

## Jobpartners announces HR-XML certification

*Jobpartners joins the restricted circle of companies certified by the HR-XML Consortium as the first certified editor in Europe. Jobpartners achieve thus a key technological step in the integration & data exchange domains.*

London, 22<sup>nd</sup> September 2003

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Jobpartners, a provider of human resources and People Relationship Management (PRM) solutions, today announces ActiveRecruiter 4.0 certification with HR-XML Consortium's JobPositionPosting specification for data exchange, based on XML language.

Jobpartners' ActiveRecruiter is the e-recruitment module from ActiveSuite. ActiveRecruiter automates the entire recruitment process, from job requisition and managing multiple channels through selection to hire, reducing costs and improving speed and quality

ActiveRecruiter includes since its foundation JobPositionPosting specification, which allows to structure information under standardized data-exchange norms (based on XML). ActiveRecruiter 4.0 supports http/https, pop3/smtp, ftp/ftps, as well as JMS and EJBs (rmi/IIOP) for internal connections.

ActiveRecruiter's integration layer contains Axway Xtalk version 2.17 as a 3rd Party data integration technology, providing reliable and secure integration between Jobpartners Ltd.'s solutions, their customers' systems and any third-party business applications such as ERP and HRMS.

Jobpartners uses JobPositionPosting specification to structure the postings to tier websites.

The interest is to eliminate the need for an intermediary and to move from batch to real-time processing using JobPositionPosting.

When a user has a position to advertise, he or she logs into Jobpartners ActiveRecruiter, creates a job posting, which is then communicated directly to recruitment websites. As soon as the recruiter posts the job on Jobpartners ActiveRecruiter, the postings are communicated to tier websites in real time. The recruiter receives an XML acknowledgement in response.

The initial results of making connections via HR-XML's standards are extremely positive. By eliminating the need for an intermediary to post jobs, advertisements are available online in real time on career sites. Under prior posting methodologies, daily updates are the best that recruiters could have hoped for. Many quality and error problems that were commonplace with batch posting also are eliminated.

HR-XML certification confirms Jobpartners' will to include strategic and technological innovations in its solutions, and to provide its customers with performing tools with compliance to integration needs.

*« This certification confirms innovating technological choices that have been made since the creation of the company. After 3 years of development, those choices are at the foundations of our eHR solutions' development success »* says Paul Bannister, Technology & Services of Jobpartners.

**About HR-XML Consortium**

HR-XML (<http://www.hr-xml.org>) is a global, independent, non-profit consortium dedicated to enabling e-commerce and inter-company exchange of human resources (HR) data. The work of the Consortium centers on the development and promotion of standardized XML vocabularies for HR. HR-XML's efforts are focused on standards for staffing and recruiting, compensation and benefits, training and workforce management. The Consortium has a membership of companies represented in 22 different countries. For more information, contact: Chuck Allen, Director, HR-XML Consortium, Inc. at [chucka@hr-xml.org](mailto:chucka@hr-xml.org).

**About Jobpartners**

Founded in 2000 and headquartered in London, Jobpartners provides software solutions for human resources and People Relationship Management (PRM). A leader in the European market, the company's innovative and straightforward approach provides companies with strategic value by helping them develop, execute and evolve effective people management strategies. The solutions address recruitment as well as internal transfers, performance management, development of high-potential executive talent, career planning and development. With four sales affiliates in Europe, Jobpartners has clients in 39 countries and all sectors of activity.

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