



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) of prospects. Others preferred to see one at a time (here called "slide show" for simplicity).

Canine - [Select your criteria]

File Edit View Help

## Candidates: Specify your criteria

[Prefer to search by candidate NAME?](#)

Candidates

**Location** Pick one of these four ways to filter candidates by location.  
[Find Zip and area code of WFHM office.](#)

**Zip-Radius** Show candidates within:  miles of this 5-digit ZIP code:

**City-ST**

**State**

**Area code**

**POSITIONS available.** 4

Higher than branch mgr  
Branch Manager  
Sales Manager  
Ancillary

**You chose** 1

Sales

Companies

**COMPANIES available.** 0

**You chose** 497

American Mortgage Group  
American Mortgage Solution  
American Priority Mortgage  
American Residential Mortg  
American Security Mortgag  
American Security Mortgag  
AmSouth  
Amtera Bank  
Anchor Bank (Wisconsin)  
Anchor Financial  
Anchor Financial Group  
Archer Mortgage of Idaho  
Assurance Mortgage  
BancGroup Mortgage  
Bank of America  
Bank of Dickson

**Language:**  **Keyword/phrase in blurb or job title:**

NOT in SCP (best guess)

Must have "honors"

EXCLUDE subprime  ONLY show SUBPRIME  Show everyone

How do you want to view the results?  As a LIST  As a SLIDE SHOW

Sort the results

Sort by...   
then by...   
then by...

**View Results**

Usually, a recruiter would want to search from all companies. In large cities, however, the number of prospective candidates might require filtering down.



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.

**Location** Pick one of these four ways to filter candidates by location. [Find Zip and area code of WFHM office.](#)

<input checked="" type="checkbox"/> Zip-Radius	Show candidates within: <input type="text"/> miles of this 5-digit ZIP code: <input type="text"/>
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**Location** Pick one of these four ways to filter candidates by location. [Find Zip and area code of WFHM office.](#)

<input type="checkbox"/> Zip-Radius	
<input checked="" type="checkbox"/> City-ST	(based on candidates in database currently) State: <input type="text"/> City: <input type="text"/>
<input type="checkbox"/> State	
<input type="checkbox"/> Area code	

**Location** Pick one of these four ways to filter candidates by location. [Find Zip and area code of WFHM office.](#)

<input type="checkbox"/> Zip-Radius	
<input type="checkbox"/> City-ST	
<input checked="" type="checkbox"/> State	<input type="text"/> Enter two-letter state code(s). To delete, click arrow then <DELETE>. # states chosen: 0

**Location** Pick one of these four ways to filter candidates by location. [Find Zip and area code of WFHM office.](#)

<input type="checkbox"/> Zip-Radius	
<input type="checkbox"/> City-ST	
<input type="checkbox"/> State	
<input checked="" type="checkbox"/> Area code	<input type="text"/> This only searches OFFICE phones. Enter one or more 3-digit area codes. To delete, click arrow then <DELETE>. # chosen: 0



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").

Canine - [Your criteria produced 1 candidates.]

File Edit View Help

Your list SCP viewing screen

<<< Select new criteria **Add to your call list?**  Select all De-select all 1 candidates selected for your call list so far.

How far: 28 miles More Info <http://www2.citimortgage.com/LoanOfficer/View?PagelD=InnerView&lang=en&lo=2008&sa> Data as of: 7/25/2006

SCP	Title	Company	City and State
	Loan Officer	<a href="#">Citimortgage</a>	Leesburg, VA 20176

*Name of prospective candidate appears here*

Honors

Office (703) 779-██████  
 Cell (703) 728-██████  
 Other

Languages  
 Spanish

Blurb  
 Monday-Friday 9-5 ██████ has been a mortgage banker since 2002. He attended Chowan College and Northern Virginia Community College. His extensive knowledge in Conventional and FHA/VA lending, as well as extended lending enables him to bring a unique perspective to his clients. He is fluent in Spanish and has lived in the Northern Virginia area for 14 years.

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