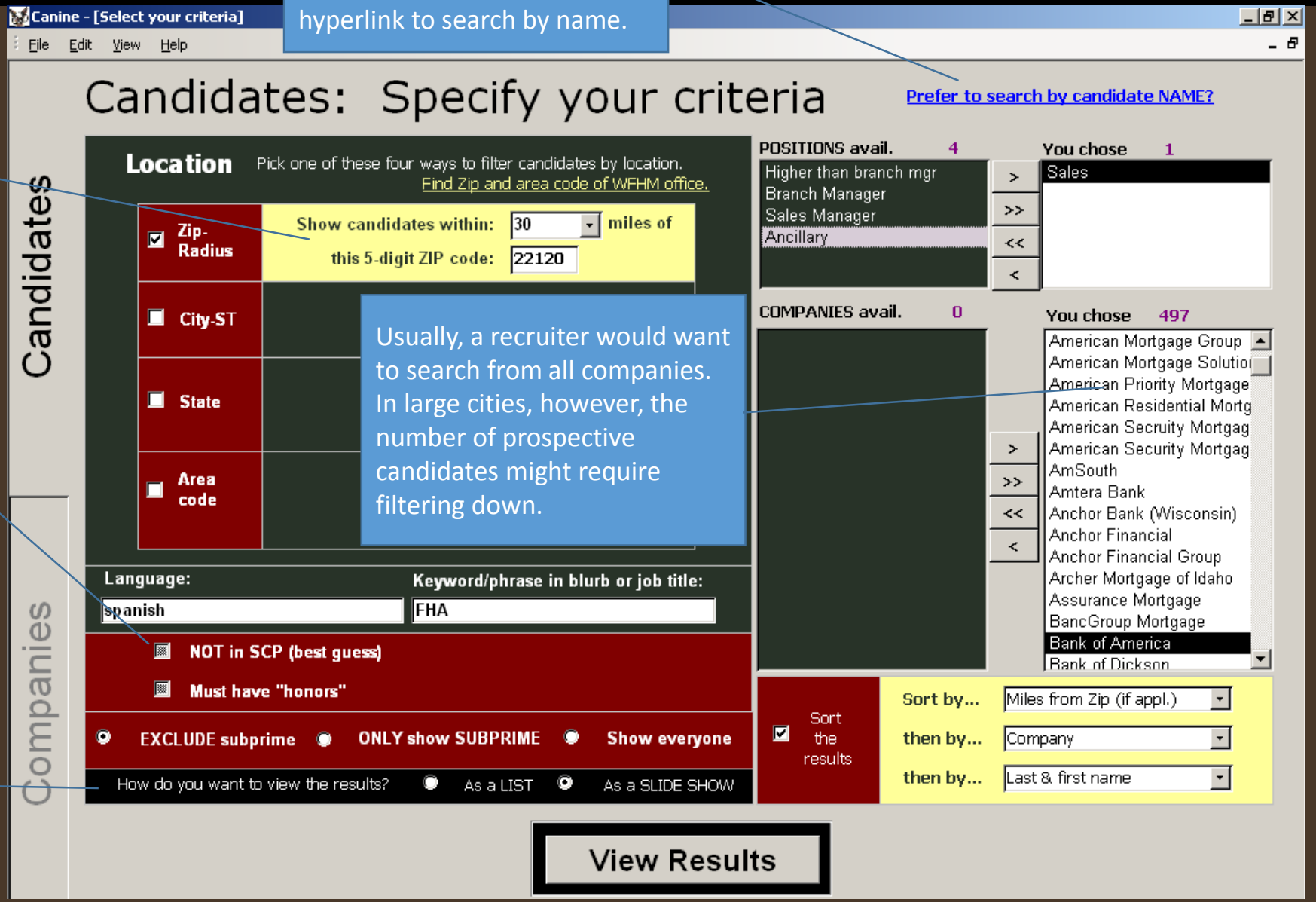
If the recruiter wanted to follow-up with a specific candidate, they could click this hyperlink to search by name.

Using a commercially available database of ZIP codes and the GPS coordinates of their geographic centers, we can identify all other ZIP codes whose centers fall within a given radius.

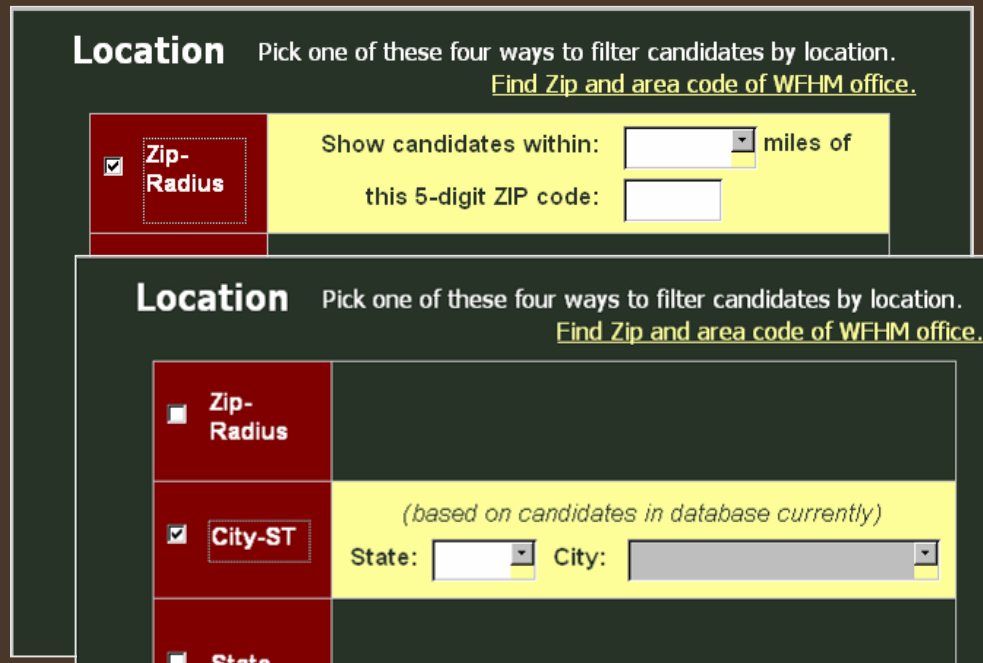
"SCP" was the HR database of candidates. Because of variations on first name and the use of home address rather than work address, a one-to-one match was not possible. Hence the "best guess" caveat.

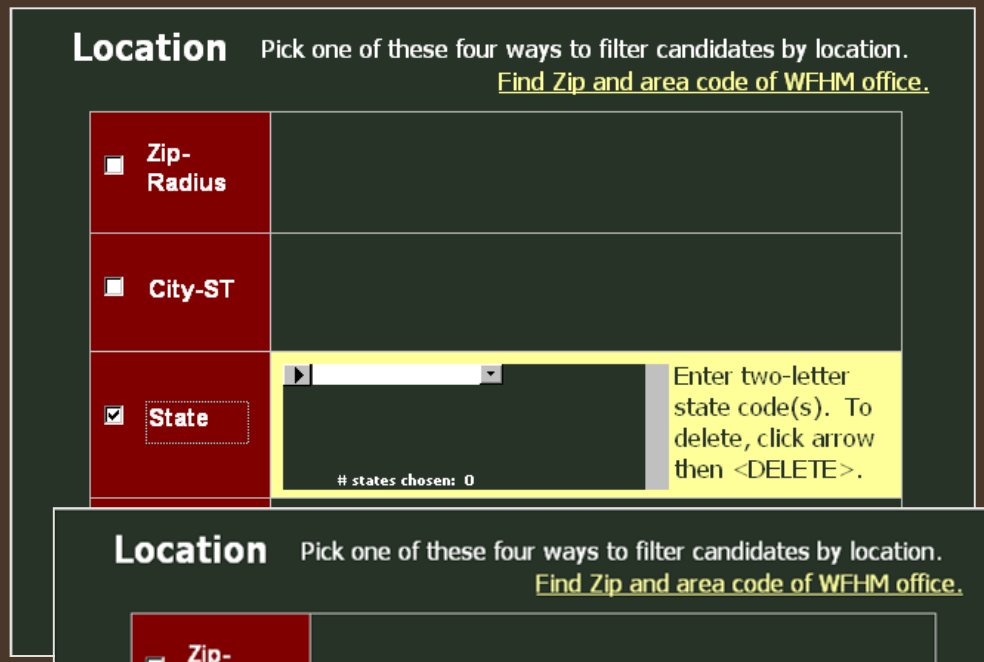
Some recruiters preferred to work with a table (list) or prospects. Others preferred to see one at a time (here called "slide show" for simplicity).



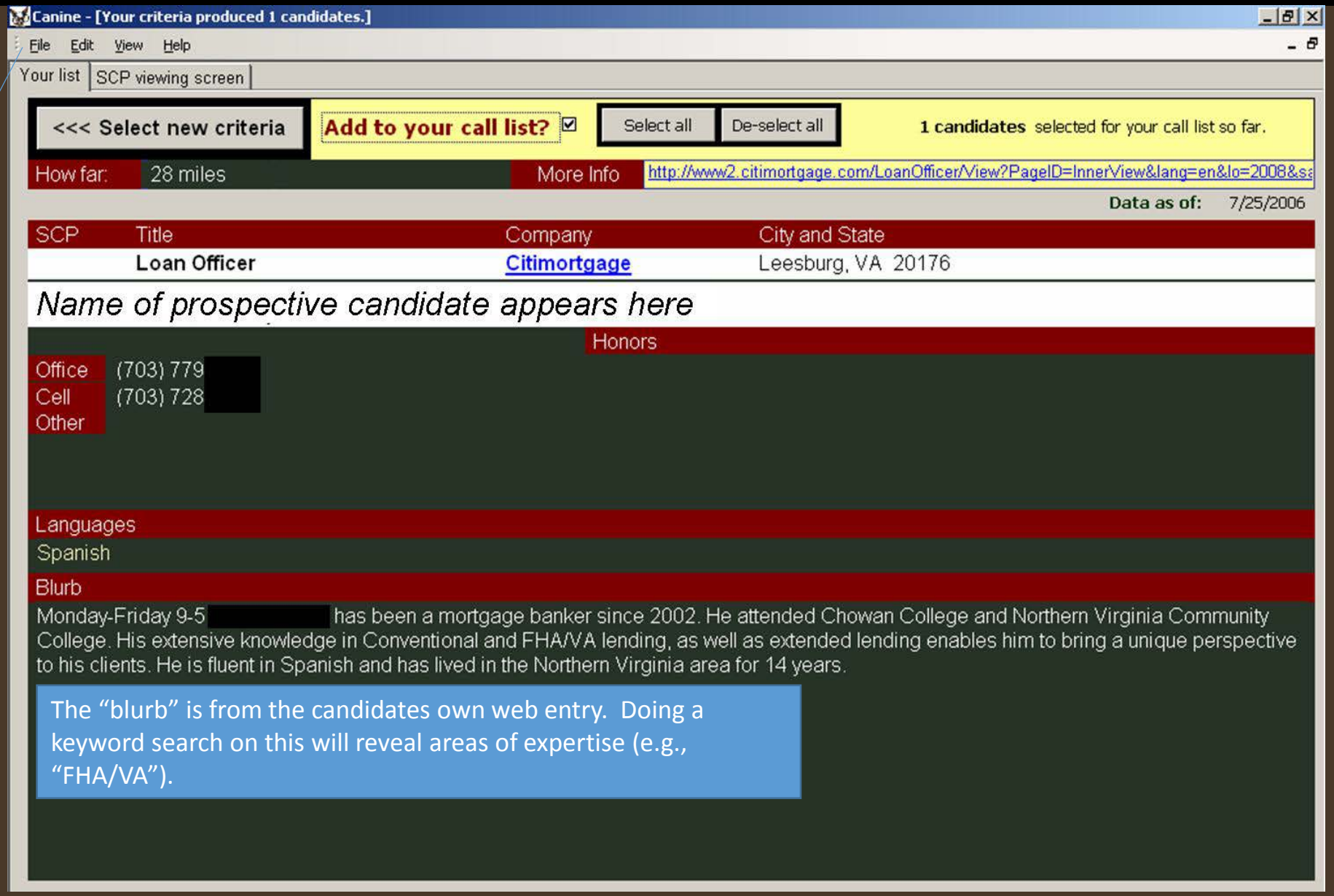
A large number of on-screen features does not have to result in a cluttered, confusing screen.

Shown here is my solution for the criteria form shown on the previous page. The user checks the box next to the feature that interests them. When they do, the details of that feature immediately appear. Selecting a different option automatically turns off the first feature and displays the newly selected one.





Several report formats are available under the “File” menu, top left. The user selects which candidates to include in these reports by using the “Add to your call list” check box (upper left, yellow bar). The tab “SCP viewing screen” (top left) is a built-in browser window that displays information about the candidate should they appear in another in-house, browser-based database (called “SCP”).



The “blurb” is from the candidates own web entry. Doing a keyword search on this will reveal areas of expertise (e.g., “FHA/VA”).