

Jobs Redesign

Legacy pages need an update



Defining the Problem







































































































































































From Product Team

- Needs to look modern and in line with updated contacts section.
- Need easier way to update job details (currently have to promote job in order to make changes).
- Cannot lose existing functionality.

Additional UX Considerations

- Details are generally managed outside of console (defaults, imports)
- Multiple types of metrics viewers
- Need information hierarchy as form of best practices
- External Dashboards will give context

View of Legacy Screens

New Campaign													
Status of Campaign for Job ID: Sales - Entry Level - Inside (C0000008)													
Actions	Comments	Comments	Notes									EXP	APP
 Interview		N/A	0	0								CDD Administrator	12/16/2014 4:00 PM
 Reference Screen		N/A	0	0								CDD Administrator	12/16/2014 4:00 PM
 Temp Conversion		N/A	0	0								CDD Administrator	12/16/2014 4:00 PM
 Starting Salary/Contract		N/A	0	0								Unilever Contract	11/02/2014 1:30 PM
 Position Details		N/A	0	0								Unilever Contract	11/02/2014 1:30 PM
 Job Details		N/A	0	0								Unilever Contract	11/02/2014 1:30 PM
 Job Details		N/A	0	0								Unilever Contract	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/02/2014 1:30 PM
 Check for Openings by Employer		0	0	0								CDD Administrator	11/0

[illegible][illegible]

Job Board Metrics

Promotion Metrics

Conversion Metrics

[illegible]

Web Campaign Wizard

CONFIRMATION: Sales Entry Level: Inside

[Start Campaign](#)
[Campaigns](#)
[Create](#)

Before the Wizard for this Campaign

Create Desktop Entry Page

Create Web Link Email Message

Create Entry Network Email

Create Social Networking Message

Create Internal Tracking Link

Create SMS Message

[View/Edit Job Details](#)

Promote Job

User Goals

Verify Job Details

- Compare against other jobs
- Update job description
- Use default fields
- Minor field changes
- Update recruiter or manager information

Promote via Campaign or Board

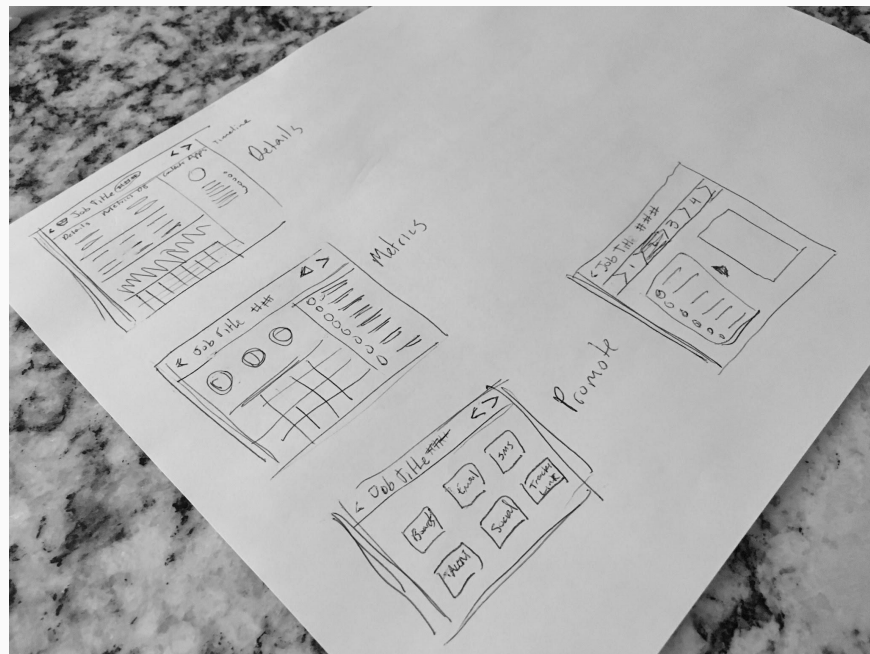
- Mostly email campaigns to job list or talent network
- New job boards
- Also view results of specific campaigns

Monitor Progress

- How is the job campaign doing?
- How are specific tactics working compared to others
- Cost analysis
- View contacts/applicants in more detail

UX Process

I began with very fast and small sketches, mostly just for my own understanding of the feature. From there wireframes were created in Illustrator. Because a system was already set up, there weren't very drastic revisions, but details were changed iteratively as the product team saw the direction. Working directly with the front end engineers allowed many details of the data grid to be defined later in the process.



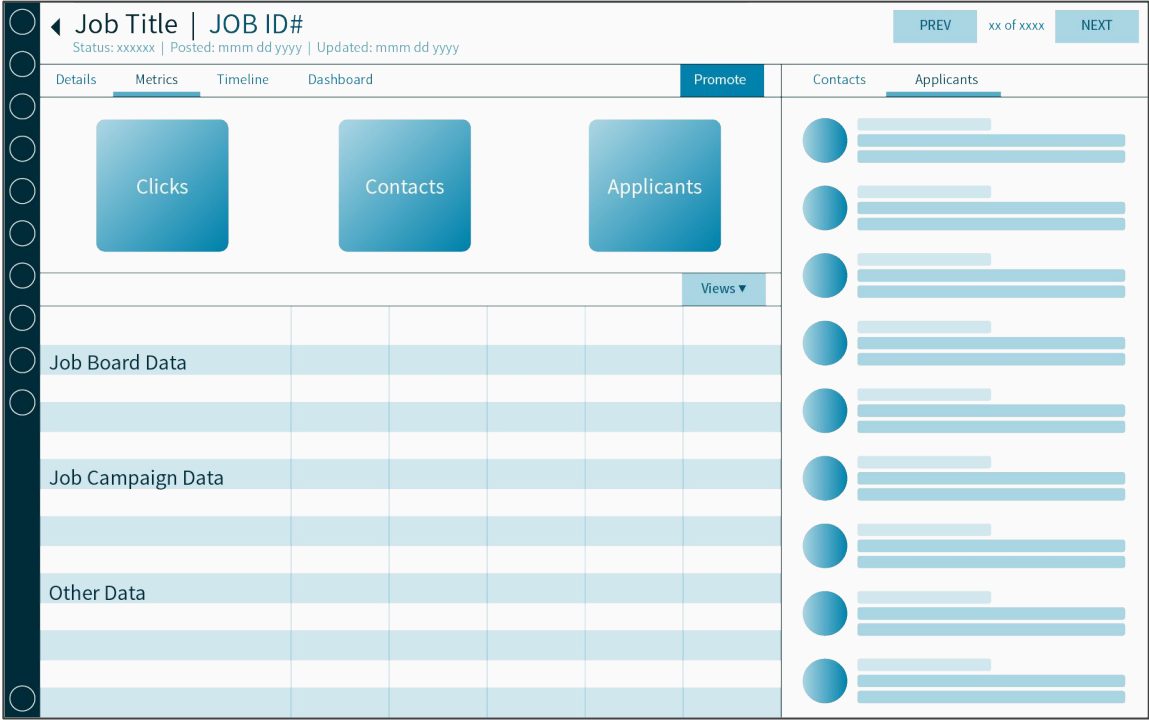
Job Overview

This page has been split into two columns, with multiple tabs for each column, following the precedent set with modernized contacts.

Tabs are more logically organized, with action buttons on the right.

All sections can be expanded and collapsed with memory of last state.

The data table is categorized and multi-level. Columns are defined in standard and custom views.



View/Edit Details

Viewing details shows relevant information categorized appropriately.

Edit mode allows default fields to be used and set. Also clearly defines required fields.

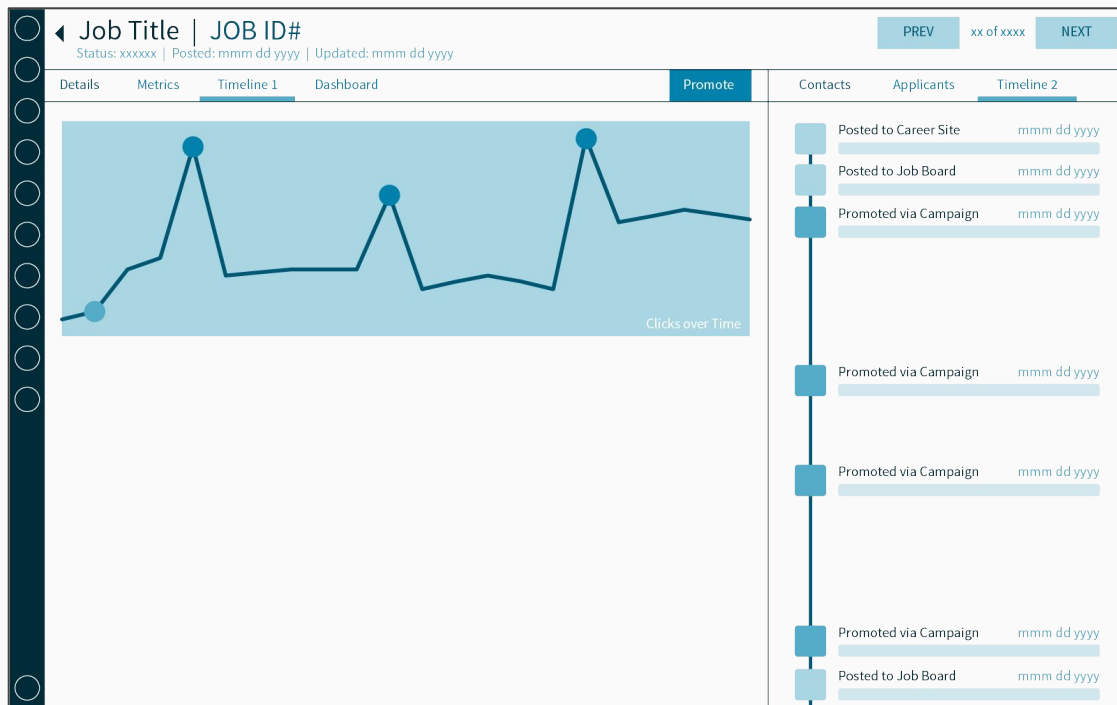
This screenshot shows the 'View' mode of a job details page. The header includes a breadcrumb 'Job Title | JOB ID#' and status information: 'Status: xxxxx | Posted: mm dd yyyy | Updated: mm dd yyyy'. Navigation buttons 'PREV' and 'NEXT' are on the right. The main content area is divided into three sections: 'Logistics' (with a table of 3 columns and 4 rows), 'General Information' (with a table of 3 columns and 4 rows), and 'Additional Information' (with a 'Job Description' field and a 'WYSIWYG editor'). A right sidebar contains a 'Contacts by Status' chart and a list of 'Contacts by Status'.

This screenshot shows the 'Edit' mode of the same job details page. The header is identical, but the navigation buttons are 'Cancel', 'Save', and 'Promote'. The 'Logistics' and 'General Information' tables now include checkboxes in the third column, indicating required fields. The 'Additional Information' section has a 'Job Description' field and a 'WYSIWYG editor'. The right sidebar remains the same, showing the 'Contacts by Status' chart and list.

Timeline Iterations

The timeline data ended up getting included as part of the dashboard as we changed external tools to help with customizable reports and visualizations.

These are the earliest concepts before that change was determined.
(combined to one screen)



Promotion Wizard

The first step in promoting a job is deciding which one or many ways you're going to do so. The steps change depending on what options are selected here.

◀ Job Title | JOB ID#

Status: xxxxxx | Posted: mmm dd yyyy | Updated: mmm dd yyyy

Back to Details

Select Tactic

Step 2

Step 3

Step 4

Step 5

Step 6

Promote to new leads or current contacts

Leads

Job Board

Tracking Link

Social

Contacts

Email Campaign

SMS Campaign

Talent Network Campaign

Continue