

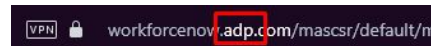


Inducción ATS Taleo

ATS

Un **ATS** o **Applicant Tracking System** es un sistema de seguimiento de candidatos. Es una aplicación informática que permite la gestión electrónica de las necesidades de reclutamiento y contratación.

Algunos ATS conocidos y muy frecuentes son:



- **ATS y sus múltiples formatos:**

Current Openings (10 of 20)			
e.g., Adobe in California, Adobe posted last month, Sales Manager, etc.			Q
Pricing Analyst Ottawa, ON, CA 6 days ago, Regular Full-Time			Full Stack Developer Remote, Ontario, CA 6 days ago, Regular Full-Time
			Pricing Analyst Austin, TX, US ~2 more LOCATIONS 7 days ago, Regular Full-Time
Search Engine Marketing Manager Bellevue, WA, US 6 days ago, Regular Full-Time			Senior Data Engineer Remote, Ontario, CA 17 days ago, Regular Full-Time
			Enterprise Sales Account Manager MT 18 days ago, Regular Full-Time
Technical Support Engineer Albany, Bixenix, DE 14 days ago, Regular Full-Time			Lead Sales Engineer Remote, US 24 days ago, Regular Full-Time
Senior Data Engineer Remote, US 17 days ago, Regular Full-Time			
Senior Web Engineer Remote, Ontario, CA 27 days ago, Regular Full-Time			

◀

#2

▶

SORT BY

▼

Jobs

18

State

☒ IN (70)
☐ MI (1)
☐ WI (2)

City

☐ Chubbuck (0)
☐ Fort Wayne (1)
☐ Madison (2)
☐ Remede (1)
☐ Wimpfong (2)

Area of Interest

☐ Engineering (1)

Payroll Specialist - Corporate #398

Responsible for processing payroll for Franklin Electric's domestic and Canadian locations. Reconciles the 401(k) plan, Health Savings Account plan, taxes, net pay (OICRA and ACRN), and garnishments to the GL. Verifies states with designated individual G/W.

☒ Fort Wayne, IN Fort Wayne Corp Finance

Customer Service Supervisor #392

Responsible for supervising Customer Service Representatives and/or specialists to work more efficiently and productively; meeting customer service goals; ESSENTIAL DUTIES AND RESPONSIBILITIES Process and track customer orders from placement through

☒ Chubbuck, IN Chubbuck, IN Sales, Marketing, Customer Service

Engineering Support Technician #393

If you want to work for a company with a passion for quality and innovation, consider Franklin Electric, or one of our companies. As the premier designer and manufacturer of residential, agricultural, and commercial water and fuel systems, we're making a f

☒ Wimping, MB Wimping, MB Engineering

Business Unit Sales Manager - Retail #391

Responsible for analyzing, developing, and implementing sales strategies within the business unit to achieve profitability. Oversees territory sales through active management. ESSENTIAL DUTIES AND RESPONSIBILITIES Selling Responsibilities Maintain

Remede - Canada
 Sales, Inventory, Customer Service

Marketing Strategist #398

We want to work for a company with a passion for quality and innovation, consider Franklin Electric, or one of our companies. As

▼ ATS

- > ADP
- > Breezy
- > Bullhorn
- > Icims
- > Lever
- > page-personnel
- > Personio
- > Recruitree
- > recruiterbox
- > Taleo
- > Theapplicantmanager
- > WorkDay

[illegible]

```

job.experience_required = tagExperienceRequired()

function tagExperienceRequired(){
  let primerFiltro = > {
    document.querySelectorAll('*').forEach(word => {
      if (1 <= word.textContent.match(/experience|experiencia|erfahrung|gl) && word.tagName != "BODY" && word.tagName != "HTML" && word
      != "a") {
        if (word.innerHTML.match(/experience|experiencia|erfahrung|gl/))
          primerFiltro.push(word.innerHTML.trim()).split(/,|.|:|.|[a-z]|'|"/g)
      }
    })
    primerFiltro = primerFiltro.flat()
  };

  var deletados = primerFiltro.filter((elem, i) => primerFiltro.indexOf(elem) === i)
  var segundoFiltro = []
  deletados.forEach(elem => {
    if (elem.match(/experience|experiencia|erfahrung|gl) && elem.match(/,/|.|:|.|[a-z]|'|"/g))
      segundoFiltro.push(elem.trim())
  })

  var arrayFinal = segundoFiltro.filter((elem, i) => segundoFiltro.indexOf(elem) === i)
  return arrayFinal[0]
}

```


COSAS A TENER EN CUENTA SOBRE LAS ATS

- **Configuración Scanid Info para las ATS:**



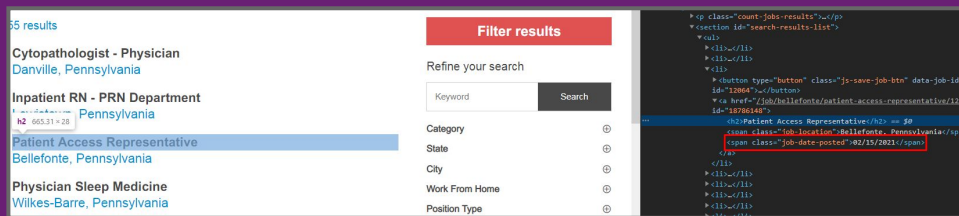
Scanid: 190264

General Info

	Created by:	Date created:	Last edit by:	Date edited:
	Miguel cardona	Thu Jul 09 2020	miguel cardona	Thu Dec 31 2020
	Date last run:	Jobs found:	Crawlgroup:	Jobdata runtime:
		0	21	

Company Info

Empcode:	Optional Empcode:	Empname:	Platform:
<input type="text" value="prueba-miguel"/>	<input type="text"/>	<input type="text" value="Prueba miguel"/>	<input type="text"/>
Expected jobs:	Page Language:	Optional Language:	Country:
<input type="text" value="0"/>	<input type="text" value="English"/>	<input type="text"/>	<input type="text" value="United States"/>
Company type:			Strategy:
<input type="text" value="company"/>			<input type="text"/>



EJEMPLO PARA TRABAJAR

- <https://hdr.taleo.net/careersection/ex/jobsearch.ftl?lang=en>
- Trabajar con las plantillas del spider:

Step: -- select -- Template Category: -- select -- Template: -- select --

1

Step: -- select -- Template Category: extract Template: -- select --

1

- select --
- simple-extract
- multilink-extract
- url-extract
- extract-json-get
- extract-json-post

Step: -- select -- Template Category: -- select -- Template: -- select --

1

- select --
- extract
- pagination
- jobdata
- other
- expected-jobs
- spider-config

Step: -- select -- Template Category: extract Template: simple-extract

```
1 (function() {  
2   var out = {};  
3   var html_jobs = document.querySelectorAll("");  
4   var jobs = [];for(var x in html_jobs){  
5     if(typeof html_jobs[x] != "function") continue;  
6     if(typeof html_jobs[x] != "number") continue;  
7     var job = {};  
8     var elem = html_jobs[x];  
9     job.title = elem.querySelector("").textContent.trim();  
10    job.url = elem.querySelector("").href.trim();  
11    job.location = elem.querySelector("").textContent.trim();  
12    //job.description = elem.querySelector("").textContent.trim();  
13    //job.logo = elem.querySelector("").getAttribute("src").trim();  
14    //job.source_apply_email = elem.querySelector("").textContent.trim();  
15    //job.source_phone = elem.querySelector("").textContent.trim();  
16    //job.source_jobtype = elem.querySelector("").textContent.trim();  
17    //job.source_salary = elem.querySelector("").textContent.trim();  
18    job.temp = 1;  
19    jobs.push(job);  
20  }  
21  out["jobs"] = jobs;  
22  return out;  
23 }());
```

COSAS A TENER EN CUENTA SOBRE LAS ATS

- Tracker:**

Jobvite: ?__jvst=Job Board&__jvsd=talent **Icims:** ?mode=job&iis=Neuvoo

- Observación y complejidad:**

Aircraft Mechanic
GB-ENG-London
aRequisitionListInterface.reqTitleLinkAction.row2 156.6 x 18
Intern, Procurement
US-KS-Wichita
67209 Zip Code US
Job Posting 09.02.2021- Requisition ID: WIC04752
Apply | Add to My Job Cart | SHARE | F | E | ...

Salesforce Technical Business Analyst
CA-QC-Montreal Dorval
Job Posting 09.02.2021- Requisition ID: MON17544
Apply | Add to My Job Cart | SHARE | F | E | ...

Data Management Business Analyst
CA-QC-Montreal Dorval
Job Posting 09.02.2021- Requisition ID: MON17543
Apply | Add to My Job Cart | SHARE | F | E | ...

Access my profile
Refer a friend
Tell us about a friend who might be interested in working for our organization. All privacy rights will be protected.
Submit a friend's profile

Icon legend
More information
Urgent need job
Added to the job cart

```

<div class="no-change-header-inline">
  <div class="no-change-header-inline">
    <h3 xmlns:xsli="http://www.u3.org/2003/XSLSchema-Instance" xmlns:htm="http://www.u3.org/1999/xhtml" xmlns:ftl="http://www.taleo.net/ftl" class="no-change-header-inline">
      <span class="titleLink">
        <a id=
          "requisitionListInterface.reqtitleLinkAction.row2"
          title="View this job description" href="#" onclick=
            "javascript:setEvent(event);
            requisition_openRequisitionDescription('requisitionListInterface','actOpenRequisitionDescription','_ftl_api_intVal('requisitionListInterface','requisitionListInterface.listRequisition','requisitionListInterface.ID4849',this),'_ftl_api_intVal('requisitionListInterface','requisitionListInterface.ID4853',this));return ftlutil_followLink(this);">Intern, Procurement</a>
        </span>
      </h3>
    </div>
  </div>

```

No hay link

Aircraft Mechanic
GB-ENG-London
Job Posting 09.02.2021- Requisition ID: LON00300
Apply | Add to My Job Cart | SHARE | F | E | ...

Intern, Procurement
US-KS-Wichita
67209 Zip Code US
Job Posting 09.02.2021- Requisition ID: WIC04752
Apply | Add to My Job Cart | SHARE | F | E | ...

Salesforce Technical Business Analyst
CA-QC-Montreal Dorval
Job Posting 09.02.2021- Requisition ID: MON17544
Apply | Add to My Job Cart | SHARE | F | E | ...

Al hacer Click en el botón Share, nos da un indicio para poder construir los links.

Share

Intern, Procurement
<https://bombardier.taleo.net/careersection/jobdetail.ftl?job=WIC04752&lang=en>

Run ID: LON00300
Find a service

Run ID: WIC04752
Share | F | E | ...

TOP SERVICES

EJEMPLO PARA TRABAJAR

- <https://bombardier.taleo.net/careersection/2/jobsearch.ftl?lang=en>
- Trabajar con las plantillas:

```
if (job.location.indexOf("http") > -1) {
    var hmlJob = getHtmlJob(job.url);
    var tap = document.createElement("DIV");
    tap.innerHTML = hmlJob;
    var jobdescs = tap.querySelectorAll("SELECTOR_DE_MULTILOCATIONS");
    for (var z in jobdescs) {
        var jobx = {};
        jobx.title = job.title;
        jobx.url = job.url;
        jobx.location = jobdescs[z].textContent.trim();
        jobx.temp = job.temp;
        jobs.push(jobx);
    }
} else {
    jobs.push(job);
}
out["jobs"] = jobs;
return out;
})();
function getDescription(url) {
    var xhrrequest = new XMLHttpRequest();
    xhrrequest.open("GET", url, false); //URL del ajax que trae la información del job
    xhrrequest.setRequestHeader("Accept", "application/json,application/xml");
    xhrrequest.setRequestHeader("Accept-Language", "en-CA,en-GB,en-DE,en-US,en-ES,en-FR");
    xhrrequest.setRequestHeader("Cache-Control", "no-cache");
    xhrrequest.setRequestHeader("Content-Type", "application/x-www-form-urlencoded");
    xhrrequest.setRequestHeader("Pragma", "no-cache");
    var response = "";
    xhrrequest.onreadystatechange = function () {
        if (xhrrequest.readyState == 4 && xhrrequest.status == 200) {
            //console.log(xhrrequest.responseText);
            response = xhrrequest.responseText;
        }
    };
    xhrrequest.send();
    return response;
}
```

```
if (job.location.indexOf(";") > -1) {
    var temp = job.location.split(';');
    for (var z in temp) {
        var jobx = {};
        jobx.title = job.title;
        jobx.url = job.url;
        jobx.location = temp[z];
        jobx.temp = job.temp;
        jobs.push(jobx);
    }
} else {
    jobs.push(job);
}
```

```
function() {
    var out = {};
    if (typeof pass_it == "undefined") pass_it = {};
    if (typeof msg == "undefined") msg = console.log;
    if (pass_it["count"]) {
        out["pass_it"] = {"count": 2};
    } else {
        out["pass_it"] = pass_it;
    }
    var clickable_elem = document.querySelectorAll('ul[class="pagination"] li a');
    for (var z=0; z<clickable_elem.length; z++){
        var elemento = clickable_elem[z].textContent.trim();
        if (elemento == out["pass_it"]["count"]){
            clickable_elem[z].click();
            out["has_next_page"] = true;
            out["pass_it"]["count"] += 1;
            out["html"] = true;
            return out;
        } else {
            out["has_next_page"] = false;
        }
    }
    out["pic"] = true;
    out["html"] = true;
    return out;
}();
```

CASOS ATS

- **ICIMS**

<https://supportcenter-atria.icims.com/jobs/search> //Iframe que siempre redirecciona a la misma pagina con iframe.

<https://uscareers-lennox.icims.com/jobs/search?ss=1>

- **ADP**

<https://recruiting.adp.com/srccar/public/RTI.home?d=ExternalCareerSite&c=1067441>

<https://recruiting.adp.com/srccar/public/RTI.home?c=1165951&d=SymetraExternal>

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=a6347449-60c4-4698-8fd7-0021244e2925&ccld=19000101_000001&type=MP&lang=en_US

Ejemplo misma
ATS y formato,
pero distinta
información.

- **IFRAME**

<https://www.celligroup.com/it/talents> //iframe que redirecciona a otra pagina que no tiene iframe.


CASOS ATS

- **TALEO**

<https://hdr.taleo.net/careersection/ex/jobsearch.ftl?lang=en>

<https://bombardier.taleo.net/careersection/2/jobsearch.ftl?lang=en>

Ejemplo misma
ATS y formato,
pero distinta
información.



- **WORKDAY**

<https://aig.wd1.myworkdayjobs.com/aig/>

<https://lcbo.wd3.myworkdayjobs.com/LCBOCareerSite>

- **CAREERSEARCH**

<https://careersearch.churchofjesuschrist.org/Public/Search.aspx>

Gracias!

