Talent Applicant Guide

Current UArizona Employees
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INTRODUCTION

This guide directs current University of Arizona employees on how to apply for a position using the University of Arizona’s internal applicant portal.

The internal applicant portal allows you to view and apply to both positions that are open to the public and positions that are only available to current University of Arizona employees.

1. ACCESSING THE APPLICANT PORTAL

To access the University of Arizona’s internal applicant portal, copy and paste the following URL into your browser (or click on the URL).

talent.arizona.edu/hr

Log in with your NetID. You will be redirected to an internal welcome page.
Scroll down and click on the Career Center tile.

You will be redirected to the internal applicant portal.

2. YOUR APPLICANT PROFILE

All current UArizona employees will automatically have an applicant profile on the University of Arizona’s internal applicant portal. An applicant profile allows you to save applications, receive status updates and interview information, save your information for future applications, and much more!

2.1 PASSWORD RESET

All current UArizona employees access the internal applicant portal via their NetID. If you are having trouble with your NetID, please contact 24/7 IT Support at (520) 626-TECH (8324).

3. SEARCHING FOR AVAILABLE POSITIONS

The University of Arizona’s applicant portal allows you to search for all available positions at the University of Arizona through the primary search engine.
The primary search engine allows you to search for positions by job title, keywords and/or locations.

After you have entered your value(s) into the primary search engine, click **Search** to retrieve all available positions that meet your criteria.

**Example of Searching for Positions by Job Title**

The primary search engine can be used to search for specific job titles. For example, you can search for the job title of “Academic Advisor”.
Then click **Search** to retrieve all available positions that meet your criteria.

**Example of Searching for Positions by Location**

The primary search engine can also be used to search for positions by specific location. Within the primary search engine, you can enter the desired location in either the left or right field.

For example, you can search for “Phoenix, AZ, USA” using the field on the left:

OR

You can use the field on the right:

Then click **Search** to retrieve all available positions that meet your criteria.

**Example of Searching for Full Time/Part Time Positions**

The primary search engine can also be used to search for part time or full time positions. To filter by “part time” or “full time” positions, you can enter either “part time” or “full time” in your search box.

Then click **Search** to retrieve all available positions that meet your criteria.
3.1 POSITION DETAIL’S TERMINOLOGY

The following table includes common terminology used within the position details along with their definitions.

<table>
<thead>
<tr>
<th>Terminology:</th>
<th>Definition:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Posting Number</td>
<td>A Posting Number (i.e., requisition number) is a unique number that is assigned to each job posting.</td>
</tr>
<tr>
<td>Position Highlights</td>
<td>The Position Highlights field provides a brief general summary of the position.</td>
</tr>
<tr>
<td>Duties &amp; Responsibilities Field</td>
<td>The Duties &amp; Responsibilities field provides a more detailed outline of the position and what duties it encompasses.</td>
</tr>
<tr>
<td>Minimum Qualifications</td>
<td>The Minimum Qualifications field reflects the qualifications that need to be met by an applicant in order to be considered for the position.</td>
</tr>
<tr>
<td>Preferred Qualifications</td>
<td>The Preferred Qualifications field reflects the qualifications a hiring department prefers that an applicant possess. These qualifications are not required to be considered for the position.</td>
</tr>
<tr>
<td>Benefits Eligible</td>
<td>The Benefits Eligible field provides information on the type of benefit package that the position offers. For more information about benefits packages, please click here. You may also contact our HR Solutions team via email at <a href="mailto:hrsolutions@email.arizona.edu">hrsolutions@email.arizona.edu</a> or via phone 520-621-3660.</td>
</tr>
<tr>
<td>Posted Rate of Pay</td>
<td>The Posted Rate of Pay field reflects the pay the hiring department is offering for the position.</td>
</tr>
<tr>
<td>Contact Information for Candidates</td>
<td>The Contact Information for Candidates field provides a direct contact to the hiring department. This contact can provide more detailed information about the position and your application status.</td>
</tr>
<tr>
<td>Special Instructions to Applicant</td>
<td>The Special Instructions to Applicant field contains important instructions from the department related to the application process that</td>
</tr>
</tbody>
</table>
the applicant should be aware of. It is important to review any information in this field before clicking the **Apply** button.

| **FLSA (Fair Labor Standards Act)** | This field displays exempt, nonexempt, agricultural exemption, or to be determined. Exempt status is used for salaried positions while nonexempt/agricultural exemption is used for hourly positions. |
| **Work Calendar** | The **Work Calendar** field will display whether the position is fiscal or academic. A fiscal employee works on a 12-month calendar schedule while an academic employee works on a 9-month calendar schedule. |
| **Tenure** | The **Tenure** field explains the type of tenure offered by the position. |
| **Job Family** | The **Job Family** field displays the position’s job family. [Click here](#) to learn more about job families. |
| **Job Function** | The **Job Function** field displays the position’s job function. [Click here](#) to learn more about job functions. |
| **Career Stream & Level** | This field provides information about the position’s career stream and level. To learn more about career streams and levels, [click here](#). |

### 4. APPLYING FOR POSITION

When you apply to a position through the University of Arizona’s applicant portal, you will be directly submitting your application materials to the hiring department. This section will guide you through completing an application.

#### 4.1 STARTING THE APPLICATION PROCESS

**Step One:** Find a position that you are interested in. Next, click on the position’s **job title**.
The website will redirect you to the position details:

![Position Details](image)

**Step Two:** Review the position details. If the position details align with your interest as well as qualifications, click **Apply Now** at the top or bottom of the page.
By clicking **Apply Now**, you will begin the application process for the selected position.
4.2 GENERAL APPLICATION SECTIONS

In order to submit your application, you will need to complete all the required fields. Any field marked with a red asterisk (*) are required fields. You will not be able to proceed until all required fields are completed.

**Note:** Your contact information will prepopulate for you. If you have applied to a position before using the internal applicant portal, the system will also prepopulate additional information based on your last application. We recommend reviewing the prepopulated data and updating any information as needed.

**Contact Information Section**

Within the application, the **Contact Information** section requires applicants to enter their first name, last name and email address. This section should be prepopulated for you.

**Upload Attachments Section**

The **Upload Attachments** section will allow you to attach different documents based on the hiring department’s job posting settings. For instance, you may be required to attach a Resume, Curriculum Vitae, and/or Cover Letter.

If a resume/curriculum vitae document is attached, the system will parse information from your document and populate the application fields for you. We recommend reviewing any parsed information for accuracy. Parsing results will vary based on your resume/curriculum vitae format. The system is able to recognize key elements such as job title, position dates, and any responsibilities/key accomplishments.

**Note:** For more information regarding resume parsing, refer to Section 4.4 of this guide.
The **Upload Attachments** section naming convention may vary based on the type of document the hiring department is requesting (either a resume, curriculum vitae, or either).

To upload your resume or curriculum vitae, click **Upload Resume/CV** and follow the system prompts to browse and select your document.

Once you select your document, the following image will appear. The image will disappear automatically after the attachment has fully uploaded.

**Contact Details Section**

Within the **Contact Details** section, you will have the option to enter your address. You will also be required to enter your phone number.
Professional Experience Section

Next, you will have an opportunity to enter your professional experience in the Professional Experience section. The Professional Experience section is not required; however, it is recommended that you complete this section.

To add a professional experience entry, click Add Professional Experience.

A professional experience box will appear. Enter your past and/or current professional experience. The only system required fields for each professional experience entry are Company and Job Title.
To add an additional professional experience entry, click **Add Professional Experience**. This option is located on the bottom left corner of your last professional experience entry.

![Add Professional Experience](image1)

To delete a professional experience entry, click **Delete**. This option is located on the bottom right corner of each professional experience entry.

![Delete](image2)
**Education Section**

Next, you will have an opportunity to enter your education in the Education section. The Education section is not required; however, it is recommended that you complete this section.

To add an education entry, click **Add Education**.

An education box will appear. Enter your education information using the fields provided. The only system required fields are **Institution**, **Degree Level** and **Area of Study**.

To add an additional education entry, click **Add Education**. This option is located on the bottom left corner of your last education entry.
To delete an education entry, click **Delete**. This option is located on the bottom right corner of each education entry.

**Skills/ Certifications/ Licenses Section**

Next, you will have an opportunity to enter your skills, certifications, and/or licenses information in the **Skills/ Certifications/ Licenses** section. The **Skills/ Certifications/ Licenses** section is not required; however, it is recommended that you complete this section.

To add a skills, certifications, and/or licenses entry, click **Add Skill / Certifications/ Licenses**.

A skills, certifications, and/or licenses box will appear. Enter your skills, certifications, and/or licenses information using the fields provided. None of the fields in this section are system required fields.

To add an additional skills, certifications, and/or licenses entry, click **Add Skills/Certifications/Licenses**. This option is located on the bottom left corner of your last skills, certifications, and/or licenses entry.
To delete a skills, certifications, and/or licenses entry, click **Delete**. This option is located on the bottom right corner of each skills, certifications, and/or licenses entry.

Once you have entered all the necessary information under each section, click **Next** to proceed to the next page. The **Next** button is located on the bottom right corner.
**Tip:** If you started an application and need to come back to complete the application at a later time, click **Save**. The **Save** button is located on the bottom left corner of the application. You will need to create a profile to save your progress. After you save your application, the application will be available under **My Profile**.

### 4.3 SUPPLEMENTAL QUESTIONS

All applications will require you to answer a series of supplemental questions. Some supplemental questions may require additional information based on your response. The images below provide an example of the supplemental questions you may be asked.

- Where did you first learn about this position?*
  - Arizona Daily Star
  - Arizona Republic
  - ArizonaDiversity.com
  - Careerbuilder.com
  - Chronicle of Higher Education
  - Department of Economic Security (DES)
  - Diverse Issues in Higher Education
  - HigherEdsJobs.com
  - Hispanic Outlook in Higher Education
  - Indeed.com
  - InsideHigherEd.com
  - Jobing.com
  - Linkages
  - LinkedIn

- Do you have relatives employed in this University of Arizona department?*
  - Yes
  - No

- Do you meet the minimum qualifications listed for this position?*
  - Yes
  - No
Once you have answered all the supplemental questions, click **Next** to proceed to the next page. The **Next** button is located on the bottom right corner.
4.4 VOLUNTARY DEMOGRAPHIC & SELF-IDENTIFICATION QUESTIONS

The Voluntary Demographic & Self-Identification Questions page is completely voluntary. As part of our commitment to equal employment opportunity efforts, our institution conducts a survey of all job applicants. Submission of this information is entirely voluntary, and its contents are confidential to Human Resources. We do, however, appreciate your assistance and ask that you complete the following section.

If you do not wish to disclose the information requested, you may respond accordingly under each question.

Once you have answered the voluntary demographic & self-identification questions, click Next to proceed to the next page. The Next button is located on the bottom right corner.
4.5 JOB APPLICANT PRIVACY NOTICE

All applications will require you to read and acknowledge to our Job Applicant Privacy Notice in order to submit your application. This notice will share key information related to how your information is collected, used and protected.

Job Applicant Privacy Notice

(Effective Date: 1/1/2020)

This Job Applicant Privacy Notice ("Privacy Notice") applies to job applicants and tells you how the University of Arizona (UA) processes the personal data you submit as part of the application and selection process. It also describes your data protection rights. More information about your rights, and how to exercise these rights, is set out in the Your Rights Section of this notice.

WHAT PERSONAL DATA WE COLLECT

UA collects and processes the following types of personal data about you in connection with your job application:

- Contact details such as your name, home address, email address, phone number;
- Information relating to your career such as job history, academic background, qualifications, professional and personal competencies and skills; Information relating to your employment references (ensure you have obtained consent from your references prior to providing us the information);
- Information collected as part of the hiring process such as assessments and interview performance;
- Identification information such as the product of the work being undertaken, technical data of the equipment and information processing work, your voice, biometric data and

After you have read the Job Applicant Privacy Notice, select the Yes radio button to acknowledge that you have read and understand the information defined in the privacy notice.
Click **Next** to proceed to the next page. The **Next** button is located on the bottom right corner.

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### 4.6 CERTIFICATION & E-VERIFY INFORMATION

All applications will also require you to read and agree to our Applicant Certification. After reading the contents of the certification and the E-Verify information below the certification, click on the **I agree** box in order to proceed with your application.

```
Certification

I certify the statements made by me in this application are true and complete to the best of my knowledge. I understand that this application and all attachments will become part of the University’s applicant file for this position. I authorize the University of Arizona or any of its agents to make reference checks relating to my employment and I also authorize all prior employers to provide full details concerning my past employment.

I understand that employment in certain positions may be conditional upon a background verification including but not limited to criminal records. I understand that any material misrepresentation or omission on this application may be grounds for rejection of my application or termination of any subsequent employment with the University. I certify that I am or will be legally authorized to work in the United States at the time of hire. I agree that the University may retain copies of and use for any purpose, any feedback, input, or work product provided to the University during the application and interview process.

☐ I agree
```

```
E-Verify Information

The Immigration Reform and Control Act (IRCA) of 1986 requires that all hires produce documents that authorize your eligibility to work in the United States. The University of Arizona will verify all hires’ legal status using E-Verify, the federal online verification system. E-Verify will not be used to pre-screen an applicant for employment.
```

Click **Next** to proceed to the next page. The **Next** button is located on the bottom right corner.
4.7 Submitting Your Application

The final step of the application process is submitting your application. Before clicking **Submit**, take a moment to re-review your application. You will **not** be able to edit your application after submitting.

Prior to clicking **Submit**, you will also be asked whether you would like your information to be searchable by all hiring departments at the University of Arizona. If you check the **Consider me for other positions and allow my information to be searchable** box, hiring departments across the University of Arizona will be able to search for you and invite you to apply to other positions. Checking this box is optional.

Once you have reviewed your application content and are ready to submit, click **Submit**.

You will be redirected to a confirmation page.

You will also receive a confirmation email from **talent@email.arizona.edu**.
5. CHECKING YOUR APPLICATION STATUS

To check the status of your application, click on My Profile which is located below the primary search engine.

You will be redirected to your Applicant Dashboard. Your Applicant Dashboard contains your personal information, key notifications, action items, and more!

The status of your application will be listed under the Application Status section of the dashboard. Each application will have a Review Status field which reflects the specific application’s status.
5.1 APPLICATION STATUS TABLE

The table below describes and defines the different statuses available for applications.

<table>
<thead>
<tr>
<th>Status</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submitted</td>
<td>The <strong>Submitted</strong> status means that your application materials have been successfully submitted to the hiring department.</td>
</tr>
<tr>
<td>Phone Screening</td>
<td>The <strong>Phone Screening</strong> status means that you have been invited or will be invited to a phone interview.</td>
</tr>
<tr>
<td>Interview</td>
<td>The <strong>Interview</strong> status means that you have been invited or will be invited to an in person interview.</td>
</tr>
<tr>
<td>Reference Check</td>
<td>The <strong>Reference Check</strong> status means that the hiring department is in the process of collecting your references.</td>
</tr>
<tr>
<td>Offer letter</td>
<td>The <strong>Offer Letter</strong> status means that the hiring department has extended you an offer of employment.</td>
</tr>
<tr>
<td>Closed</td>
<td>The <strong>Closed</strong> status means that the hiring department is no longer considering your application for the position.</td>
</tr>
<tr>
<td>Hired</td>
<td>The <strong>Hired</strong> status means that you have accepted an offer of employment and have been hired for the position.</td>
</tr>
</tbody>
</table>
6. WITHDRAWING YOUR APPLICATION

If you no longer wish to be considered for a position, you may withdraw your application. To withdraw your application, click on **My Profile** which is located below the primary search engine.

You will be redirected to your **Applicant Dashboard**. Find your application under the **Application Status** section of the dashboard and click on the dropdown arrow corresponding to the application to open a menu.

Next, click **Withdraw**.
You will receive a **Warning** pop-up. Click **Yes**.

You will also receive a confirmation email from [talent@email.arizona.edu](mailto:talent@email.arizona.edu).