



Post Jobs – Technical Integration

Version 1.4

Jobg8 Limited

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Document Version History

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2. Overview

This document details how to integrate with Jobg8 so job content can be uploaded and managed. It is a technical document and assumes the reader has a working knowledge of XML, web services or FTP.

2.1 Job Management

When a job is successfully loaded onto the Jobg8 network it will be valid for 28 days. The job will be removed from the system when the 28 days expire, if the number of applications/clicks for the job is fulfilled, or if you provide Jobg8 with a delete action request.

The emphasis is on you to maintain your own job content.

3. Job Content

To make integration as straightforward as possible and minimise development resources, job content will be accepted in the file structure and format specified by you.

Jobg8 does offer its own XML format (detailed in section 9). It is recommended that the Jobg8 format is implemented to reduce integration time to an absolute minimum.

3.1 Actions

Jobg8 supports 3 types of action for a job:

- **Post**
A post action will post a new job to the Jobg8 network.
- **Amend**
An amend action will amend the details of a previously posted job on the Jobg8 network.
- **Delete**
A delete action will delete a previously posted job on the Jobg8 network

How you specify the action you wish to perform on each job will depend on the job content type of the file (detailed in section 3.2).

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3.2 Job Content Type

Jobg8 will accept either incremental or snapshot job content.

3.2.1 Incremental

Incremental defines the approach where an uploaded file only contains jobs which are new, require amending or require deleting. These jobs can be uploaded in individual files, or in a single file containing many different jobs and actions.

For Post and Amend actions Jobg8 will programmatically determine the desired action.

Delete actions will always require you to provide extra information that the job is to be deleted, along with the sender reference (see section 9.1.2).

The incremental approach can only be used in conjunction with the Web Service delivery method (see section 6.3 for details).

3.2.2 Snapshot

Snapshot defines the approach where all the jobs you want on the network at a given time are uploaded in a single file. Jobg8 will then parse this file to deduce the following:

- **Posts**
Job is in the file and not currently on the Jobg8 network.
- **Amends**
Job is in the file, live on Jobg8 network and some details have been amended.
- **Deletions**
Job is live on Jobg8 network and not in the file.

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4. Job Details

The table below details that information the Jobg8 network is able to accept in order to place a job posting on the network. Please ensure that your file includes as a minimum, our required details. We recommend that you include as many of the details as possible, as this will increase the quality of your job posting and its syndication on the Jobg8 network.

4.1 Detail Information

Detail	Required	Description	Amendable	Trimmed	Default Value	Extra Validation
Advertiser Name	Yes	The name of the advertiser that this job is being advertised on behalf of	Yes	100 chars		
Advertiser Type	No	The advertiser type; e.g. Recruitment Agency, Consultancy, Advertising Agency or Company	Yes		"Agency"	
Sender Reference	Yes	A unique reference to identify the job	No			<= 100 characters
Display Reference	No	The advertiser's reference for the job	No	100 chars	<i>Sender Reference</i>	
Classification	Yes	The classification, industry or market of the job	No		<i>You Account Default</i>	
Position	Yes	The position/role/title of the job	Yes	70 chars		
Description	Yes	The full description of the job	Yes			Must be >= 200 characters excluding HTML and <= 10,000 characters in total
Location	Yes	The free text location of the job, e.g. Colchester, Essex, UK	Yes			Location can be amended if it does not change the country of the job.
Post Code/Zip Code	No	The Post Code/Zip Code of the location	Yes	20 chars	<i>Determined from Location</i>	Must be a recognised Post Code/Zip Code
Email *	Yes	Email used to provide applications to the advertiser. Only applies to Buying Applications	Yes			<= 100 characters and in a valid email format
ATS URL *	Yes	ATS URL used to link to the advertiser ATS. Only applies to Buying Applications	Yes			<= 1000 characters and in a valid URL format
Job URL *	Yes	URL used to redirect through to the job on your website. Only applies to Buying Traffic	Yes			<= 1000 characters and in a valid URL format

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Detail	Required	Description	Amendable	Trimmed	Default Value	Extra Validation
Contact Name	No	Contact name of the individual dealing with the job	Yes	200 chars		
Employment Type	No	The employment type of the job; e.g. Permanent, Contract or Temporary	Yes		"Any"	
Start Date	No	The required starting date of the job; e.g. 10/12/2009 or ASAP	Yes	70 chars		
Duration	No	The length of the contract, e.g. 12 months, 2 year contract	Yes	70 chars		
Work Hours	No	Specifies the expected working hours; e.g. Full Time or Part Time	Yes		"Not Specified"	
Salary Currency	No	Details what currency the Salary Amount is in	Yes		<i>The currency related to the location of the job</i>	
Salary Amount	No	The salary amount or range, e.g. 25000 - 30000	Yes			Decimal
Salary Period	No	Represents what period the Salary Amount is over; e.g. A Day, A Month or A Year	Yes		"A Year"	
Salary Additional	No	Any additional salary details, e.g. bonuses and perks	Yes	70 chars		
Language	No	The language for the job. E.g. the job details are provided in English so will therefore have a language ID of 2057	No		<i>An attempt is made to auto detect the language</i>	Integer. Refer to Appendix A for a list of accepted language codes.
Additional Classification 1	No	An additional job classification	No			
Additional Classification 2	No	An additional job classification	No			
Additional Classification 3	No	An additional job classification	No			
Additional Classification 4	No	An additional job classification	No			
Logo URL	No	The logo of the advertiser that this job is being advertised on behalf of	No			

** Only one application method can be used and therefore only one is required for the job to be valid. If both application methods are provided for Buying Applications, the email detail will always take preference. For Buying Traffic only the Job URL is used and the other application methods will always be ignored. The application method used with the original posting cannot be changed, but the details within the chosen application method can be amended.*

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4.2 Additional Information

4.2.1 Validation

Some details will be validated to ensure they are in a correct format, and if one or more of these details were invalid the job will be rejected.

4.2.2 Defaults

Some details will have Jobg8 defaults applied to them if they are not explicitly specified against a job.

4.2.3 Trimming

Some details will be trimmed if they are over a specified length.

4.2.4 Amendable Details

Some details cannot be amended after the job has been posted to the Jobg8 network.

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5. Mapping

The Jobg8 network accepts that all job boards are different and use various terminology/values for classification etc.

In order to ensure that we classify your jobs correctly against the Jobg8 values, you will be required to complete our *Mapping Value* spreadsheet which should have been provided with this document.

This spreadsheet is used to detail the values you pass to Jobg8 and where they should be mapped to the Jobg8 values. The spreadsheet can also be used to indicate the value you would like to use as your default, which is used when no value is passed.

Please Note: Classification is mandatory value for mapping.

Here is an example of mapping an Advertiser Type values to the Jobg8 values, plus setting *Company* to be the default value:

Jobg8 Values	Default	Your Values
Advertising Agency		Advertiser
Agency		Agency
Company	YES	Corporation
Not Specified		N/A

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6. Upload Job Content

There are three methods for uploading job content:

- **Collection**
- **FTP**
- **Web Service**

6.1 Collection

Jobg8 has the facility to collect the file directly from you. This could be from a file hosted on a web server, or an FTP directory. We are able to collect two files, one for Buying Applications and the other for Buying Traffic.

6.2 FTP

If the preferred method of uploading content is FTP a username and password will be provided. There are two FTP URIs to provide resilience in the eventuality one of them is unavailable:

<ftp://ftp1.jobg8.com/>
<ftp://ftp2.jobg8.com/>

We will require you to provide us with a static IP address or range so we can grant FTP access. An additional FTP account and credentials will be provided if you also required to Buy Traffic.

6.3 Web Service

To upload job content via a web service the URI is:

<http://upload.jobg8.com/AdvertUploadWebService.aspx>

This web service exposes a method called UploadAdvertsFile for Buying Applications and a method called UploadTrafficFile for Buying Traffic. Both these method take three parameters all of type string:

- **jobBoardID** (a unique identifier given to each buyer)
- **password** (access credential)
- **fileContent** (the job content)

A string is returned from this method. On successfully uploading a file the string will contain a file identifier, and when unsuccessful will contain an error message. The error message will always start with the word "Error:" e.g. "Error:Invalid User Credentials"

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7. Testing

Testing will usually be required before switching you live on the Jobg8 system. When you are ready to start testing please inform Jobg8 so we are ready to check any uploaded files our end.

The test connection details are:

7.1 FTP

<ftp://ftp1.testing.jobg8.com/>

7.2 Web Service

<http://upload.testing.jobg8.com/AdvertUploadWebService.asmx>

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8. Applications

8.1 Application Form

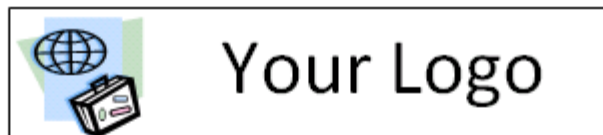
The below application questions will be presented to candidates when they apply for one of your job postings.

This application form will include localised text and an appropriate eligibility question based on the country of the job.

The application form will only be presented with your logo when your jobs are posted and viewed on an aggregator site.

Only applicants that answer the eligibility question with the correct answer will be treated as qualified and delivered to your customer.

Correct Answer: UK/EU Citizen



Software Developer

Permanent

Location: Colchester, Essex, United Kingdom
Reference: Example123/11917
Salary: 20000 GBP
Start Date: 1 Month

First Name *

Surname *

Email Address *

Contact No.

What qualifies you to work in the UK? *

Upload your CV. *

Upload a cover letter.

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8.2 Application Email

If the *Email Application Method* (see section 4.1) is chosen the following email will be sent to the email address specified in the job. The CV / resume, and when included, the cover letter will be attached to this email. This email will appear to come from the applicants email address.

Email Subject

[Your Account Name] New Application. Job Reference: Example123/11582

Email Body

With reference to your job posting, the following details are from a candidate who wishes to apply for the position:

Reference: Example123/11582

Company: [Your Account Name]

Position: Software Developer

Contact: Joe Bloggs

Email: joe.bloggs@123recruitment.com

Q: First Name

A: John

Q: Surname

A: Smith

Q: Email Address

A: john.smith@123recruitment.com

Q: Contact No.

A: +44 1621 814250

Q: What qualifies you to work in the UK?

A: UK/EU Citizen

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9. Examples

9.1 XML Examples

The XML element names are case sensitive therefore the names used in any XML need to match the element names in the examples.

Special characters such as '<', '>' or '&' should be escaped, or the field contained within CDATA tags. Do not escape characters within CDATA tags, as this will cause the escape sequence to be displayed.

9.1.1 Required Details

This example shows just the required details needed to successfully post a job.

```
<Jobs>
  <Job>
    <AdvertiserName>123 Recruitment</AdvertiserName>
    <SenderReference>Example123/11514</SenderReference>
    <Classification>I.T. & Communications</Classification>
    <Position>Software Developer</Position>
    <Description><![CDATA[<p>Experienced software developer required for exciting new startup company.</p><p>Must have at least 2 years commercial experience in C#, ASP.Net and SQL, and be use to working in a team environment.</p>]]></Description>
    <Location>Colchester, Essex, UK</Location>
    <Email>joe.bloggs@123recruitment.com</Email>
  </Job>
</Jobs>
```

9.1.2 Incremental Delete Job Example

To delete a job when using the incremental approach, the Job node contains an Action attribute to identify that a delete is required.

```
<Jobs>
  <Job Action="Delete">
    <SenderReference>Example123/11514</SenderReference>
  </Job>
</Jobs>
```

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9.1.3 All Details

Below is an example of a job posting with all the job details and using the email application method.

```

<Jobs>
  <Job>
    <AdvertiserName>123 Recruitment</AdvertiserName>
    <AdvertiserType>Agency</AdvertiserType>
    <SenderReference>Example123/11514</SenderReference>
    <DisplayReference>Example123</DisplayReference>
    <Classification>I.T. & Communications</Classification>
    <Position>Software Developer</Position>
    <Description><![CDATA[<p>Experienced software developer required for exciting new startup company.</p><p> Must have at least 2 years commercial experience in C#, ASP.Net and SQL, and be use to working in a team environment.</p>]]></Description>
    <Location>Colchester, Essex, UK</Location>
    <PostalCode>CO1 8PD</PostalCode>
    <Email>joe.bloggs@123recruitment.com</Email>
    <URLATS> http://www.applicationform.com</URLATS>
    <ContactName>Joe Bloggs</ContactName>
    <EmploymentType>Contract</EmploymentType>
    <StartDate>As soon as possible</StartDate>
    <Duration>6 Months</Duration>
    <WorkHours>Full Time</WorkHours>
    <SalaryCurrency>British Pound . GBP</SalaryCurrency>
    <SalaryAmount>2000</SalaryAmount>
    <SalaryPeriod>A Month</SalaryPeriod>
    <SalaryAdditional>Pension and Health Care</SalaryAdditional>
    <Language>2057</Language>
    <AdditionalClassification1>Accounting</AdditionalClassification1>
    <AdditionalClassification2>Banking & Financial Services</AdditionalClassification2>
    <AdditionalClassification3>Engineering</AdditionalClassification3>
    <AdditionalClassification4>Education</AdditionalClassification4>
    <LogoURL>http://www.jobg8.com/1.png</LogoURL>
  </Job>
</Jobs>

```

Only one application method can be used either Email or ATS URL. If both are supplied Email takes precedence.

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9.1.4 Example Files

Example files and additional information is available upon request.

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10. Appendix A

This table details a list of accepted language codes.

Language	Code	Language	Code	Language	Code
Afrikaans - South Africa	1078	French - Belgium	2060	Spanish - El Salvador	17418
Albanian - Albania	1052	French - Canada	3084	Spanish - Guatemala	4106
Arabic - Algeria	5121	French - France	1036	Spanish - Honduras	18442
Arabic - Bahrain	15361	French - Luxembourg	5132	Spanish - Mexico	2058
Arabic - Egypt	3073	French - Monaco	6156	Spanish - Nicaragua	19466
Arabic - Iraq	2049	French - Switzerland	4108	Spanish - Panama	6154
Arabic - Jordan	11265	Galician - Galician	1110	Spanish - Paraguay	15370
Arabic - Kuwait	13313	Georgian - Georgia	1079	Spanish - Peru	10250
Arabic - Lebanon	12289	German - Austria	3079	Spanish - Puerto Rico	20490
Arabic - Libya	4097	German - Germany	1031	Spanish - Spain	3082
Arabic - Morocco	6145	German - Liechtenstein	5127	Spanish - Uruguay	14346
Arabic - Oman	8193	German - Luxembourg	4103	Spanish - Venezuela	8202
Arabic - Qatar	16385	German - Switzerland	2055	Swahili - Kenya	1089
Arabic - Saudi Arabia	1025	Greek - Greece	1032	Swedish - Finland	2077
Arabic - Syria	10241	Gujarati - India	1095	Swedish - Sweden	1053
Arabic - Tunisia	7169	Hebrew - Israel	1037	Syriac - Syria	1114
Arabic - United Arab Emirates	14337	Hindi - India	1081	Tamil - India	1097
Arabic - Yemen	9217	Hungarian - Hungary	1038	Tatar - Russia	1092
Armenian - Armenia	1067	Icelandic - Iceland	1039	Telugu - India	1098
Azeri (Cyrillic) - Azerbaijan	2092	Indonesian - Indonesia	1057	Thai - Thailand	1054
Azeri (Latin) - Azerbaijan	1068	Italian - Italy	1040	Turkish - Turkey	1055
Basque - Basque	1069	Italian - Switzerland	2064	Ukrainian - Ukraine	1058
Belarusian - Belarus	1059	Japanese - Japan	1041	Urdu - Pakistan	1056
Bulgarian - Bulgaria	1026	Kannada - India	1099	Uzbek (Cyrillic) - Uzbekistan	2115
Catalan - Catalan	1027	Kazakh - Kazakhstan	1087	Uzbek (Latin) - Uzbekistan	1091
Chinese - China	2052	Konkani - India	1111	Vietnamese - Vietnam	1066
Chinese - Hong Kong SAR	3076	Korean - Korea	1042		
Chinese - Macau SAR	5124	Kyrgyz - Kazakhstan	1088		
Chinese - Singapore	4100	Latvian - Latvia	1062		
Chinese - Taiwan	1028	Lithuanian - Lithuania	1063		
Chinese (Simplified)	4	Macedonian (FYROM)	1071		
Chinese (Traditional)	31748	Malay - Brunei	2110		
Croatian - Croatia	1050	Malay - Malaysia	1086		
Czech - Czech Republic	1029	Marathi - India	1102		
Danish - Denmark	1030	Mongolian - Mongolia	1104		
Dhivehi - Maldives	1125	Norwegian (Bokmål) - Norway	1044		
Dutch - Belgium	2067	Norwegian (Nynorsk) - Norway	2068		
Dutch - The Netherlands	1043	Polish - Poland	1045		
English - Australia	3081	Portuguese - Brazil	1046		
English - Belize	10249	Portuguese - Portugal	2070		
English - Canada	4105	Punjabi - India	1094		
English - Caribbean	9225	Romanian - Romania	1048		
English - Ireland	6153	Russian - Russia	1049		
English - Jamaica	8201	Sanskrit - India	1103		
English - New Zealand	5129	Serbian (Cyrillic) - Serbia	3098		
English - Philippines	13321	Serbian (Latin) - Serbia	2074		
English - South Africa	7177	Slovak - Slovakia	1051		
English - Trinidad and Tobago	11273	Slovenian - Slovenia	1060		
English - United Kingdom	2057	Spanish - Argentina	11274		
English - United States	1033	Spanish - Bolivia	16394		
English - Zimbabwe	12297	Spanish - Chile	13322		
Estonian - Estonia	1061	Spanish - Colombia	9226		
Faroeese - Faroe Islands	1080	Spanish - Costa Rica	5130		
Farsi - Iran	1065	Spanish - Dominican Republic	7178		
Finnish - Finland	1035	Spanish - Ecuador	12298		



11. Appendix B

There are additional documents for enhancing buyer integration and providing content management support. Please ask your account manager for more details.

Post Jobs - Advanced Configuration

This document details advanced integration options, including receiving and parsing upload responses, and specifying additional job details like the buy price and number of application / clicks.

Buyer Web Service

This document details using a web service for providing information on your applications and job activity. Its use is designed to help in the support of content management and customer service, e.g. number of applications received, costs and candidate details.

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