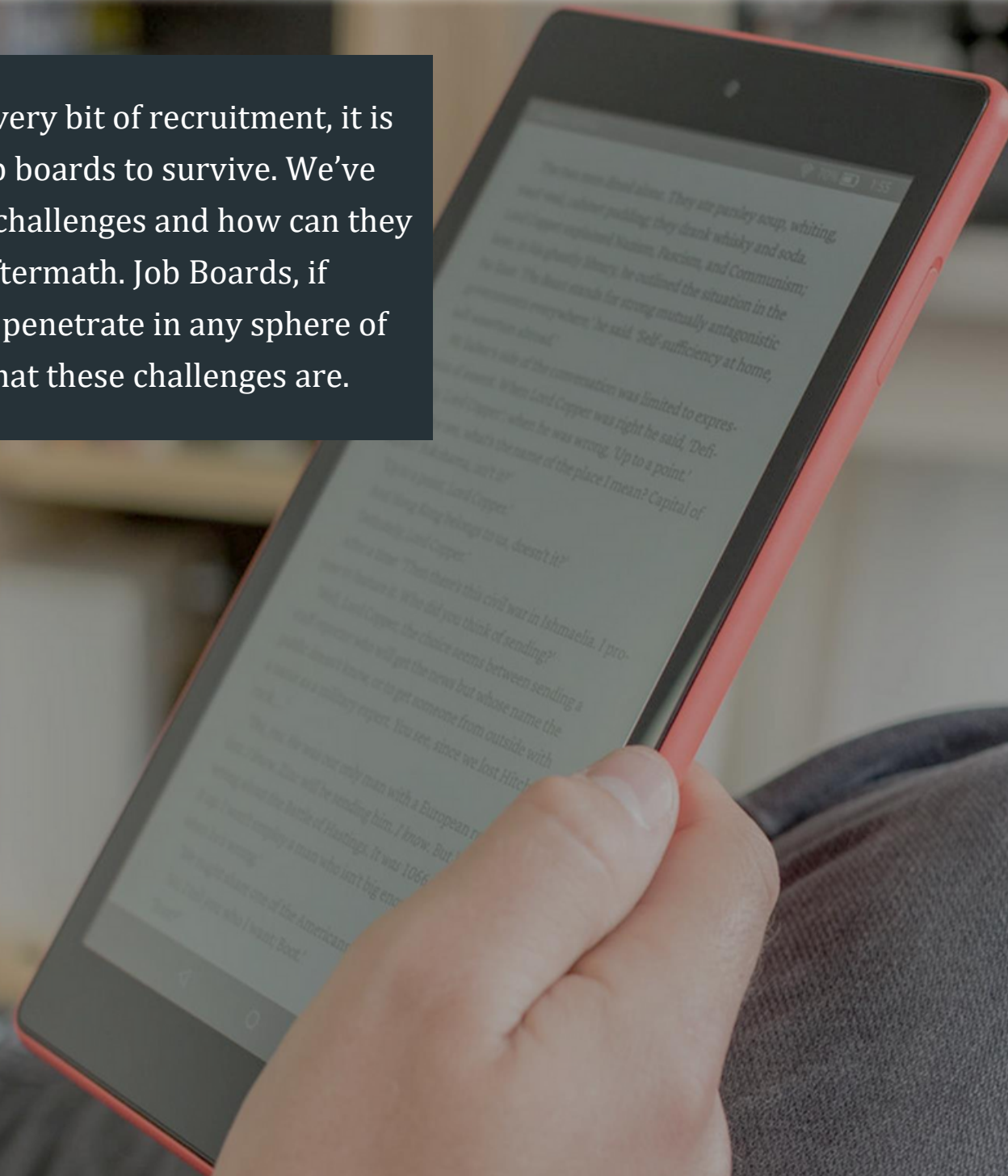


Top 9 Challenges for Job Boards

With LinkedIn conquering every bit of recruitment, it is still a tough run for many job boards to survive. We've tried to assimilate their key challenges and how can they be addressed to avoid this aftermath. Job Boards, if realize their niche early, can penetrate in any sphere of recruitment. Let's discuss what these challenges are.



1. **Interface-** Your website is sloppy and clumsy in providing me the right job or information. As a result, I prefer leaving your website early owing to high bounce rates. Stick to basics and simplify user experience on your website. Candidates should be able to apply or register in just a few or maybe one click.

2. **Search & Match-** When technology has affected every business, how can a job board be left behind? You ought to have Search & Match technologies that show only relevant jobs to the candidate and relevant profiles to an employer. This would enhance your user experience and in result will bring more visitors to your website.



3. Social Connections- We simply can't ignore social logins on our job boards. They ease the process of signing up and create profiles in seconds. Give candidates option to sign up via LinkedIn or Facebook and built mechanism to fetch their profiles. This would increase your submissions and halts exit rate.

4. Auto-fill forms- Candidate spends very less time on your website and the more you'll ask from him, bounce rate will go up. Instead, auto-fill the forms either from Resume via Parser or Social Profiles connected with an account. If you avail such a solution, candidate journey would be quite different from the onset.



5. Passive Resumes- You've got a pile of passive resumes bombed in your database that can't be used for current jobs. How can you make use of them? Interestingly, now with Super Easy tools in the market, you can fetch most current online profiles of candidates and present them to employers.

6. Mobile Site- Keep your Job Board website optimized for Mobile as 70% of candidates prefers searching for jobs on mobile only. Go for full-fledged mobile app which leaves an impression both on candidates and employers. Give regular updates to candidates with relevant jobs in inbox and option to apply via phone.



7. Slow Adoption- Be ready to adopt above cited solutions for your Job Board with pace as this will impact incoming traffic on your website and registrations. Be handy with your support and FAQ's as it further helps build great user experience. Job Boards need to find alternatives to engage their audience and solutions to automate their processes.

8. Niche- An intriguing question that haunts every job board is its target segment or niche that it tries to cater; what's my alternative? A complete roadmap is required for this issue. Any job board that has maximum number of resumes of a specific industry can surface as Industry specialist and distinguish from other job boards.



9. Big Data- The most hyped word of the era; Big Data is still a mystery for many businesses including job boards. We need

to have clear objectives, actionable outcomes before we start assimilating Big Data. Also, the final deliverables should help core processes of business to improve, rest insights would be of no use. Job boards can partner with 3rd party tools that can provide analytics as Add-ons to businesses.

Rest it's all about the quality that matters in every Industry. As long as you provide top level talent to employers in less time, there's no way your job board is going down. Avail the benefits of Social Recruiting, Mobile Site optimization and continue serving your niche because job boards aren't going anywhere as companies continue using them.



About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.

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