

Parodia Job Board Software v6.4

Feature Summary

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JOB SEEKERS (FRONT END)		
Create Account	Option to create an account. Registered users can create CVs (resumes) and search profiles, and apply for jobs much faster	
Update Account	Account details (including CVs/resumes) can be updated at any time by the job seeker after logging in.	
Confirmation of Email Address	Job seekers accounts don't become fully active until they click on a link in an email sent to them after signing up.	This ensures that the email address is correct, and that a job seeker hasn't accidentally or deliberately used someone else's email address (which may result in allegations of spamming against the Parodia site operator if he were to email that address).
Search Jobs	Jobs can be searched by salary, location, industry, experience required as well as keyword search.	Sophisticated keyword search ranks jobs according to how closely they match the keywords in the job seeker's search criteria
Opt-in Newsletters	Up to 2 separate newsletter opt-in boxes can be included on the account profile. The site operator can then export lists of subscribed users, for purposes of opt-in mass mailing (for example a job seeker newsletter).	
Apply for Jobs	Apply to jobs online, applications are emailed direct to the recruiters who placed the jobs	A URL can be specified for a job... in this case the application is directed to that URL to apply (useful where recruiter has single corporate application form on their own site for all applications)
Setup Email Search Agents (optional extra)	Registered Candidates can setup one or more search profiles – a saved search that is automatically run daily and the results emailed to the candidate	This requires purchase of the Parodia Mail Agent optional extra.
Saved Jobs List	Registered Candidates can add jobs to a "hot job" list, and apply for multiple jobs at once if desired.	

Featured Employers Page	Featured Employers are listed on a page on the front end of the site	Featured status is set depending on what packages are purchased by the recruiter/employer
Account Statistics	Job seekers can see how many times their CV (resume) has been viewed in total, and in past week. They can review a list of previous job applications they have made.	
EMPLOYERS/RECRUITERS (THIRD PARTY)		
Create Account	Purchase job "slots" and CV (resume) access and "featured status" online with a credit card for instant access	Any accounts with featured status will have their link and logo shown on the featured recruiters page, plus the site sidebar (if configured)
Create Sub-Users	Create logins for different employees	One company or agency can therefore use one account and disable individual recruiter's access if they leave the company
Post Job	Add, modify, delete and clone jobs (ie create new job based on existing job)	Can "blind-post" a job (will be posted with no indication which company posted it)
Upload Jobs for Posting in Bulk	Ability to import jobs from a correctly formatted MS Excel Spreadsheet or other data file (eg CSV)	This feature will normally require customisation as the input data will vary, so will need to be "mapped" to the Parodia system. The cost of doing this will depend on the data format supplied by the recruiter.
Search Resumes of Registered Job Seekers	Sophisticated searching of CVs (resumes) by keyword, desired locations, industry	
Update Account Details	Employers/recruiters can update their profile (including a company logo) online, at any time	
View Statistics	Reports provided for each recruitment agent, so management can view the number of clickthroughs and applications each recruiter received	
Add Questions to a Job Posting	Ability to create a pool of custom questions	The recruiter can then opt to include 1 or more of these questions in a job posting (job seeker will then be forced to answer this question when applying)
ADMINISTRATION (BACK END)		
Logging In/Security	Create/edit administrators, with differing permissions (eg restrict a new admin to only be able to search job	For super high security the backend could be run via SSL

	seekers accounts, but not view or change site configuration, or billing issues).	
Management of Recruiter Accounts	Full access to list/find customers (employers/recruiters), modify their settings, or login as any customer	
Management of Job Seeker Accounts and Resumes	Full access to list/find job seekers and login as any job seeker	
View Statistics	Detailed monthly reports on searches made, keywords used, applications made, jobs viewed	
System Configuration	Easy tools provided to modify industry listing, locations, skill levels, job status (contract/permanent etc) as well as dozens of other configuration settings	
Text Changes	"Language strings" editor enables system admin to change text virtually anywhere on the site, eg change all instances of "CV" to "resume"	For example, update text on your "about us" page without hacking code – just Edit the text via the password protected administration system
Ecommerce	View history of all on-site transactions, create free packages for trial users, modify the packages offered to customers	
MAIL AGENT SYSTEM (optional extra)		
Requirements	The MailAgent is a windows exe. It need not be installed on the server as it communicates with it by TCP/IP	
Mail Format	Mail is sent in both HTML and plain text format, depending on the job seeker's preference	
ADDITIONAL FEATURES		
Remote Job Posting	Enables recruiters with accounts to post via BroadBean, Conkers, CandidateManager and other job posting systems	Most job posting systems will charge for adding your job board to their supported list (to cover the work involved at their end)
Google Sitemap	Google sitemap file enables Google to efficiently index as many pages on the site as possible, including jobs.	

SEO "Search Engine Friendly" URLs	These required a "custom 404" page to be configured on the server. The list jobs by category and location pages then take the form of "static" URLs with keywords in them, increasing spidering and indexing of the site by search engines	Normally every job on the site would be viewed by the link domain/viewjob.asp?numJobID=1234 With SEO friendly URLs setup, this would now be in the form Domain/job-title-ID
Salary Calculator	A page that enables candidates to see what the average salary for a particular job sector and location was over a defined period of time (usually one year)	This feature is best activated only after the site has been operating for a reasonable period of time.
TECHNICAL OVERVIEW		
ASP Code (vbscript)	Written for Microsoft's Active Server Pages (ASP) Platform	Microsoft's platform is one of the most widely supported so finding developers and hosting for the package is straightforward
Full Source Code Provided	ASP is script based, so full source code is supplied enabling limitless modification	
MS Access or MS SQL database	MS Access and MS SQL Server are supported by the same code (just reconfig database settings in the config.asp configuration file) -	Enables sites to start small on MS Access and later be upscaled as traffic increases
Browser-based Administration	Fully administered by password protected administration system	
Support for Online Credit Card Payments	Ecommerce supported with online credit card payment (supports Worldpay, 2Checkout, Realex, PayPal).	The software can be modified to work with other gateways as required – please contact us for details
Email Agent (optional extra)	Provides registered job seekers who have setup search profiles with daily emails of best matching new jobs (users setup search profiles)	We recommend up to a maximum to 10 jobs per job seeker email (more jobs per mail is possible)
Easy Visual Design with HTML "Skinning"	This standard HTML file can be edited visually in dreamweaver, frontpage etc	
Easy Updating of Site Text	All text on the site (apart from jobs) including instructions, form labels, error messages, page titles etc are held in the database and can easily	

	be edited via the passworded administration system	
Multiple Language/Multiple Domain Sites	The software can support multiple languages or multiple domain sites	Setup of additional sites requires some technical knowledge
Relevance Search Algorithm	Both job searching and resume searching use an advance algorithm that ranks results according to keyword relevance.	Due to system limitations, Parodia will select a maximum of 500 jobs in any one search. It can however search databases of virtually unlimited size (however only the top 500 matching jobs will be in the resulting record set).

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