Talent Acquisition and Employment Updates

HR Connections | October 18, 2018
Our First Steps:

- Build cohesion across recruitment and employment processes and teams
- Identify opportunities to enhance the Talent Acquisition experience and services for:
  - Applicants/Prospects
  - Hiring Managers
  - Search Committees
  - HR Partners
- Identify opportunities to enhance efficiencies of recruitment and employment processes
- Optimize available technology/automation, data/information, and tools; and look towards future needs
Update on I-9 Project

- Introducing Maria and Carley!
- What we’re doing to help...
- More data is being shared with HR Leads every month...
Update on University Temporary Services (UTS)

- Laura Cooper - UTS Manager (UNC and NCSU)
- Integrating best practices across offices
Background Check Program Updates

- Email Reminder Updates (and upcoming changes)
- Seeking future efficiencies and potential opportunities to streamline process further
Important HR Deadlines for Nov./Dec. for priority review

Class/Comp:
- Actions rec’d by HR by 11/2/2018 for 11/13 lockout
- Actions rec’d by HR by 11/21/2018 for 12/6 lockout

Talent Acquisition:
- Postings rec’d by HR by 12/14/2018
- Hiring Proposals rec’d by HR by 12/18/2018

Background Checks:
- JARs rec’d by HR by 12/7/2018

International Employment:
- Reminder: H-1B petitions take at least 3-4 weeks to prepare
- I-9s: Tues, Jan 1 is a holiday. If start date is 1/1, employee must complete Section 1 no later than Jan 1, and Section 2 no later than Friday, Jan 4
Important HR Deadlines for Nov./Dec. for priority review (cont.)

University Temporary Services:

• Reminder: Timesheets for bi-weekly employees must be approved by supervisor (including UTS temps)