



Richardson Independent School
District
Richardson, TX
www.risd.org

Industry:

Education

Employees:

4,500

Oracle Products & Services:

Oracle Human Resources

“By utilizing the flexible capabilities of Oracle Human Resources, Richardson ISD provides its hiring supervisors with real-time data, detailed candidate information, the ability to express an interest and extend an offer to a job candidate, and a tool that notifies Human Resources of the hire or transfer—all without leaving their office.”

– Barbara Hargrove, Director,
Salary Administration, Richardson
ISD

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Oracle Applications Users Group
www.oaug.org
Founding member of OAUG's K-
12 Education SIG

Richardson Independent School District Creates a Centralized Pool of Job Candidates

Richardson Independent School District is a K-12 school system in a northern suburb of Dallas. The school district has approximately 34,200 students and 4,500 employees who are distributed in 60 campuses across the district.

Challenges

- Allow principals and supervisors to easily access and search a centralized candidate pool of prequalified candidates for efficient recruitment and hiring
- Record interest in a candidate on a first come first served basis to promote fairness, since the same candidate is being viewed by several campuses and more than one campus may want to interview the candidate
- Ensure total transparency for the entire hiring process

Solution

- Used Oracle Human Resources recruitment functionality with the Oracle Self Service HR module to create the district's innovative employee selection process
- Put the entire candidate pool at the fingertips of the district's principals and other hiring supervisors
- Allowed using multiple search parameters, including Job Desired, Years of Experience, Job Skills, and Date Available
- Queried 22 different applicant pools and allowed supervisors to "drill down" to view detailed information about a candidate
- Displayed interests expressed by other supervisors in real time and whether or not the person is still available for hire
- Sent details of hires to Human Resources via workflow notification
- Delivered notifications and processed inter-campus transfers
- Shortened the recruitment cycle, facilitated inter-campus communications and better equipped Richardson ISD to aggressively pursue candidates in a competitive job market