EmployOn, Inc.–Employing the Web

Company Background

EmployOn, Inc. is the premier provider of recruitment solutions and the largest aggregator of career opportunities on the Internet. Its namesake Web site, www.employon.com, gives employers and recruiters access to one of the Internet's largest inventories of resumes, and its consumer Web site, www.grassisgreener.com, gives job seekers access to 8 million of job listings, the largest collection on the Internet.

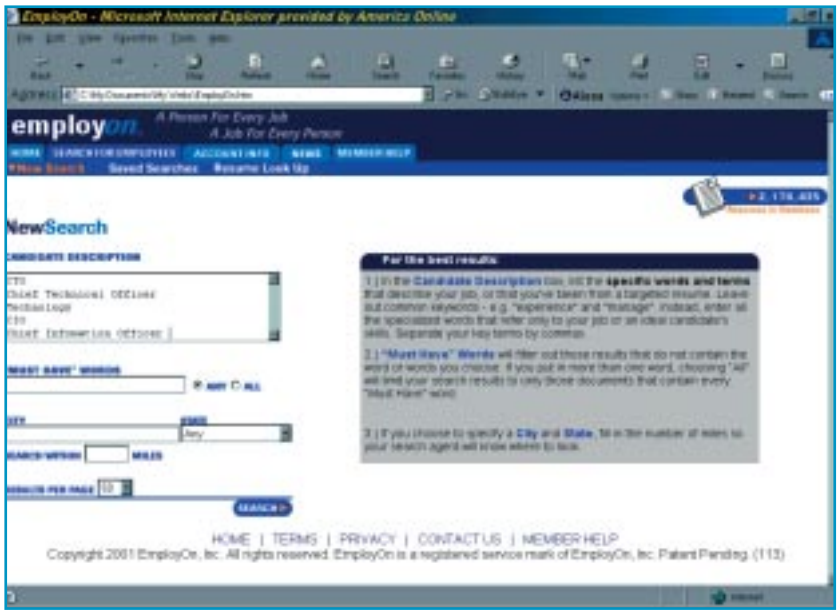
The Internet allows dramatically more information to be readily available to those searching for work and those looking for workers. EmployOn developed the technology to bring this expanding wealth of job information to their clients.

The Need

EmployOn wanted to become the largest aggregator of career opportunities on the Internet and needed a fast and reliable way to aggregate, categorize and deliver the enormous number of job opportunities to job seekers who would, in turn, submit their resumes to be viewed by employers and recruiters.

To do this, they needed to create a database by "crawling" hundreds of thousands of Web sites, including general and niche job boards, as well as corporate, community and regional sites. Once developed, the database needed to be updated every 36 hours.

"We wanted to give users access to virtually all the U.S. jobs on the Web," said Jim Bennett, CEO of EmployOn. "But we believe job seekers shouldn't be burdened with an avalanche of irrelevant results—it only matters if people can find the job or jobs they want."



Organization
EmployOn

Industry
Human Resources, Internet

Type of Application
Jobs portal

Autonomy Solution
Autonomy Server™
Autonomy Update™
HTTP Fetch

Functionality
Retrieval
Personalization
Categorization

Language
English

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Autonomy®

Technical Information

Platforms

Windows NT

The Solution

EmployOn uses Autonomy's technology to power its comprehensive jobs and recruitment Web site. Using a customized version of Autonomy's concept-based engine, EmployOn is able to automate the organization, management, retrieval and delivery of information in its resume and job listings databases.

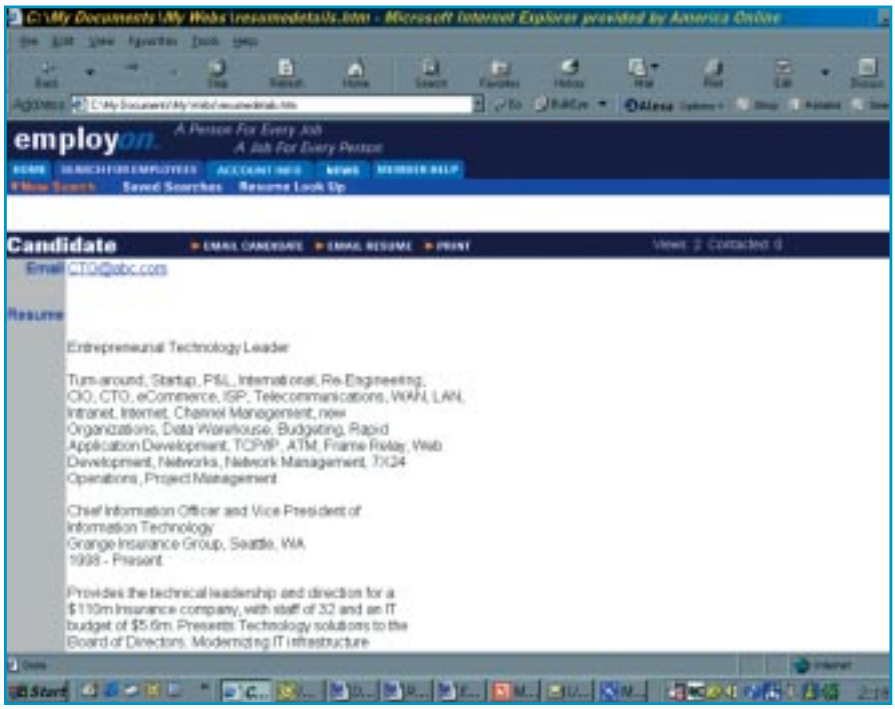
"EmployOn has developed a sophisticated process that automatically aggregates the many millions of jobs from more than 100,000 Web sites, which we then make available online for a uniquely accurate experience," said Bennett, "Autonomy's technology is the underlying software that ensures that our process is reliable and accurate from start to finish. This meets our clients' needs and thus allows us to spend our time building up our business."

Autonomy is behind EmployOn's innovative and proprietary technology, Match Engine[SM], which was developed to help job seekers, employers and recruiters find exactly what they're looking for, faster and more efficiently than by any other means.

The Benefits

The key benefits for EmployOn employing Autonomy's technology are:

- Complete automation of job and candidate information categorization, tagging, linking and retrieval, which eliminates manual efforts, saving costs and time
- True personalization of job opportunities for users
- Timely and accurate delivery of relevant information
- Automatic organization of 2 million resumes and 8 million jobs from over 100,000 career-related Web sites.



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