

Blockchain in Recruitment

Overview: Good recruitment is of utmost importance to any organization - finding the right candidate for the right position in due time. It is an activity of matching the organizations ambitions with the right amount of skill within the workforce. Effective recruitment is not just about filling an immediate vacancy but it is about having an sense of future vision of the organization which directly impact the overall performance.

Current Challenges: Some of the key challenges which the recruitment process are poised with are Background verification, degree validation, Talent management and Acquisition. Each of the activities are slow and may require internal or third party intervention.

Business Requirements: Each candidate's records such as identity proofs, degrees, employment history, salaries drawn, immigration history, etc., can be part of a Blockchain system which can offer pre-validation to the employer or education institution. Access control can be with candidates who can update their profile and provide access to their employer at the time of recruitment. Since the institutions and ex-employers would be part of the chain, no further verifications would be needed. Further, basis the access to skill levels of the candidate, appropriate positions can be offered.