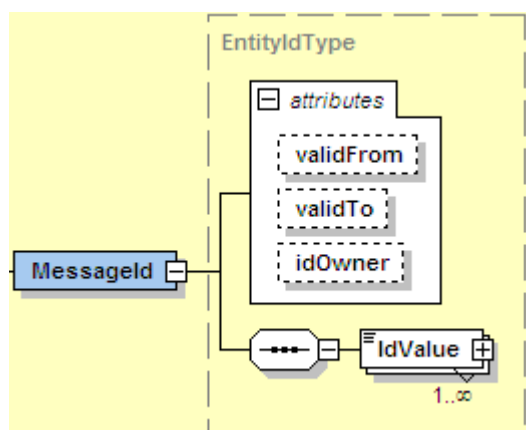


Figure 79: MessageId element

Example
<pre> <MessageId idOwner="recruiter"> <IdValue>264854751</IdValue> </MessageId> </pre>

5.2 ReactionToMessageId

Element	ReactionToMessageId
Definition	Unique identifier of the message this Response is responding to.
Mapping	VacancyResponseNL/ReactionToMessageId
Cardinality	1..4
Format	String
Permitted values	-
Default value	-
Business rules	-

The ReactionToMessageId element contains the unique identifier of the vacancy, vacancy++ or advertisement message the response message is a reaction to. Each role has the responsibility to issue an identifier that is unique in the context of the role.

Attribute idOwner:

Attribute	idOwner
Definition	Role of the issuer of the identifier. The allowed options are provided by the SETU codelist 'vacancyIdOwner'.
Mapping	VacancyResponseNL/ReactionToMessageId@idOwner
Cardinality	1
Format	Codelist 'vacancyIdOwner' An up-to-date version of this codelist can be found on the SETU site.
Permitted values	owner, recruiter, distributor, publicist, KVK, OIN, BTW, Fi
Default value	-
Business rules	Each idOwner may be used only once when specifying identifiers.

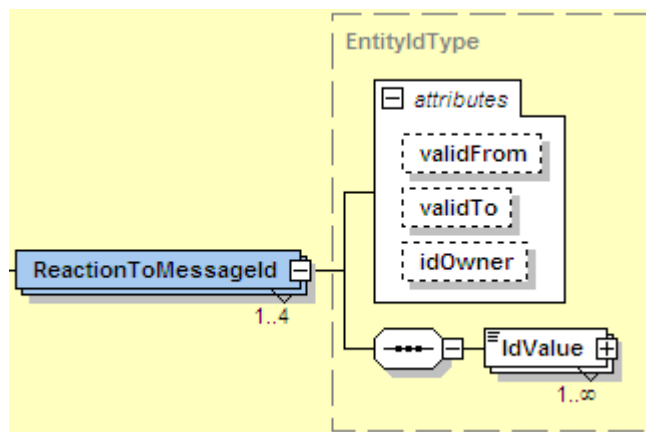


Figure 80: ReactionToMessageId element

Example
<pre> <ReactionToMessageId idOwner="owner"> <IdValue>123456</IdValue> </ReactionToMessageId> </pre>

5.3 Reason

Element	Reason
Definition	The reason for sending the response. This may be to inform the sender of the vacancy why the vacancy is not accepted.
Mapping	VacancyResponseNL/Reason
Cardinality	1
Format	String
Permitted values	-
Default value	-
Business rules	-

The Reason element contains the reason for sending the response. This may be to inform the sender of the vacancy why the vacancy is not accepted, it may also be to inform the sender that the receiver will not process the message further as the receiver has a candidate in its own database.

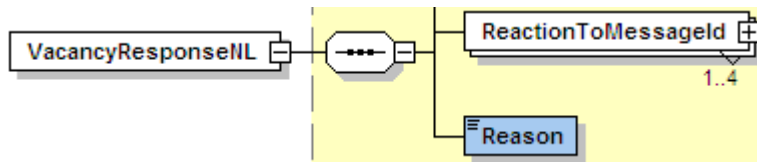


Figure 81: Reason element

Example
<code><Reason>Kandidaat beschikbaar in eigen database. Wij gaan geen advertentie opstellen op basis van deze vacature maar u een voorstel sturen.</Reason></code>

6 Reference example

```
<?xml version="1.0" encoding="UTF-8"?>
<PositionOpeningNL xsi:schemaLocation="http://ns.hr-xml.org/2007-04-15
PositionOpeningNL.xsd" xmlns="http://ns.hr-xml.org/2007-04-15"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xml:lang="nl">
  <!--: Reference example - Advertisement - PositionOpeningNLExample.xml: 1.0this
version: 2011-01: Reference example of the Advertisement XML-message for Dutch Human
Resource industry with additional comments to explain the containers and elements of
the message.(s): SETU: SETU Standard for Vacancies 1.0
-->
  <!-- De PositionRecordInfo container bevat het unieke nummer van het bericht in het
element <Id> en bevat de actie die uitgevoerd moet worden in het element <Status> -->
  <PositionRecordInfo>
    <Id idOwner="owner">
      <IdValue>123456</IdValue>
    </Id>
    <Status>x:put</Status>
  </PositionRecordInfo>
  <!-- De PositionSupplierNL container bevat informatie over de partijen in de keten
die betrokken zijn bij de vacature en de advertentie, deze informatie is niet voor
publicatie bestemd.
container kan vier keer voorkomen om de informatie van de vier mogelijke partijen in
de keten (owner, recruiter, distributor, publicist) op te nemen -->
  <PositionSupplierNL>
    <!-- In de SupplierIds container kunnen per ketenpartij maximaal 8 unieke
identifiers opgenomen worden, iedere identifier moet een unieke 'idOwner' hebben -->
    <SupplierIds>
      <SupplierId idOwner="owner">
        <IdValue>123</IdValue>
      </SupplierId>
      <SupplierId idOwner="KVK">
        <IdValue>NL21136652</IdValue>
      </SupplierId>
    </SupplierIds>
    <!-- De volgende drie elementen bevatten de naam van het bedrijf, de naam van de
contactpersoon en contactinformatie voor gebruik binnen de keten -->
    <EntityName>Bedrijf A</EntityName>
    <ContactName>Piet Janssen</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31154789523</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>piet.janssen@bedrijf.nl</InternetEmailAddress>
    <!-- In de SocialMedia container is het mogelijk om de contactgegevens van een
persoon of bedrijf op een sociaal medium op te geven.
moet opgegeven worden welk Social Medium het betreft en wat de identifier van de
persoon of het bedrijf is op het Social Medium -->
    <SocialMedia>
      <SocialMedium>
        <SocialMediumParty>Linkedin</SocialMediumParty>
        <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
      </SocialMedium>
    </SocialMedia>
  </ContactMethod>
  <!-- In het element 'Role' wordt gespecificeerd op welke rol de informatie in de
Supplier container van toepassing is.
zijn vier mogelijk rollen (owner, recruiter, distributor en publicist), ieder van
de rollen mag 1x voorkomen -->
  <Role>owner</Role>
</PositionSupplierNL>
<PositionSupplierNL>
  <SupplierIds>
```

```

    <SupplierId idOwner="owner">
      <IdValue>a23b</IdValue>
    </SupplierId>
    <SupplierId idOwner="recruiter">
      <IdValue>1</IdValue>
    </SupplierId>
    <SupplierId idOwner="KVK">
      <IdValue>NL33136652</IdValue>
    </SupplierId>
  </SupplierIds>
  <EntityName>Recruitmentbedrijf B</EntityName>
  <ContactName>Henk Pietersen</ContactName>
  <ContactMethod>
    <Telephone>
      <FormattedNumber>+31234789523</FormattedNumber>
    </Telephone>

  <InternetEmailAddress>henk.pietersen@recruitmentbedrijf.nl</InternetEmailAddress>
  <SocialMedia>
    <SocialMedium>
      <SocialMediumParty>Linkedin</SocialMediumParty>
      <SocialMediumIdentifier>henkpietersen</SocialMediumIdentifier>
    </SocialMedium>
  </SocialMedia>
</ContactMethod>
<!-- In de Contactpersons container is het mogelijk om één of meerdere
contactpersonen te specificeren voor een bedrijf. Het is ook mogelijk om bijvoorbeeld
de contactgegevens van een vestiging op te nemen. -->
  <ContactPersons>
    <ContactPerson>
      <ContactName>Recruiter 1</ContactName>
      <ContactMethod>
        <Telephone>
          <FormattedNumber>+31234789524</FormattedNumber>
        </Telephone>

      <InternetEmailAddress>recruiter1@recruitmentbedrijf.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>
          <SocialMediumParty>Linkedin</SocialMediumParty>
          <SocialMediumIdentifier>recruiter1</SocialMediumIdentifier>
        </SocialMedium>
      </SocialMedia>
    </ContactPerson>
    <!-- In dit geval worden er twee contactpersonen opgegeven -->
    <ContactPerson>
      <ContactName>Recruiter 2</ContactName>
      <ContactMethod>
        <Telephone>
          <FormattedNumber>+31234789525</FormattedNumber>
        </Telephone>

      <InternetEmailAddress>recruiter2@recruitmentbedrijf.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>
          <SocialMediumParty>Linkedin</SocialMediumParty>
          <SocialMediumIdentifier>recruiter2</SocialMediumIdentifier>
        </SocialMedium>
      </SocialMedia>
    </ContactPerson>
  </ContactPersons>
  <!-- Dit is het tweede voorkomen van de PositionSupplierNL container, zoals
hieronder te zien heeft deze container een andere 'Role' en is deze informatie dus
van toepassing op de recruiter -->

```

```

    <Role>recruiter</Role>
  </PositionSupplierNL>
<PositionSupplierNL>
  <SupplierIds>
    <SupplierId idOwner="distributor">
      <IdValue>1</IdValue>
    </SupplierId>
    <SupplierId idOwner="recruiter">
      <IdValue>36</IdValue>
    </SupplierId>
    <SupplierId idOwner="KVK">
      <IdValue>NL21136698</IdValue>
    </SupplierId>
  </SupplierIds>
  <EntityName>Distributeur E</EntityName>
  <ContactName>Klaas Klaassen</ContactName>
  <ContactMethod>
    <Telephone>
      <FormattedNumber>+31894789523</FormattedNumber>
    </Telephone>
    <InternetEmailAddress>klaas.klaassen@distributeur.nl</InternetEmailAddress>
  </ContactMethod>
  <!-- Dit is het derde voorkomen van de PositionSupplierNL container, zoals
hieronder te zien heeft deze container een andere 'Role' en is deze informatie dus
van toepassing op de distributor -->
  <Role>distributor</Role>
</PositionSupplierNL>
  <!-- De PositionProfileNL container bevat de specificatie van de vacature, alle
informatie in deze container mag gepubliceerd worden -->
  <PositionProfileNL>
    <!-- De PositionDateInfo container bevat informatie over de startdatum van de
vacature en mogelijk de verwachte einddatum. In dit voorbeeld kan de kandidaat per
direct beginnen -->
    <PositionDateInfo>
      <StartAsSoonAsPossible>true</StartAsSoonAsPossible>
    </PositionDateInfo>
    <!-- Gegevens over het bedrijf kunnen opgenomen worden in de Organization
container. De informatie in deze container mag afwijken van de informatie zoals
opgegeven in de PositionSupplierNL container voor de 'owner' role.
reden hiervoor is, is dat de onderstaande informatie gepubliceerd wordt en dat het
dus zo kan zijn dat deze informatie afwijkt van de informatie die beschikbaar is voor
de keten -->
    <Organization>
      <OrganizationName>Bedrijf A</OrganizationName>
      <ValueStatement>Als bedrijf A zijn willen wij apparatuur van de hoogste
kwaliteit maken waarbij wij oog hebben voor de milieutechnische aspecten. Daarnaast
ontwikkelen wij onze apparatuur zodanig dat deze zo min mogelijk energie
verbruiken</ValueStatement>
      <InternetDomainName>www.bedrijf.nl</InternetDomainName>
      <IndustryCode>28.30</IndustryCode>
      <Description>Bedrijf A maakt mechanische apparatuur voor de land- en tuinbouw
industrie</Description>
      <ContactInfo purpose="moreinfo">
        <ContactName>
          <FormattedName>Piet Janssen</FormattedName>
        </ContactName>
        <ContactMethod>
          <Telephone>
            <FormattedNumber>+31154789523</FormattedNumber>
          </Telephone>
          <InternetEmailAddress>piet.janssen@bedrijf.nl</InternetEmailAddress>
          <PostalAddress>
            <CountryCode>NL</CountryCode>
            <PostalCode>0000AA</PostalCode>
            <Municipality>Fictievestad</Municipality>
            <DeliveryAddress>

```

```

        <AddressLine>Fictievestraat</AddressLine>
        <BuildingNumber>1</BuildingNumber>
        <Unit>a</Unit>
    </DeliveryAddress>
</PostalAddress>
</ContactMethod>
</ContactInfo>
<SocialMedia>
    <SocialMedium>
        <SocialMediumParty>Linkedin</SocialMediumParty>
        <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
    </SocialMedium>
</SocialMedia>
<ContactPersons>
    <!-- In onderstaande ContactPerson container wordt niet de contactinformatie
van een persoon opgegeven, maar die van een vestiging zoals ook toegestaan is-->
    <ContactPerson>
        <ContactName>Hoofdvestiging</ContactName>
        <ContactMethod>
            <Telephone>
                <FormattedNumber>+31154789520</FormattedNumber>
            </Telephone>
            <InternetEmailAddress>recruitment@bedrijf.nl</InternetEmailAddress>
            <SocialMedia>
                <SocialMedium>
                    <SocialMediumParty>Linkedin</SocialMediumParty>
                    <SocialMediumIdentifier>recruitmentbedrijf.nl</SocialMediumIdentifier>
                </SocialMedium>
            </SocialMedia>
        </ContactMethod>
    </ContactPerson>
</ContactPersons>
</Organization>
<PositionDetail>
    <!-- De PhysicalLocation container bevat informatie over de standplaats (in
het PostalAddress element) en informatie over het werkgebied (in het Area element). -
->
    <PhysicalLocation>
        <Area type="municipality">
            <Value>Groningen</Value>
        </Area>
        <PostalAddress>
            <CountryCode>NL</CountryCode>
            <PostalCode>0000AA</PostalCode>
            <Municipality>Fictievestad</Municipality>
            <DeliveryAddress>
                <AddressLine>Fictievestraat</AddressLine>
                <BuildingNumber>1</BuildingNumber>
                <Unit>a</Unit>
            </DeliveryAddress>
        </PostalAddress>
    </PhysicalLocation>
    <!-- Het JobCategory het vakgebied van de functie, de waarde komt uit de SETU
codelijst jobCategory -->
    <JobCategory>
        <CategoryCode>4</CategoryCode>
    </JobCategory>
    <!-- De titel voor de functie wordt opgenomen in het element PositionTitle -->
    <PositionTitle>Werktuigbouwkundige voor mechanische apparaten land- en
tuinbouw</PositionTitle>
    <!-- In de container RemunerationPackage kan het salaris dat wordt geboden
beschreven worden en kan een beschrijving worden gegeven van de primaire en
secundaire voorwaarden -->
    <RemunerationPackage>

```

<!-- Het salaris kan worden opgegeven in de vorm van een minimum en maximum per periode, de periode wordt gespecificeerd in het attribuut baseInterval. -De waarde van de periode komt uit de SETU codelijst salaryPeriod.-->
 <BasePay currencyCode="EUR" baseInterval="x:FourWeekly">
 <BasePayAmountMin>3000</BasePayAmountMin>
 <BasePayAmountMax>4000</BasePayAmountMax>
 </BasePay>
 <!-- De Benefits container bevat een beschrijving van de primaire en secundaire arbeidsvoorwaarden -->
 <Benefits>
 <Comments>Goede primaire voorwaarde, daarnaast als secundaire voorwaarden onder andere een pensioenplan, levensloopregeling, fietsplan en een ruime onkostenvergoeding. Daarnaast kennen wij flexibele arbeidstijden en bieden wij ook de mogelijkheid tot thuiswerken.</Comments>
 </Benefits>
 </RemunerationPackage>
 <!-- Naam van de functie, in dit voorbeeld komt de functienaam niet uit een codelijst. Indien dit wel zo is kan ook opgegeven worden uit welke codelijst de functienaam komt en wat de identifier van de functienaam in die lijst is -->
 <FunctionName>
 <Name>Werktuigbouwkundige</Name>
 </FunctionName>
 <!-- Naam van het beroep, in dit voorbeeld komt de beroepsnaam niet uit een codelijst. Indien dit wel zo is kan ook opgegeven worden uit welke codelijst de beroepsnaam komt en wat de identifier van de beroepsnaam in die lijst is -->
 <ProfessionName>
 <Name>Werktuigbouwkundige</Name>
 </ProfessionName>
 <!-- Het element FunctionDescription bevat een omschrijving van de werkzaamheden die de kandidaat uit moet gaan voeren -->
 <FunctionDescription>Werktuigbouwkundige die energiezuinige mechanische apparaten wil ontwikkelen voor de land- en tuinbouw sector</FunctionDescription>
 <!-- Het element FunctionRequirementsDescription bevat een voor mensen leesbare beschrijving van de eisen die gesteld worden aan de kandidaat -->
 <FunctionRequirementsDescription>Masteropleiding (of vergelijkbaar) in de richting werktuigbouwkunde en in bezig van rijbewijs B</FunctionRequirementsDescription>
 <!-- De HoursPerWeek container bevat het minimaal en maximaal aantal uren dat per week gewerkt moet worden -->
 <HoursPerWeek>
 <Minimum>32</Minimum>
 <Maximum>40</Maximum>
 </HoursPerWeek>
 <!-- De DaysPerWeek container bevat het minimaal en maximaal aantal dagen dat in een week gewerkt moet worden -->
 <DaysPerWeek>
 <Minimum>4</Minimum>
 <Maximum>5</Maximum>
 </DaysPerWeek>
 <!-- De ContractDetails container bevat de contractduur (waarde uit de SETU codelijst durationContract) en het type contract (waarde uit de SETU codelijst typeofContract) -->
 <ContractDetails>
 <ContractDuration>permanent</ContractDuration>
 <TypeOfContract>direct</TypeOfContract>
 </ContractDetails>
 <!-- De Requirements container bevat de eisen aan de kandidaat -->
 <Requirements>
 <!-- De EducationDegree container specificeert het vereise opleidingsniveau, de waarde moet komen uit de SETU codelijst educationDegree -->
 <EducationDegree>6</EducationDegree>
 <!-- De EducationMajor container specificeert het vereise opleidingsniveau, de waarde moet komen uit de SOI 2006, opleidingsrichting -->
 <EducationMajor>64</EducationMajor>
 <!-- De WorkingAndThinkingLevel container specificeert het vereise werk- en denkniveau, de waarde moet komen uit de SETU codelijst educationDegree.-->
 </Requirements>

`<WorkingAndThinkingLevel>6</WorkingAndThinkingLevel>`
`<!-- Het element YearsOfRelevantWorkingExperience maakt het mogelijk om het`
minimaal en maximaal aantal jaren relevante werkervaring te specificeren. `-->`
`<YearsOfRelevantWorkingExperience>`
`<Minimum>3</Minimum>`
`<Maximum>5</Maximum>`
`</YearsOfRelevantWorkingExperience>`
`<!-- Het Careerlevel geeft het carrière-niveau aan van de kandidaat die`
gezocht wordt, de waarde moet uit de SETU codelijst careerLevel komen `-->`
`<CareerLevel>Professional-Experienced</CareerLevel>`
`<!-- In de container LicensesAndCertification is het mogelijk om op te geven`
welke licenties en certification de kandidaat moet hebben `-->`
`<LicensesAndCertifications>`
`<!-- Door middel van een LicenseOrCertification element met de name`
'drivingLicence' is het mogelijk om op te geven welk rijbewijs de kandidaat nodig
heeft. De waarde moet uit de rijbewijzen lijst van het RDW komen. `-->`
`<LicenseOrCertification>`
`<Name>drivingLicense</Name>`
`<Id>B</Id>`
`</LicenseOrCertification>`
`</LicensesAndCertifications>`
`<!-- In de Qualifications container kunnen competenties gespecificeerd`
worden die de kandidaat moet bezitten `-->`
`<Qualifications>`
`<Competency description="hoofdrekenen">`
`<TaxonomyId id="1" description="Codelijst rekenen"/>`
`<CompetencyWeight>`
`<NumericValue>4</NumericValue>`
`</CompetencyWeight>`
`</Competency>`
`</Qualifications>`
`<!-- In de languages container kan gespecificeerd worden welke talen de`
kandidaat moet kennen. Per taal kan gespecificeerd worden of de kandidaat deze moet
kunnen lezen, schrijven en of spreken. `-->`
`<Languages>`
`<Language>`
`<LanguageCode>nl</LanguageCode>`
`<Read>true</Read>`
`<Write>true</Write>`
`<Speak>true</Speak>`
`</Language>`
`<Language>`
`<LanguageCode>en</LanguageCode>`
`<Read>true</Read>`
`<Write>true</Write>`
`<Speak>true</Speak>`
`</Language>`
`</Languages>`
`</Requirements>`
`</PositionDetail>`
`<!-- In het FormattedPositionDescription element kan een opgemaakte omschrijving`
van de functie worden opgegeven `-->`
`<FormattedPositionDescription>Werktuigbouwkundige die energiezuinige mechanische`
apparaten wil ontwikkelen voor de land- en tuinbouw
sector.`</FormattedPositionDescription>`
`<!-- De PositionKeywords container kan één of meerdere keywords bevatten die de`
functie beter vindbaar maken `-->`
`<PositionKeywords>`
`<Keyword>werktuigbouwkundige</Keyword>`
`<Keyword>Landbouw</Keyword>`
`<Keyword>energiezuinigd</Keyword>`
`<Keyword>mechanisch</Keyword>`
`<Keyword>mechanische apparatuur</Keyword>`
`<Keyword>werktuigbouwkunde</Keyword>`
`</PositionKeywords>`
`</PositionProfileNL>`

```

<!-- De ApplicationInformationNL container bevat informatie over de
sollicitatieprocedure en de manier van solliciteren -->
<ApplicationInformationNL>
  <!-- Het ApplicationProcedureInformation element bevat een beschrijving van de
sollicitatieprocedure -->
  <ApplicationProcedureInformation>De sollicitatieprocedure begint met een selectie
op basis van de ontvangen sollicitaties, vervolgens nodigen wij de geselecteerde
groep uit voor een interview bij het recruitmentbedrijf. Vervolgens volgt een gesprek
met een vertegenwoordiger van bedrijf A, waarna de selectie wordt
gemaakt.</ApplicationProcedureInformation>
  <!-- Het FinalApplicationDate element bevat de uiterste datum waarop
gesolliciteerd kan worden -->
  <FinalApplicationDate>2011-10-31</FinalApplicationDate>
  <!-- De HowToApply container bevat de mogelijke sollicitatiemanieren specificeert
per manier welk contactmedium gebruikt kan worden -->
  <HowToApply>
    <ApplicationMethod>
      <MethodType>Email</MethodType>
      <ContactMethodApplication>

      <InternetEmailAddress>recruiter1@recruitmentbedrijfb.nl</InternetEmailAddress>
      </ContactMethodApplication>
      <ContactInformation>
        <ContactPointName>Vestiging ABC</ContactPointName>
        <ContactPersons>
          <ContactPerson>
            <ContactName>Recruiter 1</ContactName>
          </ContactPerson>
          <ContactPerson>
            <ContactName>Recruiter 2</ContactName>
          </ContactPerson>
        </ContactPersons>
      </ContactInformation>
    </ApplicationMethod>
    <ApplicationMethod>
      <MethodType>VacancyURL</MethodType>
      <ContactMethodApplication>

      <VacancyInternetWebAddress>http://www.recruitmentbedrijfb.nl/werktuigbouwkundige/so
lliciteren</VacancyInternetWebAddress>
      </ContactMethodApplication>
    </ApplicationMethod>
    <ApplicationMethod>
      <MethodType>InPerson</MethodType>
      <ContactMethodApplication>
        <InPerson>
          <TravelDirections>Kom langs op onze vestiging aan de fictievestraat 1 in
Fictiefstad</TravelDirections>
          <AdditionalInstructions>Wij zitten boven de
boekwinkel.</AdditionalInstructions>
        </InPerson>
      </ContactMethodApplication>
    </ApplicationMethod>
  </HowToApply>
</ApplicationInformationNL>
<!-- Het NumberToFill element bevat het aantal openstaande posities van de functie
zoals gespecificeerd in het bericht -->
<NumberToFill>1</NumberToFill>
<!-- De DistributionGuidelinesNL container bevat een opsomming van de partijen aan
wie de advertentie verstuurd moet worden. Bij het uitsturen van de advertentie naar
de publicist moet deze informatie verwijderd worden -->
<DistributionGuidelinesNL>
  <DistributeTo>
    <Id idOwner="recruiter">
      <IdValue>12</IdValue>
    </Id>
  </DistributeTo>
</DistributionGuidelinesNL>

```

```

        <Name>Jobboard C</Name>
    </DistributeTo>
</DistributionGuidelinesNL>
<!-- In de AdvertisementInfoNL container staat informatie die specifiek bedoeld is
voor de advertentie -->
<AdvertisementInfoNL>
    <!-- In de Multimedia container is het mogelijk om links naar logo's, foto's een
    filmpjes op te nemen die gebruikt kunnen worden in de advertentie -->
    <Multimedia>
        <Media>
            <URL>http://www.bedrijf.nl/logo.png</URL>
            <Description>Logo Bedrijf A</Description>
            <MimeType>image/png</MimeType>
        </Media>
    </Multimedia>
    <!-- Het element ShortDescriptionVacancy geeft een korte beschrijving die
    weergegeven kan worden bij een overzicht met zoekresultaten -->
    <ShortDescriptionVacancy>Werktuigbouwkundige die energiezuinige mechanische
    apparaten wil ontwikkelen voor de land- en tuinbouw sector.</ShortDescriptionVacancy>
    <!-- Het element AdvertisementTypePublisher geeft de mogelijkheid om een speciaal
    type advertentie bij een publicist aan te vragen. Hierover moeten altijd afspraken
    worden gemaakt tussen de verzender van de advertentie en de publicist -->
    <AdvertisementTypePublisher>Topbaan</AdvertisementTypePublisher>
    <!-- Het element PublicationDates geeft de start- en einddatum aan van de
    advertentie zoals gewenst door de verzender van de advertentie.
    is mogelijk om één publicatiedatum op te geven voor alle publicisten, of om per
    publicist een publicatiedatum door te geven zoals in dit voorbeeld is gedaan. -->
    <PublicationDates>
        <PublicationDatesPublishers>
            <PublisherPublication>
                <PublisherName>Jobboard C</PublisherName>
                <PublisherId idOwner="recruiter">
                    <IdValue>12</IdValue>
                </PublisherId>
            </PublisherPublication>
            <PublicationDatePublisher>
                <PublicationStartDate>2011-10-15</PublicationStartDate>
                <PublicationEndDate>2011-11-15</PublicationEndDate>
            </PublicationDatePublisher>
        </PublicationDatesPublishers>
    </PublicationDates>
    <!-- Het TrackingImageURL element maakt het mogelijk om een link door te geven
    naar afbeelding die door de recruiter gebruikt kan worden om het aantal opvragingen
    van de advertentie te monitoren -->
    <TrackingImageURL>http://www.recruitmentbedrijfb.nl/123174</TrackingImageURL>
</AdvertisementInfoNL>
</PositionOpeningNL>

```

7 References

HR-XML Consortium (2007), *HR-XML version 2.5*

HR-XML Consortium SEP (2007), *HR-XML version 2.5*

DRAFT

Appendix A: XML example Vacancy-message

```

<?xml version="1.0" encoding="UTF-8"?>
<PositionOpeningNL xsi:schemaLocation="http://ns.hr-xml.org/2007-04-15
PositionOpeningNL.xsd" xmlns="http://ns.hr-xml.org/2007-04-15"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xml:lang="nl">
  <!--: Vacancy - PositionOpeningNLExample.xml: 1.0this version: 2011-01: Example of
the Vacancy XML-message for Dutch Human Resource industry.(s): SETU: SETU Standard
for Vacancies 1.0
-->
  <PositionRecordInfo>
    <Id idOwner="owner">
      <IdValue>123456</IdValue>
    </Id>
    <Status>x:put</Status>
  </PositionRecordInfo>
  <PositionSupplierNL>
    <SupplierIds>
      <SupplierId idOwner="owner">
        <IdValue>123</IdValue>
      </SupplierId>
      <SupplierId idOwner="KVK">
        <IdValue>NL21136652</IdValue>
      </SupplierId>
    </SupplierIds>
    <EntityName>Bedrijf A</EntityName>
    <ContactName>Piet Janssen</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31154789523</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>piet.janssen@bedrijf.a.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>
          <SocialMediumParty>Linkedin</SocialMediumParty>
          <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
        </SocialMedium>
      </SocialMedia>
    </ContactMethod>
    <Role>owner</Role>
  </PositionSupplierNL>
  <PositionProfileNL>
    <PositionDateInfo>
      <StartAsSoonAsPossible>true</StartAsSoonAsPossible>
    </PositionDateInfo>
    <Organization>
      <OrganizationName>Bedrijf A</OrganizationName>
      <ValueStatement>Als bedrijf A zijn willen wij apparatuur van de hoogste
kwaliteit maken waarbij wij oog hebben voor de milieutechnische aspecten. Daarnaast
ontwikkelen wij onze apparatuur zodanig dat deze zo min mogelijk energie
verbruiken</ValueStatement>
      <InternetDomainName>www.bedrijf.a.nl</InternetDomainName>
      <IndustryCode>28.30</IndustryCode>
      <Description>Bedrijf A maakt mechanische apparatuur voor de land- en tuinbouw
industrie</Description>
      <ContactInfo purpose="moreinfo">
        <ContactName>
          <FormattedName>Piet Janssen</FormattedName>
        </ContactName>
        <ContactMethod>
          <Telephone>
            <FormattedNumber>+31154789523</FormattedNumber>
          </Telephone>

```

```

<InternetEmailAddress>piet.janssen@bedrijf.nl</InternetEmailAddress>
<PostalAddress>
  <CountryCode>NL</CountryCode>
  <PostalCode>0000AA</PostalCode>
  <Municipality>Fictievestad</Municipality>
  <DeliveryAddress>
    <AddressLine>Fictievestraat</AddressLine>
    <BuildingNumber>1</BuildingNumber>
    <Unit>a</Unit>
  </DeliveryAddress>
</PostalAddress>
</ContactMethod>
</ContactInfo>
<SocialMedia>
  <SocialMedium>
    <SocialMediumParty>Linkedin</SocialMediumParty>
    <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
  </SocialMedium>
</SocialMedia>
<ContactPersons>
  <ContactPerson>
    <ContactName>Hoofdvestiging</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31154789520</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>recruitment@bedrijf.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>
          <SocialMediumParty>Linkedin</SocialMediumParty>
          <SocialMediumIdentifier>recruitmentbedrijf.nl</SocialMediumIdentifier>
        </SocialMedium>
      </SocialMedia>
    </ContactMethod>
  </ContactPerson>
</ContactPersons>
</Organization>
<PositionDetail>
  <PhysicalLocation>
    <Area type="municipality">
      <Value>Groningen</Value>
    </Area>
    <PostalAddress>
      <CountryCode>NL</CountryCode>
      <PostalCode>0000AA</PostalCode>
      <Municipality>Fictievestad</Municipality>
      <DeliveryAddress>
        <AddressLine>Fictievestraat</AddressLine>
        <BuildingNumber>1</BuildingNumber>
        <Unit>a</Unit>
      </DeliveryAddress>
    </PostalAddress>
  </PhysicalLocation>
  <JobCategory>
    <CategoryCode>4</CategoryCode>
  </JobCategory>
  <PositionTitle>Werktuigbouwkundige voor mechanische apparaten land- en
tuinbouw</PositionTitle>
  <RemunerationPackage>
    <BasePay currencyCode="EUR" baseInterval="x:FourWeekly">
      <BasePayAmountMin>3000</BasePayAmountMin>
      <BasePayAmountMax>4000</BasePayAmountMax>
    </BasePay>
    <Benefits>
      <Comments>Goede primaire voorwaarde, daarnaast als secundaire voorwaarden
onder andere een pensioenplan, levensloopregeling, fietsplan en een ruime

```

onkostenvergoeding. Daarnaast kennen wij flexibele arbeidstijden en bieden wij ook de mogelijkheid tot thuiswerken.

```

</Comments>
  </Benefits>
</RemunerationPackage>
<FunctionName>
  <Name>Werktuigbouwkundige</Name>
</FunctionName>
<ProfessionName>
  <Name>Werktuigbouwkundige</Name>
</ProfessionName>
<FunctionDescription>Werktuigbouwkundige die energiezuinige mechanische
apparaten wil ontwikkelen voor de land- en tuinbouw sector</FunctionDescription>
<FunctionRequirementsDescription>Masteropleiding (of vergelijkbaar) in de
richting werktuigbouwkunde en in bezig van rijbewijs
B</FunctionRequirementsDescription>
  <HoursPerWeek>
    <Minimum>32</Minimum>
    <Maximum>40</Maximum>
  </HoursPerWeek>
  <DaysPerWeek>
    <Minimum>4</Minimum>
    <Maximum>5</Maximum>
  </DaysPerWeek>
  <ContractDetails>
    <ContractDuration>permanent</ContractDuration>
    <TypeOfContract>direct</TypeOfContract>
  </ContractDetails>
  <Requirements>
    <EducationDegree>6</EducationDegree>
    <EducationMajor>64</EducationMajor>
    <WorkingAndThinkingLevel>6</WorkingAndThinkingLevel>
    <YearsOfRelevantWorkingExperience>
      <Minimum>3</Minimum>
      <Maximum>5</Maximum>
    </YearsOfRelevantWorkingExperience>
    <CareerLevel>Professional-Experienced</CareerLevel>
    <LicensesAndCertifications>
      <LicenseOrCertification>
        <Name>drivingLicense</Name>
        <Id>B</Id>
      </LicenseOrCertification>
    </LicensesAndCertifications>
    <Qualifications>
      <Competency description="hoofdrekenen">
        <TaxonomyId id="1" description="Codelijst rekenen"/>
        <CompetencyWeight>
          <NumericValue>4</NumericValue>
        </CompetencyWeight>
      </Competency>
    </Qualifications>
    <Languages>
      <Language>
        <LanguageCode>nl</LanguageCode>
        <Read>true</Read>
        <Write>true</Write>
        <Speak>true</Speak>
      </Language>
      <Language>
        <LanguageCode>en</LanguageCode>
        <Read>true</Read>
        <Write>true</Write>
        <Speak>true</Speak>
      </Language>
    </Languages>
  </Requirements>
</PositionDetail>

```


I **H**

```
<FormattedPositionDescription>Werktuigbouwkundige die energiezuinige mechanische
apparaten wil ontwikkelen voor de land- en tuinbouw
sector.</FormattedPositionDescription>
<PositionKeywords>
  <Keyword>werktuigbouwkundige</Keyword>
  <Keyword>Landbouw</Keyword>
  <Keyword>energiezuinigd</Keyword>
  <Keyword>mechanisch</Keyword>
  <Keyword>mechanische apparatuur</Keyword>
  <Keyword>werktuigbouwkunde</Keyword>
</PositionKeywords>
</PositionProfileNL>
<NumberToFill>1</NumberToFill>
</PositionOpeningNL>
```

Appendix B: XML example Vacancy+-message

```

<?xml version="1.0" encoding="UTF-8"?>
<PositionOpeningNL xsi:schemaLocation="http://ns.hr-xml.org/2007-04-15
PositionOpeningNL.xsd" xmlns="http://ns.hr-xml.org/2007-04-15"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xml:lang="nl">
  <!--: Vacancy+- - PositionOpeningNLExample.xml: 1.0this version: 2011-01: Example
of the Vacancy+- XML-message for Dutch Human Resource industry.(s): SETU: SETU
Standard for Vacancies 1.0
-->
  <PositionRecordInfo>
    <Id idOwner="owner">
      <IdValue>123456</IdValue>
    </Id>
    <Status>x:put</Status>
  </PositionRecordInfo>
  <PositionSupplierNL>
    <SupplierIds>
      <SupplierId idOwner="owner">
        <IdValue>123</IdValue>
      </SupplierId>
      <SupplierId idOwner="KVK">
        <IdValue>NL21136652</IdValue>
      </SupplierId>
    </SupplierIds>
    <EntityName>Bedrijf A</EntityName>
    <ContactName>Piet Janssen</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31154789523</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>piet.janssen@bedrijf.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>
          <SocialMediumParty>Linkedin</SocialMediumParty>
          <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
        </SocialMedium>
      </SocialMedia>
    </ContactMethod>
    <Role>owner</Role>
  </PositionSupplierNL>
  <PositionSupplierNL>
    <SupplierIds>
      <SupplierId idOwner="owner">
        <IdValue>a23b</IdValue>
      </SupplierId>
      <SupplierId idOwner="recruiter">
        <IdValue>1</IdValue>
      </SupplierId>
      <SupplierId idOwner="KVK">
        <IdValue>NL33136652</IdValue>
      </SupplierId>
    </SupplierIds>
    <EntityName>Recruitmentbedrijf B</EntityName>
    <ContactName>Henk Pietersen</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31234789523</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>henk.pietersen@recruitmentbedrijf.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>

```

```

        <SocialMediumParty>Linkedin</SocialMediumParty>
        <SocialMediumIdentifier>henkpietersen</SocialMediumIdentifier>
    </SocialMedium>
</SocialMedia>
</ContactMethod>
<ContactPersons>
    <ContactPerson>
        <ContactName>Recruiter 1</ContactName>
        <ContactMethod>
            <Telephone>
                <FormattedNumber>+31234789524</FormattedNumber>
            </Telephone>

<InternetEmailAddress>recruiter1@recruitmentbedrijf.nl</InternetEmailAddress>
        <SocialMedia>
            <SocialMedium>
                <SocialMediumParty>Linkedin</SocialMediumParty>
                <SocialMediumIdentifier>recruiter1</SocialMediumIdentifier>
            </SocialMedium>
        </SocialMedia>
    </ContactMethod>
</ContactPerson>
    <ContactPerson>
        <ContactName>Recruiter 2</ContactName>
        <ContactMethod>
            <Telephone>
                <FormattedNumber>+31234789525</FormattedNumber>
            </Telephone>

<InternetEmailAddress>recruiter2@recruitmentbedrijf.nl</InternetEmailAddress>
        <SocialMedia>
            <SocialMedium>
                <SocialMediumParty>Linkedin</SocialMediumParty>
                <SocialMediumIdentifier>recruiter2</SocialMediumIdentifier>
            </SocialMedium>
        </SocialMedia>
    </ContactMethod>
</ContactPerson>
</ContactPersons>
<Role>recruiter</Role>
<RecruiterType>intermediary</RecruiterType>
</PositionSupplierNL>
<PositionProfileNL>
    <PositionDateInfo>
        <StartAsSoonAsPossible>true</StartAsSoonAsPossible>
    </PositionDateInfo>
    <Organization>
        <OrganizationName>Bedrijf A</OrganizationName>
        <ValueStatement>Als bedrijf A zijn willen wij apparatuur van de hoogste
        kwaliteit maken waarbij wij oog hebben voor de milieutechnische aspecten. Daarnaast
        ontwikkelen wij onze apparatuur zodanig dat deze zo min mogelijk energie
        verbruiken</ValueStatement>
        <InternetDomainName>www.bedrijf.nl</InternetDomainName>
        <IndustryCode>28.30</IndustryCode>
        <Description>Bedrijf A maakt mechanische apparatuur voor de land- en tuinbouw
        industrie</Description>
        <ContactInfo purpose="moreinfo">
            <ContactName>
                <FormattedName>Piet Janssen</FormattedName>
            </ContactName>
            <ContactMethod>
                <Telephone>
                    <FormattedNumber>+31154789523</FormattedNumber>
                </Telephone>
            <InternetEmailAddress>piet.janssen@bedrijf.nl</InternetEmailAddress>
            <PostalAddress>

```

I

```

        <CountryCode>NL</CountryCode>
        <PostalCode>0000AA</PostalCode>
        <Municipality>Fictievestad</Municipality>
        <DeliveryAddress>
            <AddressLine>Fictievestraat</AddressLine>
            <BuildingNumber>1</BuildingNumber>
            <Unit>a</Unit>
        </DeliveryAddress>
    </PostalAddress>
</ContactMethod>
</ContactInfo>
<SocialMedia>
    <SocialMedium>
        <SocialMediumParty>Linkedin</SocialMediumParty>
        <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
    </SocialMedium>
</SocialMedia>
<ContactPersons>
    <ContactPerson>
        <ContactName>Hoofdvestiging</ContactName>
        <ContactMethod>
            <Telephone>
                <FormattedNumber>+31154789520</FormattedNumber>
            </Telephone>
            <InternetEmailAddress>recruitment@bedrijf.nl</InternetEmailAddress>
            <SocialMedia>
                <SocialMedium>
                    <SocialMediumParty>Linkedin</SocialMediumParty>
                    <SocialMediumIdentifier>recruitmentbedrijf.nl</SocialMediumIdentifier>
                </SocialMedium>
            </SocialMedia>
        </ContactMethod>
    </ContactPerson>
</ContactPersons>
</Organization>
<PositionDetail>
    <PhysicalLocation>
        <Area type="municipality">
            <Value>Groningen</Value>
        </Area>
        <PostalAddress>
            <CountryCode>NL</CountryCode>
            <PostalCode>0000AA</PostalCode>
            <Municipality>Fictievestad</Municipality>
            <DeliveryAddress>
                <AddressLine>Fictievestraat</AddressLine>
                <BuildingNumber>1</BuildingNumber>
                <Unit>a</Unit>
            </DeliveryAddress>
        </PostalAddress>
    </PhysicalLocation>
    <JobCategory>
        <CategoryCode>4</CategoryCode>
    </JobCategory>
    <PositionTitle>Werktuigbouwkundige voor mechanische apparaten land- en
    tuinbouw</PositionTitle>
    <RemunerationPackage>
        <BasePay currencyCode="EUR" baseInterval="x:FourWeekly">
            <BasePayAmountMin>3000</BasePayAmountMin>
            <BasePayAmountMax>4000</BasePayAmountMax>
        </BasePay>
        <Benefits>
            <Comments>Goede primaire voorwaarde, daarnaast als secundaire voorwaarden
            onder andere een pensioenplan, levensloopregeling, fietsplan en een ruime
            onkostenvergoeding. Daarnaast kennen wij flexibele arbeidstijden en bieden wij ook de
            mogelijkheid tot thuiswerken.</Comments>
        </Benefits>
    </RemunerationPackage>

```

```

    </Benefits>
  </RemunerationPackage>
  <FunctionName>
    <Name>Werktuigbouwkundige</Name>
  </FunctionName>
  <ProfessionName>
    <Name>Werktuigbouwkundige</Name>
  </ProfessionName>
  <FunctionDescription>Werktuigbouwkundige die energiezuinige mechanische
apparaten wil ontwikkelen voor de land- en tuinbouw sector</FunctionDescription>
  <FunctionRequirementsDescription>Masteropleiding (of vergelijkbaar) in de
richting werktuigbouwkunde en in bezig van rijbewijs
B</FunctionRequirementsDescription>
  <HoursPerWeek>
    <Minimum>32</Minimum>
    <Maximum>40</Maximum>
  </HoursPerWeek>
  <DaysPerWeek>
    <Minimum>4</Minimum>
    <Maximum>5</Maximum>
  </DaysPerWeek>
  <ContractDetails>
    <ContractDuration>permanent</ContractDuration>
    <TypeOfContract>direct</TypeOfContract>
  </ContractDetails>
  <Requirements>
    <EducationDegree>6</EducationDegree>
    <EducationMajor>64</EducationMajor>
    <WorkingAndThinkingLevel>6</WorkingAndThinkingLevel>
    <YearsOfRelevantWorkingExperience>
      <Minimum>3</Minimum>
      <Maximum>5</Maximum>
    </YearsOfRelevantWorkingExperience>
    <CareerLevel>Professional-Experienced</CareerLevel>
    <LicensesAndCertifications>
      <LicenseOrCertification>
        <Name>drivingLicense</Name>
        <Id>B</Id>
      </LicenseOrCertification>
    </LicensesAndCertifications>
    <Qualifications>
      <Competency description="hoofdrekenen">
        <TaxonomyId id="1" description="Codelijst rekenen"/>
        <CompetencyWeight>
          <NumericValue>4</NumericValue>
        </CompetencyWeight>
      </Competency>
    </Qualifications>
    <Languages>
      <Language>
        <LanguageCode>nl</LanguageCode>
        <Read>true</Read>
        <Write>true</Write>
        <Speak>true</Speak>
      </Language>
      <Language>
        <LanguageCode>en</LanguageCode>
        <Read>true</Read>
        <Write>true</Write>
        <Speak>true</Speak>
      </Language>
    </Languages>
  </Requirements>
</PositionDetail>

```

```

<FormattedPositionDescription>Werktuigbouwkundige die energiezuinige mechanische
apparaten wil ontwikkelen voor de land- en tuinbouw
sector.</FormattedPositionDescription>
<PositionKeywords>
  <Keyword>werktuigbouwkundige</Keyword>
  <Keyword>Landbouw</Keyword>
  <Keyword>energiezuinigd</Keyword>
  <Keyword>mechanisch</Keyword>
  <Keyword>mechanische apparatuur</Keyword>
  <Keyword>werktuigbouwkunde</Keyword>
</PositionKeywords>
</PositionProfileNL>
<ApplicationInformationNL>
  <ApplicationProcedureInformation>De sollicitatieprocedure begint met een selectie
op basis van de ontvangen sollicitaties, vervolgens nodigen wij de geselecteerde
groep uit voor een interview bij het recruitmentbedrijf. Vervolgens volgt een gesprek
met een vertegenwoordiger van bedrijf A, waarna de selectie wordt
gemaakt.</ApplicationProcedureInformation>
  <FinalApplicationDate>2011-10-31</FinalApplicationDate>
  <HowToApply>
    <ApplicationMethod>
      <MethodType>Email</MethodType>
      <ContactMethodApplication>

      <InternetEmailAddress>recruiter1@recruitmentbedrijfb.nl</InternetEmailAddress>
    </ContactMethodApplication>
    </ApplicationMethod>
    <ApplicationMethod>
      <MethodType>VacancyURL</MethodType>
      <ContactMethodApplication>

      <VacancyInternetWebAddress>http://www.recruitmentbedrijfb.nl/werktuigbouwkundige/so
lliciteren</VacancyInternetWebAddress>
    </ContactMethodApplication>
    </ApplicationMethod>
  </HowToApply>
</ApplicationInformationNL>
<NumberToFill>1</NumberToFill>
<DistributionGuidelinesNL>
  <DistributeTo>
    <Id idOwner="recruiter">
      <IdValue>12</IdValue>
    </Id>
    <Name>Jobboard C</Name>
  </DistributeTo>
  <DistributeTo>
    <Id idOwner="recruiter">
      <IdValue>13</IdValue>
    </Id>
    <Name>Jobboard D</Name>
  </DistributeTo>
</DistributionGuidelinesNL>
</PositionOpeningNL>

```

DRAFT

Appendix C: XML example Advertisement-message

```

<?xml version="1.0" encoding="UTF-8"?>
<PositionOpeningNL xsi:schemaLocation="http://ns.hr-xml.org/2007-04-15
PositionOpeningNL.xsd" xmlns="http://ns.hr-xml.org/2007-04-15"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xml:lang="nl">
  <!--: Advertisement - PositionOpeningNLExample.xml: 1.0this version: 2011-01:
Example of the Advertisement XML-message for Dutch Human Resource industry.(s):
SETU: SETU Standard for Vacancies 1.0
-->
  <PositionRecordInfo>
    <Id idOwner="owner">
      <IdValue>123456</IdValue>
    </Id>
    <Status>x:put</Status>
  </PositionRecordInfo>
  <PositionSupplierNL>
    <SupplierIds>
      <SupplierId idOwner="owner">
        <IdValue>123</IdValue>
      </SupplierId>
      <SupplierId idOwner="KVK">
        <IdValue>NL21136652</IdValue>
      </SupplierId>
    </SupplierIds>
    <EntityName>Bedrijf A</EntityName>
    <ContactName>Piet Janssen</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31154789523</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>piet.janssen@bedrijf.nl</InternetEmailAddress>
      <SocialMedia>
        <SocialMedium>
          <SocialMediumParty>Linkedin</SocialMediumParty>
          <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
        </SocialMedium>
      </SocialMedia>
    </ContactMethod>
    <Role>owner</Role>
  </PositionSupplierNL>
  <PositionSupplierNL>
    <SupplierIds>
      <SupplierId idOwner="owner">
        <IdValue>a23b</IdValue>
      </SupplierId>
      <SupplierId idOwner="recruiter">
        <IdValue>1</IdValue>
      </SupplierId>
      <SupplierId idOwner="KVK">
        <IdValue>NL33136652</IdValue>
      </SupplierId>
    </SupplierIds>
    <EntityName>Recruitmentbedrijf B</EntityName>
    <ContactName>Henk Pietersen</ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31234789523</FormattedNumber>
      </Telephone>

    <InternetEmailAddress>henk.pietersen@recruitmentbedrijf.nl</InternetEmailAddress>
    <SocialMedia>
      <SocialMedium>

```



```

        <SocialMediumParty>Linkedin</SocialMediumParty>
        <SocialMediumIdentifier>henkpietersen</SocialMediumIdentifier>
    </SocialMedium>
</SocialMedia>
</ContactMethod>
<ContactPersons>
    <ContactPerson>
        <ContactName>Recruiter 1</ContactName>
        <ContactMethod>
            <Telephone>
                <FormattedNumber>+31234789524</FormattedNumber>
            </Telephone>

<InternetEmailAddress>recruiter1@recruitmentbedrijf.nl</InternetEmailAddress>
        <SocialMedia>
            <SocialMedium>
                <SocialMediumParty>Linkedin</SocialMediumParty>
                <SocialMediumIdentifier>recruiter1</SocialMediumIdentifier>
            </SocialMedium>
        </SocialMedia>
    </ContactMethod>
</ContactPerson>
<ContactPerson>
        <ContactName>Recruiter 2</ContactName>
        <ContactMethod>
            <Telephone>
                <FormattedNumber>+31234789525</FormattedNumber>
            </Telephone>

<InternetEmailAddress>recruiter2@recruitmentbedrijf.nl</InternetEmailAddress>
        <SocialMedia>
            <SocialMedium>
                <SocialMediumParty>Linkedin</SocialMediumParty>
                <SocialMediumIdentifier>recruiter2</SocialMediumIdentifier>
            </SocialMedium>
        </SocialMedia>
    </ContactMethod>
</ContactPerson>
</ContactPersons>
<Role>recruiter</Role>
</PositionSupplierNL>
<PositionSupplierNL>
    <SupplierIds>
        <SupplierId idOwner="distributor">
            <IdValue>1</IdValue>
        </SupplierId>
        <SupplierId idOwner="recruiter">
            <IdValue>36</IdValue>
        </SupplierId>
        <SupplierId idOwner="KVK">
            <IdValue>NL21136698</IdValue>
        </SupplierId>
    </SupplierIds>
    <EntityName>Distributeur E</EntityName>
    <ContactName>Klaas Klaassen</ContactName>
    <ContactMethod>
        <Telephone>
            <FormattedNumber>+31894789523</FormattedNumber>
        </Telephone>
        <InternetEmailAddress>klaas.klaassen@distributeur.nl</InternetEmailAddress>
    </ContactMethod>
    <Role>distributor</Role>
</PositionSupplierNL>
<PositionProfileNL>
    <PositionDateInfo>
        <StartAsSoonAsPossible>true</StartAsSoonAsPossible>
    </PositionDateInfo>

```

```

</PositionDateInfo>
<Organization>
  <OrganizationName>Bedrijf A</OrganizationName>
  <ValueStatement>Als bedrijf A zijn willen wij apparatuur van de hoogste
  kwaliteit maken waarbij wij oog hebben voor de milieutechnische aspecten. Daarnaast
  ontwikkelen wij onze apparatuur zodanig dat deze zo min mogelijk energie
  verbruiken</ValueStatement>
  <InternetDomainName>www.bedrijf.a.nl</InternetDomainName>
  <IndustryCode>28.30</IndustryCode>
  <Description>Bedrijf A maakt mechanische apparatuur voor de land- en tuinbouw
  industrie</Description>
  <ContactInfo purpose="moreinfo">
    <ContactName>
      <FormattedName>Piet Janssen</FormattedName>
    </ContactName>
    <ContactMethod>
      <Telephone>
        <FormattedNumber>+31154789523</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>piet.janssen@bedrijf.a.nl</InternetEmailAddress>
      <PostalAddress>
        <CountryCode>NL</CountryCode>
        <PostalCode>0000AA</PostalCode>
        <Municipality>Fictievestad</Municipality>
        <DeliveryAddress>
          <AddressLine>Fictievestraat</AddressLine>
          <BuildingNumber>1</BuildingNumber>
          <Unit>a</Unit>
        </DeliveryAddress>
      </PostalAddress>
    </ContactMethod>
  </ContactInfo>
  <SocialMedia>
    <SocialMedium>
      <SocialMediumParty>Linkedin</SocialMediumParty>
      <SocialMediumIdentifier>pietjansen</SocialMediumIdentifier>
    </SocialMedium>
  </SocialMedia>
  <ContactPersons>
    <ContactPerson>
      <ContactName>Hoofdvestiging</ContactName>
      <ContactMethod>
        <Telephone>
          <FormattedNumber>+31154789520</FormattedNumber>
        </Telephone>
        <InternetEmailAddress>recruitment@bedrijf.a.nl</InternetEmailAddress>
        <SocialMedia>
          <SocialMedium>
            <SocialMediumParty>Linkedin</SocialMediumParty>
            <SocialMediumIdentifier>recruitmentbedrijf.a</SocialMediumIdentifier>
          </SocialMedium>
        </SocialMedia>
      </ContactMethod>
    </ContactPerson>
  </ContactPersons>
</Organization>
<PositionDetail>
  <PhysicalLocation>
    <Area type="municipality">
      <Value>Groningen</Value>
    </Area>
    <PostalAddress>
      <CountryCode>NL</CountryCode>
      <PostalCode>0000AA</PostalCode>
      <Municipality>Fictievestad</Municipality>
      <DeliveryAddress>

```

```

        <AddressLine>Fictievestraat</AddressLine>
        <BuildingNumber>1</BuildingNumber>
        <Unit>a</Unit>
    </DeliveryAddress>
</PostalAddress>
</PhysicalLocation>
<JobCategory>
    <CategoryCode>4</CategoryCode>
</JobCategory>
<PositionTitle>Werktuigbouwkundige voor mechanische apparaten land- en
tuinbouw</PositionTitle>
<RemunerationPackage>
    <BasePay currencyCode="EUR" baseInterval="x:FourWeekly">
        <BasePayAmountMin>3000</BasePayAmountMin>
        <BasePayAmountMax>4000</BasePayAmountMax>
    </BasePay>
    <Benefits>
        <Comments>Goede primaire voorwaarde, daarnaast als secundaire voorwaarden
onder andere een pensioenplan, levensloopregeling, fietsplan en een ruime
onkostenvergoeding. Daarnaast kennen wij flexibele arbeidstijden en bieden wij ook de
mogelijkheid tot thuiswerken.</Comments>
    </Benefits>
</RemunerationPackage>
<FunctionName>
    <Name>Werktuigbouwkundige</Name>
</FunctionName>
<ProfessionName>
    <Name>Werktuigbouwkundige</Name>
</ProfessionName>
<FunctionDescription>Werktuigbouwkundige die energiezuinige mechanische
apparaten wil ontwikkelen voor de land- en tuinbouw sector</FunctionDescription>
<FunctionRequirementsDescription>Masteropleiding (of vergelijkbaar) in de
richting werktuigbouwkunde en in bezig van rijbewijs
B</FunctionRequirementsDescription>
<HoursPerWeek>
    <Minimum>32</Minimum>
    <Maximum>40</Maximum>
</HoursPerWeek>
<DaysPerWeek>
    <Minimum>4</Minimum>
    <Maximum>5</Maximum>
</DaysPerWeek>
<ContractDetails>
    <ContractDuration>permanent</ContractDuration>
    <TypeOfContract>direct</TypeOfContract>
</ContractDetails>
<Requirements>
    <EducationDegree>6</EducationDegree>
    <EducationMajor>64</EducationMajor>
    <WorkingAndThinkingLevel>6</WorkingAndThinkingLevel>
    <YearsOfRelevantWorkingExperience>
        <Minimum>3</Minimum>
        <Maximum>5</Maximum>
    </YearsOfRelevantWorkingExperience>
    <CareerLevel>Professional-Experienced</CareerLevel>
    <LicensesAndCertifications>
        <LicenseOrCertification>
            <Name>drivingLicense</Name>
            <Id>B</Id>
        </LicenseOrCertification>
    </LicensesAndCertifications>
    <Qualifications>
        <Competency description="hoofdrekenen">
            <TaxonomyId id="1" description="Codelijst rekenen"/>
            <CompetencyWeight>
                <NumericValue>4</NumericValue>
            </CompetencyWeight>
        </Competency>
    </Qualifications>

```

```

        </CompetencyWeight>
      </Competency>
    </Qualifications>
    <Languages>
      <Language>
        <LanguageCode>nl</LanguageCode>
        <Read>true</Read>
        <Write>true</Write>
        <Speak>true</Speak>
      </Language>
      <Language>
        <LanguageCode>en</LanguageCode>
        <Read>true</Read>
        <Write>true</Write>
        <Speak>true</Speak>
      </Language>
    </Languages>
    </Requirements>
  </PositionDetail>
  <FormattedPositionDescription>Werktuigbouwkundige die energiezuinige mechanische
apparaten wil ontwikkelen voor de land- en tuinbouw
sector.</FormattedPositionDescription>
  <PositionKeywords>
    <Keyword>werktuigbouwkundige</Keyword>
    <Keyword>Landbouw</Keyword>
    <Keyword>energiezuinig</Keyword>
    <Keyword>mechanisch</Keyword>
    <Keyword>mechanische apparatuur</Keyword>
    <Keyword>werktuigbouwkunde</Keyword>
  </PositionKeywords>
</PositionProfileNL>
<ApplicationInformationNL>
  <ApplicationProcedureInformation>De sollicitatieprocedure begint met een selectie
op basis van de ontvangen sollicitaties, vervolgens nodigen wij de geselecteerde
groep uit voor een interview bij het recruitmentbedrijf. Vervolgens volgt een gesprek
met een vertegenwoordiger van bedrijf A, waarna de selectie wordt
gemaakt.</ApplicationProcedureInformation>
  <FinalApplicationDate>2011-10-31</FinalApplicationDate>
  <HowToApply>
    <ApplicationMethod>
      <MethodType>Email</MethodType>
      <ContactMethodApplication>

      <InternetEmailAddress>recruiter1@recruitmentbedrijfb.nl</InternetEmailAddress>
    </ContactMethodApplication>
    </ApplicationMethod>
    <ApplicationMethod>
      <MethodType>VacancyURL</MethodType>
      <ContactMethodApplication>

      <VacancyInternetWebAddress>http://www.recruitmentbedrijfb.nl/werktuigbouwkundige/so
lliciteren</VacancyInternetWebAddress>
    </ContactMethodApplication>
    </ApplicationMethod>
  </HowToApply>
</ApplicationInformationNL>
<NumberToFill>1</NumberToFill>
<AdvertisementInfoNL>
  <Multimedia>
    <Media>
      <URL>http://www.bedrijfa.nl/logo.png</URL>
      <Description>Logo Bedrijf A</Description>
      <MimeType>image/png</MimeType>
    </Media>
  </Multimedia>

```

<ShortDescriptionVacancy>Werktuigbouwkundige die energiezuinige mechanische apparaten wil ontwikkelen voor de land- en tuinbouw sector.</ShortDescriptionVacancy>
<AdvertisementTypePublisher>Topbaan</AdvertisementTypePublisher>
<PublicationDates>
 <PublicationDate>
 <PublicationStartDate>2011-09-16</PublicationStartDate>
 <PublicationEndDate>2011-10-16</PublicationEndDate>
 </PublicationDate>
</PublicationDates>
<TrackingImageURL>http://www.recruitmentbedrijfb.nl/123174</TrackingImageURL>
</AdvertisementInfoNL>
</PositionOpeningNL>

Appendix D: XML example Response-message

```
<?xml version="1.0" encoding="UTF-8"?>
<VacancyResponseNL xsi:schemaLocation="http://ns.hr-xml.org/2007-04-15
VacancyResponseNL.xsd" xmlns="http://ns.hr-xml.org/2007-04-15"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance">
<!--: VacancyResponseNLExample.xml: 1.0this version: 2011-01: Example of the Response
XML-message for Dutch Human Resource industry.(s): SETU: SETU Standard for Vacancies
1.0
-->
  <MessageId idOwner="recruiter">
    <IdValue>264854751</IdValue>
  </MessageId>
  <ReactionToMessageId idOwner="owner">
    <IdValue>123456</IdValue>
  </ReactionToMessageId>
  <Reason>Kandidaat beschikbaar in eigen database. Wij gaan geen advertentie
opstellen op basis van deze vacature maar u een voorstel sturen.</Reason>
</VacancyResponseNL>
```

Appendix E: Overview codelists

Codelist	Source	Used for elements
vacancyRoles	SETU	PositionOpeningNL/PositionRecordInfo/Id@idOwner PositionOpeningNL/PositionSupplierNL/Role
vacancyStatus	SETU	PositionOpeningNL/PositionRecordInfo/Status
vacancyIdOwner	SETU	PositionOpeningNL/PositionSupplierNL/ SupplierId/Id@idOwner PositionOpeningNL/DistributionGuidelines/DistributeTo/Id@idOwner PositionOpeningNL/AdvertisementInfo/PublicationDate/PublicationDatesPublisher/PublisherPublication/PublisherId/Id@idOwner VacancyResponseNL/MessageId@idOwner VacancyResponseNL/ReactionToMessageId@idOwner
socialMedia	SETU	../ContactMethod/SocialMedia/SocialMedium/SocialMediumParty
recruiterType	SETU	PositionOpeningNL/PositionSupplierNL/RecruiterType
applicationMethodType	SETU	PositionOpeningNL/ApplicationInformationNL/HowToApply/ApplicationMethod/MethodType
jobCategory	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/JobCategory/CategoryCode
salaryPeriod	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/RenumerationPackage/BasePay@baseInterval
durationContract	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/ContractDetails/ContractDuration
typeOfContract	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/ContractDetails/TypeOfContract
contractFeatures	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/ContractDetails/ContractFeatures/ContractFeature
careerLevel	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/CareerLevel
educationDegree	SETU	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/EducationDegree PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/WorkingAndThinkingLevel
ISO639-1:2002 Alpha-2	ISO	PositionOpeningNL@xml:lang PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/Languages/Language/LanguageCode
ISO3166-1	ISO	../ContactMethod/PostalAddress/Countrycode
RFC 3986	IETF	PositionOpeningNL/PositionProfileNL/Organization/InternetDomainName PositionOpeningNL/ApplicationInformationNL/HowToApply/ ApplicationMethod/ContactMethodApplication/InternetWebAddress PositionOpeningNL/ApplicationInformationNL/HowToApply/ ApplicationMethod/ContactMethodApplication/VacancyInternetWebAddress PositionOpeningNL/AdvertisementInfo/Multimedia/Media/URL PositionOpeningNL/AdvertisementInfo/TrackingImageURL
SBI 2008	CBS	PositionOpeningNL/PositionProfileNL/Organization/IndustryCode
SOI 2006	CBS	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/EducationMajor
Driving license category	RDW	PositionOpeningNL/PositionProfileNL/PositionDetail/Requirements/LicensesOrCertifications/LicenseOrCertification

DRAFT