

TalentHook Search Integration

Overview

TalentHook is always willing to integrate with resume databases to offer mutual clients enhanced productivity and efficiency by allowing them to simultaneously search all their resume sources. Integration between TalentHook and a Web-based resume database generally complies with the following guidelines.

Authentication

Usually our first step is to submit the user's supplied credentials to your server by an HTTP request (via either GET or POST, according to your preference) like this:

www.yourserver.com/scripts/login.aspx?username=jdoe&password=letmein

Just as in normal web-authentication practices, your server then returns a cookie or session-token that TalentHook will include on all subsequent requests, allowing your server to validate that the user has logged in and has sufficient access rights to perform the search.

Alternatively, if preferred, we can simply submit the logon credentials with every request.

Search Submission

After authentication, we submit our search request via HTTP to your server. Here is an example search request:

http://www.yourserver.com/scripts/search.aspx?keywords=software+engineer&state=CA&zip=92612&radius=50&education=bachelors&term=full+time&age=30&results_per_page=10&page=1

We can also submit this request either via GET or POST.

The full list of parameters, or search criteria, we can send are listed below. Note that not every parameter is always included in every search:

Parameter	Description	Always included
keywords	We support AND, OR, and NOT keywords. Generally we send the keywords in a Boolean string such as software AND engineer AND (java OR cobol) AND NOT (visual OR basic) .	Yes

	<p>Or we can send all the AND keywords as one parameter, the ORs as another, and the NOTs as a third so you don't have to parse out the SQL-style Boolean.</p>	
state	<p>The state(s) the candidate should reside in. We send the 2 letter state code. We currently only support the United States. We support up to 3 state selections in our interface. If your service can support more than one state selection, we will send the state parameters as state1, state2, and state3.</p>	No
zip	<p>The zip code that candidates should reside in or near. We allow the user to input up to 3 zip codes, so if you accept multiple zip codes we can support that as well. We would send them as zip1, zip2, zip3.</p>	No
radius	<p>The max distance from the zip code(s) specified that is acceptable.</p>	Only if zip is selected
education	<p>The minimum level of education the candidate should have. We have high school, associates, bachelors, masters, MBA, doctorate. We can "map" these selections to predefined numeric/string values if you have them, or we can just send the string. For instance, we can set up a value map like:</p> <p>High School = 1 Associates = 2 Bachelors = 3 Masters = 4 MBA = 5 Doctorate = 6</p> <p>You can specify the numeric values as you like, and then when we submit the search we will use those values.</p>	No
term	<p>The user can specify a specific employment term that the candidate should be open to. The selection is either Full-time Employee or Contract. Again, we can map to specific numeric values if you have them.</p> <p>Full-time Employee = 1 Contract = 2</p>	No

salary_min salary_max	The user can specify a salary range via minimum and maximum fields. Example: salary_min=60000 salary_max=90000	
resume_age	The user can specify the "age of post" to limit the results to resumes that have been posted/updated in the last X days. This is a numeric value specifying the number of days.	No
uscitizen	If this parameter is set to 1, then the user wants only candidates that are U.S. citizens or are authorized to work in the U.S.	No
relocate	If this parameter is set to 1, then the user wants to include candidates that are willing to relocate if they don't currently reside near the specified work area (specified either by the State or zip code selections mentioned above)	No
results_per_page	Specifies the number of results desired per page. We don't want you to send back a single page containing ALL the candidates matching the search because the user may only be looking for the top 10.	Yes
page	Specifies the page of results we want. This is needed so that if the user doesn't find the right candidate on the first page, we can request the next page on the next search.	Yes

We are pretty flexible in the way we send these items. We can generally customize our submission to fit your particular system where needed.

Search Response

The response your server sends back needs to meet the following criteria:

1. It needs to state the total number of candidates matching the search criteria. This way we know how many candidates remain after the current page, and thus whether or not we can turn the page if we need more candidates.
2. A parsable presentation of the candidate results in record-set style. The fields we are interested in are as follows (required fields are in bold):

- **UniqueID** – we need your internal “ID” that is associated with the candidate/resume so that we can easily filter out duplicates on future searches.
- Candidate Name
- Description (short description like ‘senior software engineer’, etc)
- **Email**
- **Date resume posted/last updated**
- Address
- City
- State
- Zip
- Country
- Home phone
- Work phone
- Cell phone
- Desired salary
- Years of experience
- Willing to relocate
- **Resume text or Resume URL**
The resume text can be included in the result set, or you can include a URL to the resume so that we can download it.

We recommend the use of XML as the format for presenting the search results. Here is an example structure:

```
<?xml version="1.0" encoding="Windows-1252" ?>
<results>
  <errorstring value=" "></errorstring>
  <resultsfound value="11">11</resultsfound>
  <pagesize value="10">10</pagesize>
  <totalpages value="2">2</totalpages>
  <pagenum value="1">1</pagenum>
  <candidates>
    <candidate>
      <id>12700</id>
      <fullname>John Doe</fullname>
      <degree>Master</degree>
      <city>San Diego</city>
      <state>CA</state>
      <zip>00000</zip>
      <country>USA</country>
      <rate>$70K</rate>
      <homephone>(000) 111-2222</homephone>
      <email>email@server.com</email>
      <modifydate>1/1/2007</modifydate>
      <resumeurl><![CDATA[http://www.yourserver.com/external_view.aspx?cid=12700]]></resumeurl>
```

```
</candidate>  
</candidates>  
</results>
```