The Chronicle's Guide to Digital Job Advertising



Contents

I. The Account Setup Process

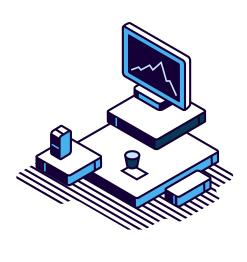
- a. Creating Your Account and Logging In for the First Time
- b. Setting Up Your Profile
- c. Entering Your Account Information
- d. Updating Your Company Profile

II. Creating Your Job Ad

III. Finalizing Your Job Ad & Payment Options

- a. Paying by Credit Card
- b. Paying by Invoice
- IV. Managing and Tracking Ads via Your Jobs
- V. Troubleshooting Tips & Tricks
- VI. Entering Job Details as an Agency or Executive Search Firm





Appendix

I. Available Job Posting Packages & Upgrades

- a. Basic Job Posting
- b. Network Boost
- c. High Visibility
- d. Premium Exposure
- e. Upgrades



Welcome to The Chronicle's Guide to Digital Job Advertising!

This guide is designed to help job posters like you better understand the process of posting a job ad using hire.chronicle.com. The guide contains detailed steps for setting up a new account, completing your job poster profile, and creating a job ad.

You'll find explanations of each process from start to finish and information about how your ad will appear to potential job candidates. We've included tips and tricks along the way to help you get the most out of your employer account.

If you have questions as you go through the process, please don't hesitate to contact our team at jobs@chronicle.com for help.





I. The Account Setup Process



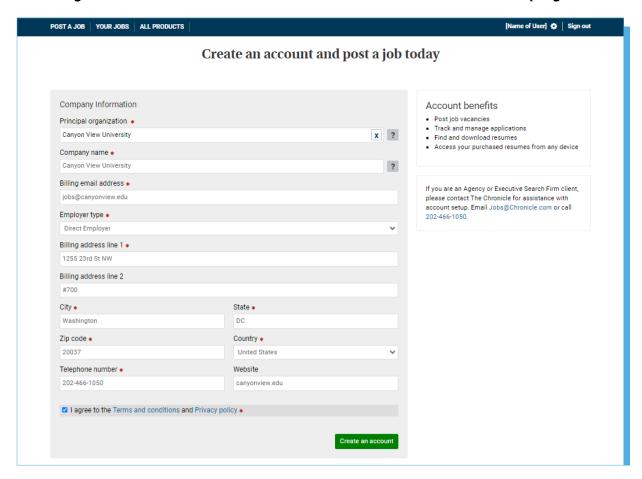
I. The Account Setup Process

This section covers how to create an account and log in to your job ad portal on hite.chronicle.com. This is the first step to posting an ad on the job board. The information you provide here helps our team support you along the way.

Let's get started!

a. Creating Your Account and Logging in for the First Time

1. Navigate to hire.chronicle.com and click on Create Account in the top right.



- 2. You'll be directed to the log-in page, where you'll select the *Sign Up* button to begin creating your account.
- 3. Enter your First name, Last name, and Email.
- 4. Then, choose a password for your account that is at least 8 characters in length and contains at least one lowercase letter, one uppercase letter, and one number.
- 5. If you don't wish to receive the Academe Today newsletter, uncheck the checkbox under the *Sign Up* button.

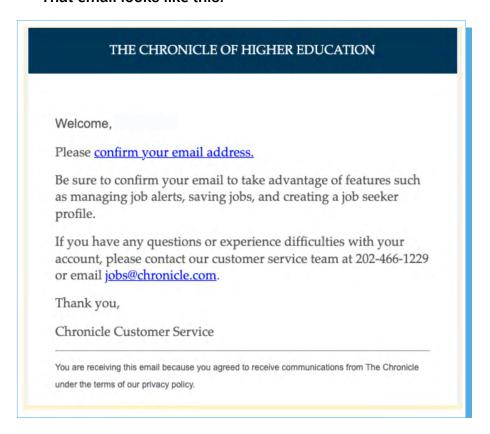
6. Once you've entered this information, click the blue Sign Up button.

Note: If you receive a "Sign in failed." error, this means you've not yet confirmed your email address. Once you have confirmed your email address, you will be able to log in without this error.

7. After clicking the *Sign Up* button, you will be taken to the <u>log-in page</u> with this message:

"To proceed with logging in, you'll need to confirm your email address."

That email looks like this:

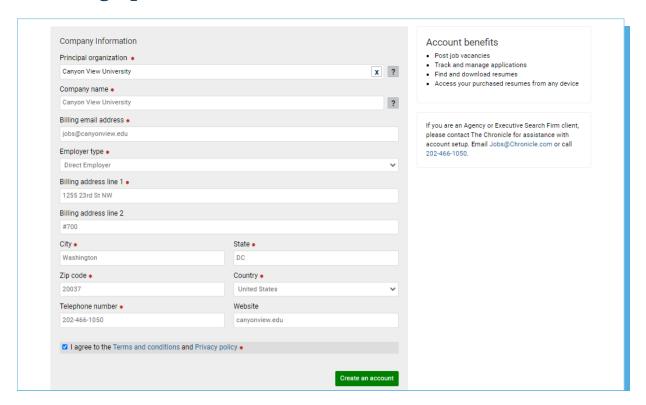


8. Once you've confirmed your account via the confirmation email in your inbox, you'll be able to log in to your hire.chronicle.com account directly by entering your email address and password.

Note: You will see your name in the top right when you are successfully logged in to your hire.chronicle.com account.

Congratulations! You've created your account with <u>hire.chronicle.com</u> and can now proceed with setting up your profile for job ad posting.

b. Setting Up Your Profile



When you log in for the first time, the system requires you to input your account details and create your profile before posting job ads on our job board.

Important: At this time, you can only fill out this form as a direct employer. If you are an agency or executive search firm, please contact customer support via <u>jobs@chronicle.com</u> for assistance with account setup.

To complete the account setup process, you will need to enter the following information:

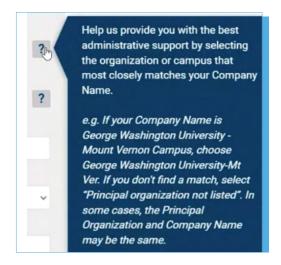
- Principal organization: The organization or campus that most closely matches your Company name. This information does not affect your ad posting in any way; it is for our internal administrative support team to help troubleshoot account issues if they arise. For example, if you have multiple campuses under the same umbrella organization, each campus would be a principal organization within the broader company name.
- **Company name**: The name of your organization as it should appear on your job posting. This is the name job seekers will see when they encounter your ad on the job board.
- Billing email address: The email where you want to receive receipts or invoices, depending on your preferred payment method. Please make sure this email is accessible by a member of your billing or finance team.
- Employer type: The type of employer you are. You can only fill out this form as a direct employer at this time. If you are an agency or executive search firm, please contact customer support via jobs@chronicle.com for assistance with account setup.
- Billing address: Your organization's billing address.

c. Entering Your Account Information

1. First, define your Principal organization and Company name.



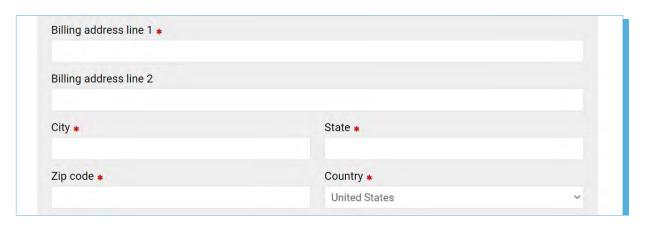
If you are unsure of what to include here, please review the "?" information pop-up or reach out to our team for support.



2. Then, enter your Billing email address and Employer type.



3. Next, enter your Billing address.



4. Once you've entered the requisite information and confirmed it is correct, check the "I agree to the Terms and conditions and Privacy policy" checkbox.

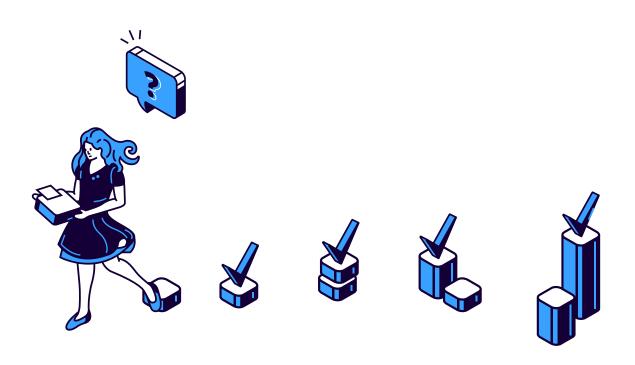


5. Then, click the green Create an account button.

Create an account

Great job! You've created a profile for your hire.chronicle.com account.





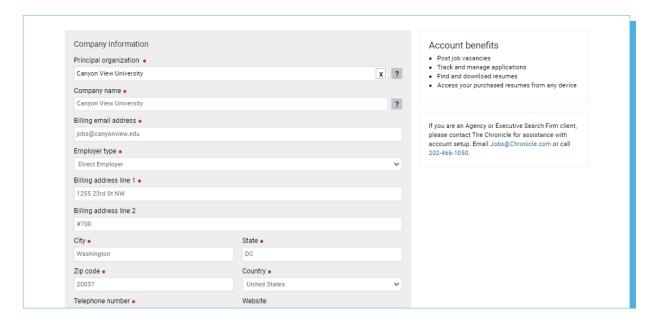
d. Updating Your Company Profile

If you wish to add more information about your institution on hire.chronicle.com, you have the option to update the information under the Company profile section of your account.

1. First, click on your institution name in the top right.



2. This will show you your Company profile as it appears to our support team. You can use this section to review the Principal organization and Employer type for your account and add an employer summary.



Your employer summary should include a description of your institution for job seekers on *The Chronicle*'s job board. Use this description to provide potential applicants with information about your institution, its culture, and its history.

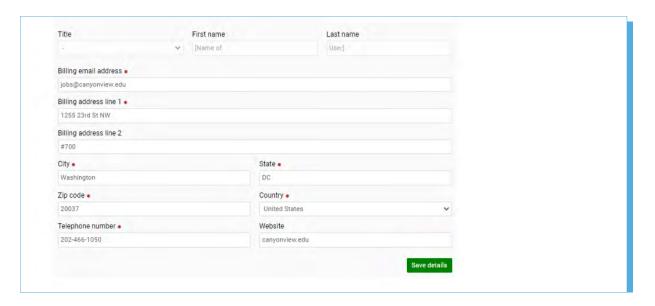
We recommend checking the "Use the first 250 characters..." checkbox to give potential job seekers a way to understand more about your institution when they're browsing job ads on the site. Please note that only the first 250 characters of the summary appear on the search results page. Ensure the text is optimized when truncated after 250 characters.

3. You can also upload a Company logo that will appear on each of your job ads in search results and on the job ad details page.

Note: Your company logo must be a .jpg or .png file and exactly 360 × 180 pixels.



4. Once you've uploaded your company logo, you can review and make changes to the billing information for your account.

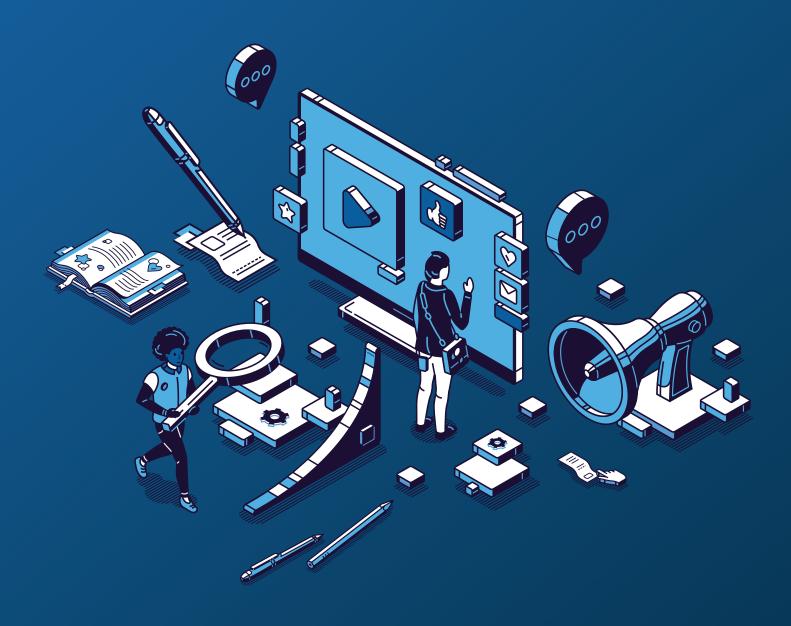


5. Click the green 'Save details' button in the bottom right to complete any updates you've made to your account profile.



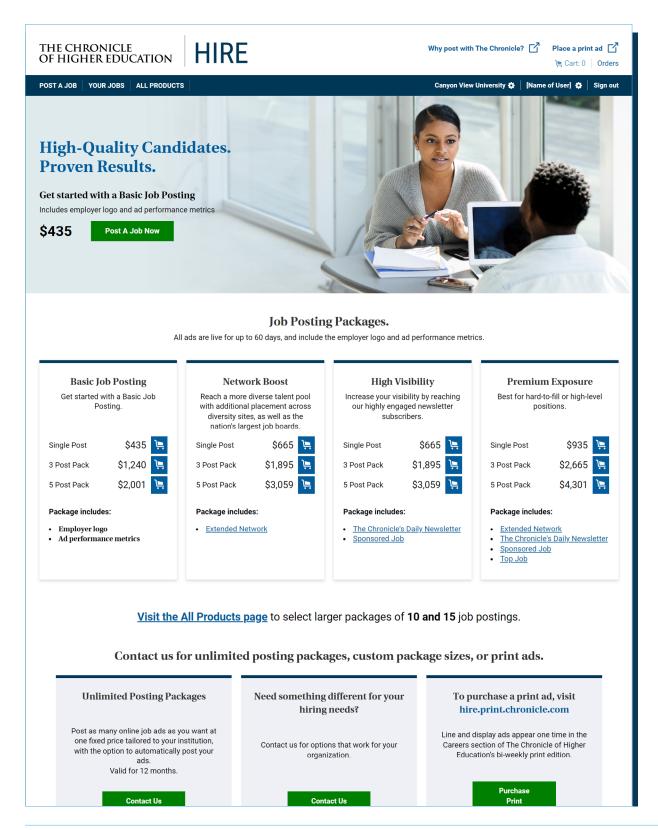


II. Creating Your Job Ad



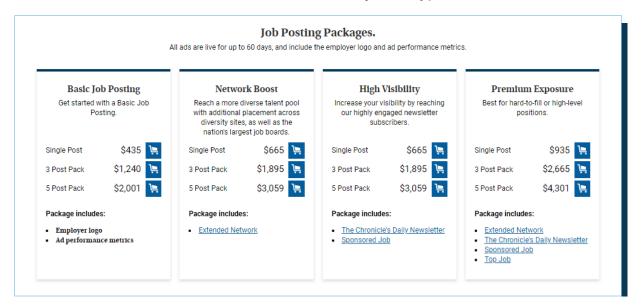
II. Creating Your Job Ad

Now that you've completed the account setup process, it's time to post your first job ad. Let's dive in!

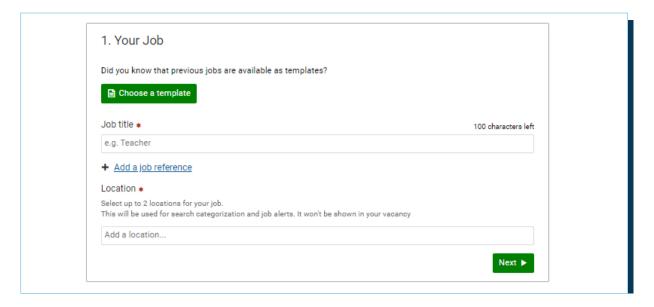


To post a job ad, you first need to select the Job Ad package you want to use. In this case, we'll select a single Basic Job Posting.

1. Click on the blue cart icon next to the desired job ad type.

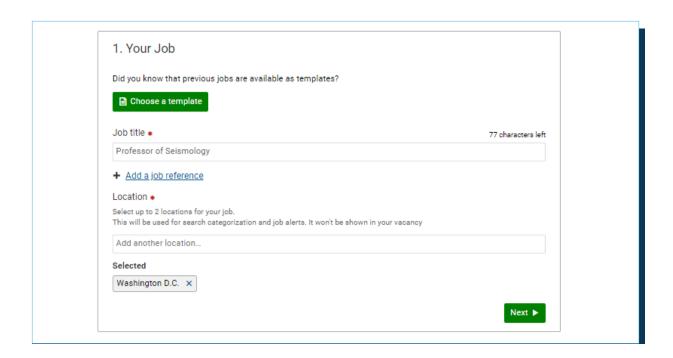


2. This will take you to Step 1 of the job ad creation workflow, where you'll add a Job title and Location.



- a. Job title: A brief marketing statement that encourages job seekers to view the full job vacancy.
- **b.** Add a job reference (optional): If you use reference codes for tracking employment opportunities, click the link to display the field and enter your code.
- **c.** Location: Where the job you're advertising will be located. As you type, a list of matching locations is displayed. Please select a location from the list.

Note: Once completed, you will see the information displayed on the page.

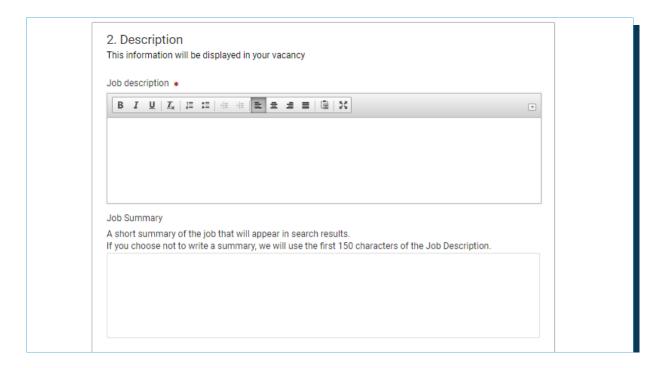


Note: After you've created a few different job ads for your institution, your settings will be automatically saved as a template. You can select any previously created job ad template using the green Choose a template button.

3. Click the green Next button in the bottom right. You'll see the completed information for each step above the section you're currently working on.



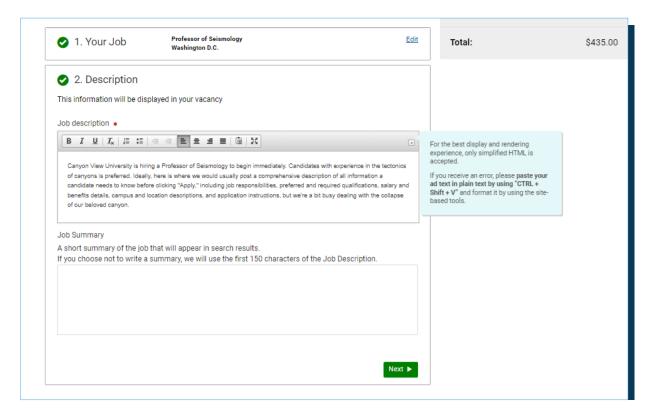
4. In Step 2, you'll add a Job description and Job summary.



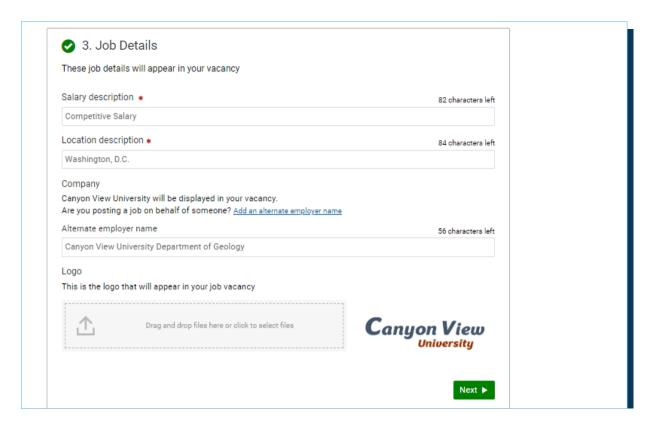
- a. Job description: This is the information job seekers will see when they click on the job vacancy. Tell your potential new employee everything they need to know about the job, such as responsibilities, academic programs relevant to the position, accreditations and rankings for your institution, student body data, and the culture and values of your institution. This is your opportunity to showcase your institution's value and how it would benefit job candidates.
- b. Job summary (optional): The summary is limited to 150 characters and displays below your job ad when it appears on search result pages. Use this summary text to increase the likelihood that a job seeker will click through to see the details of your job. Make sure you pull them in with something enticing. If you choose not to utilize the summary, the first 150 characters of your job description will be used. You'll want to ensure that the text makes sense when truncated.

Once you've entered this information, proofread your description and summary to make sure it is formatted correctly. You can also edit a live ad under the Your Jobs tab after it has been published.

5. Click the green **Next** button to proceed.



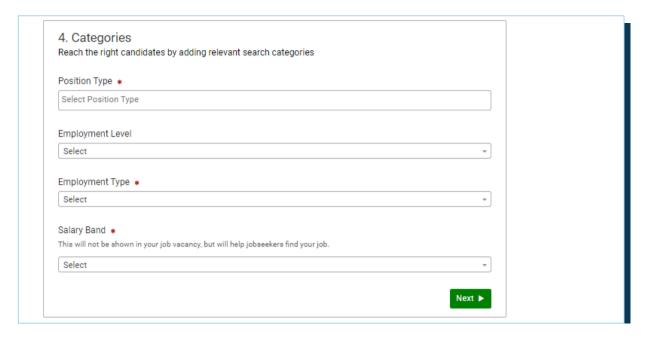
- 6. In Step 3, you'll add specific details about your job posting. Job seekers will see this information on the job vacancy overview after they click on your job ad.
 - **a.** Salary description: The salary or a description of the salary you plan to offer for this position (e.g., "\$85,000 annually" or "Commensurate with experience").
 - **b.** Location description: If you want to add more information about the location of this position, you can do so here. Otherwise, this information will automatically be pulled from the Location you entered in Step 1.
 - c. Company: This is automatically populated from your Company profile.
 - **d. Logo**: This is automatically populated from your Company profile if it was provided. If it's not part of your Company profile or you want to override the logo in your profile for this specific job ad only, you can do so in this step.



7. Once you've entered the requisite information, review your inputs and click the green Next button in the bottom right to proceed.

Note: You will see the option to add an alternate employer name under the Company section of this page. That is used primarily by agencies and executive search firms and will be covered in the next section.

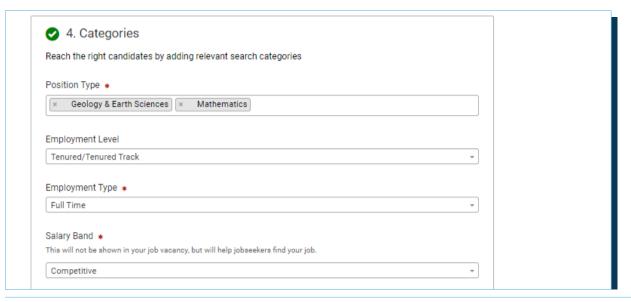
8. Next, you'll select Categories for your job ad. Categories are designed to improve your relevancy on the search results page and will be used when job seekers are searching or browsing for jobs on the job board.



a. Position type: The position type that best matches your Job title. This helps search results sort your job ad correctly.

Note: For Position type, you can select multiple options if they apply to this position, which will help us better categorize your job ad for potential job seekers.

- **b. Employment level:** Select the appropriate employment level for your position from these choices: Adjunct, Administrative, Executive, Fellowship, Non-Tenured Track, Post-Doc, Tenured/Tenured Track.
- c. Employment type: Define whether your position is full time or part time.
- **d. Salary band:** The salary band or description that best matches the salary for this position.



9. In Step 5, you will choose how you wish to receive applications for this job ad and define the posting schedule.



- a. By email: All applications will be sent to the email you specify here.
- b. Stored in 'Your jobs' only (no emails): You will be able to access applications and application information in the "Your Jobs" section of your account on hire.chronicle.com.
- **c. Via a company website:** Applicants will be redirected to a website that you specify here to complete their application (e.g., www.university.edu).
- **d.** Offline (only show contact information): You'll provide a name and telephone number for applicants to contact and apply.

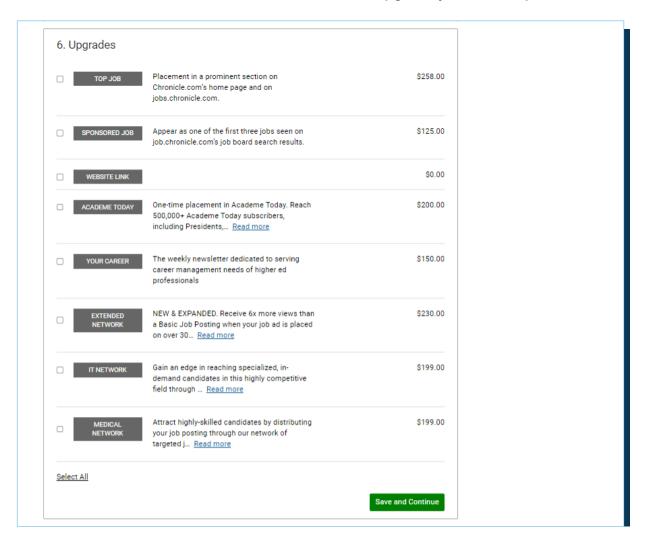
Choose the best option for your team. Once you've defined this information, select the publish date for this job ad to be live on the job board. By default, all jobs you create will start the publishing schedule on the day you create the job ad. If you wish to make changes to those dates, click on *Edit Date* and select the dates you wish the job ad to appear on *The Chronicle*'s job board. You can select a future date, up to 14 days in advance, for your ad to be published.



Note: All job ads on <u>jobs.chronicle.com</u> run for 60 days. If you wish to select multiple run schedules, you will need to complete the ad creation process and copy it. Then, you can add a different schedule for each separate job ad.

10. After selecting your publishing schedule, click the green Next button to move forward to the next step.

11. In Step 6, you will have the option to choose additional upgrades for your job ad. To do so, check the checkbox to the left of the upgrade you wish to purchase.



You will have the option to choose different upgrades for your job ad depending on the target job seeker you are trying to reach. There are even more upgrades to choose from, and you can learn more in the <u>Appendix</u>.

- a. Website Link: This free-of-charge upgrade lets you add a link to your institution's website in the body of your job ad. We recommend this for all job ads.
- **b.** Your Career. Cross-post your job ad in the Your Career newsletter, which is dedicated to serving the career management needs of higher-ed professionals in our network.
- **c. IT Network:** Gain an edge in reaching specialized, in-demand candidates in this highly competitive field through *The Chronicle's* targeted IT job sites.
- d. Medical Network: Attract highly skilled candidates by distributing your job ad through our network of targeted job sites covering the rapidly growing health and medical fields.
- 12. Once you've selected the upgrades you want, click the green Save and Continue button in the bottom right to save your job ad and move on to the final step for purchase.

13. Once you've saved your job ad posting, you'll be taken to your cart. To edit your job ad before completing the purchase, click on the job title in your <u>cart</u>.

On the edit page, you can modify any detail of your job ad, upload supporting materials, and add upgrades.

To add additional documentation to your job ad, just click the Supporting documents tab under the green *Save changes* button in the top right.

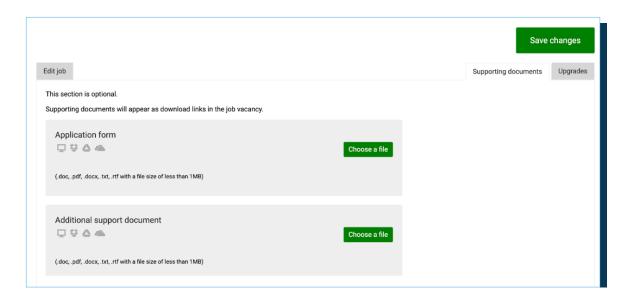
This is a great way to gather the information your team needs to process incoming applications. You'll have the option to add the following documentation:

- Application form: If your institution requires a specific application form to process incoming applications, you can add that form here as any of the listed file types.
- Additional support document: If you wish to include additional documentation on your job vacancy, you can add those documents here. This might include more specific job responsibilities, benefits information, etc.

Note: The Chronicle uses FileChooser to upload those documents to your job ad.

Select the Upgrades tab to add or remove upgrades that are not already included in your job ad package.

To continue editing job details, click the Edit job tab on the left. When you save your changes, you'll have an opportunity to Preview the job to see your updates.



When you're finished editing your job ad, you are ready to move on to finalization and payment.

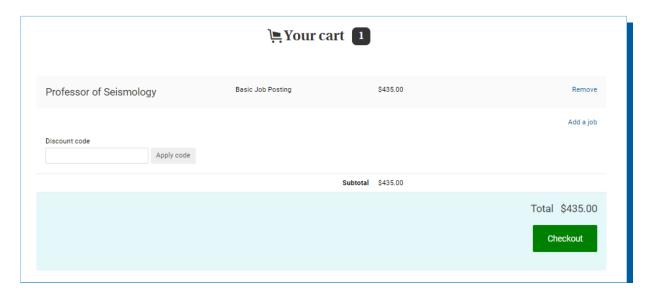


III. Finalizing Your Job Ad & Payment Options

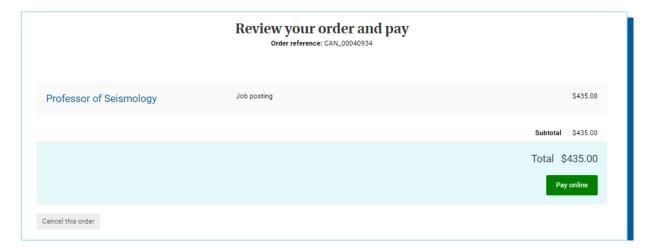


III. Finalizing Your Job Ad & Payment Options

Once you've made your changes and uploaded the requisite support documentation, it's time to process your payment for this job ad. To do that, click the green *Checkout* button on the bottom right of the cart page:

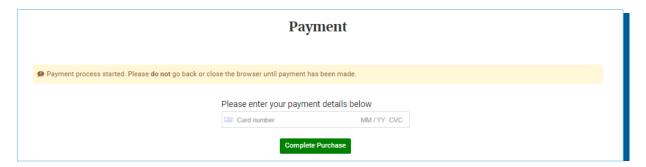


If you would like to pay via invoice, please contact <u>jobs@chronicle.com</u> so we can approve your account to do so. Once approved, you will see both "Pay via invoice" and "Pay online" as options on this page.



a. Paying by Credit Card

The *Pay online* option will take you to a page where you can enter your credit card details and complete the purchase.

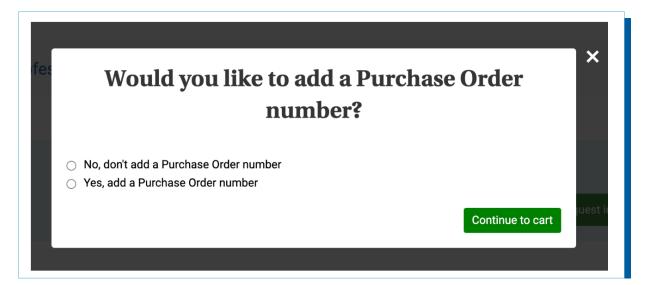


Congratulations! You've successfully completed your purchase and will now see this job under the <u>Your Jobs</u> page in the top left of the account dashboard.

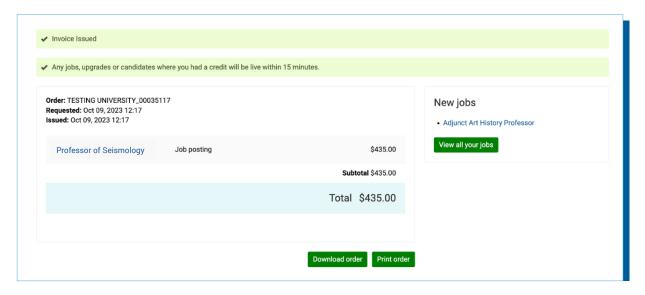


b. Paying by Invoice

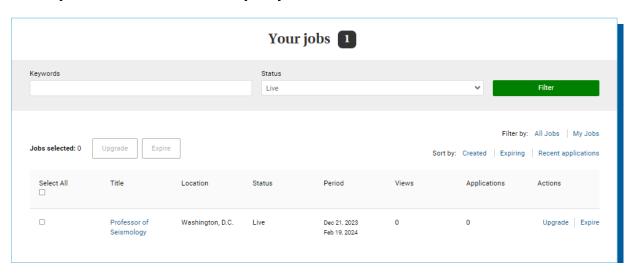
Selecting *Request invoice* will take you to a page that asks whether or not you wish to include a Purchase Order number with your invoice.



Once you've generated the invoice, you will have the option to download or print the order for your records.



Congratulations! You will receive an invoice directly to the billing contact address on file for your account and can see your job under the Your Jobs section of the account.





IV. Managing and Tracking Ads via Your Jobs

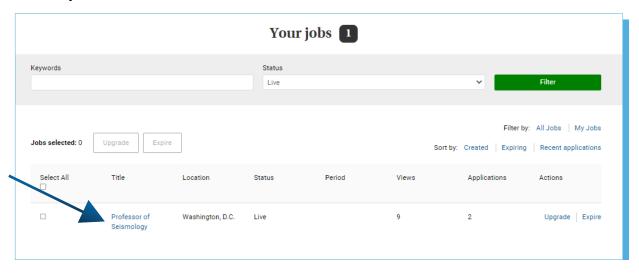


IV. Managing and Tracking Ads via Your Jobs

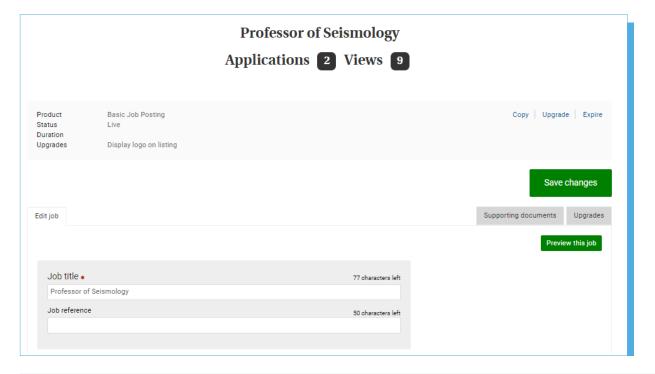
Once your job ad has been placed, you retain full control over editing, upgrading, and renewing/reposting via the Your Jobs tab.

Editing:

To edit your live ad, click on its title:



For all live ads, this page allows you to modify any piece of information you submitted during the posting process. You can also Upgrade your ad, Copy it to renew a posting or post a similar role, and Expire ads you are no longer hiring for.

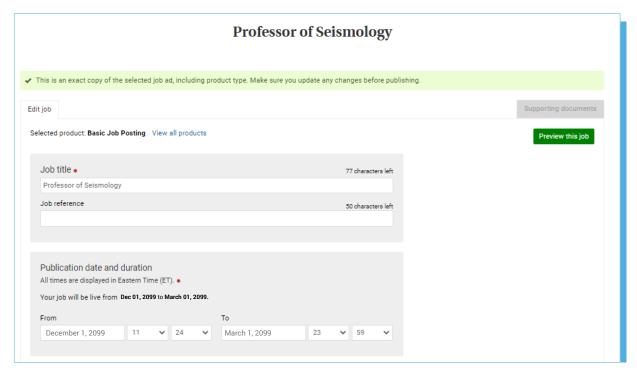


Note: Any job ad edits can take up to 15 minutes to appear on <u>jobs.chronicle.com</u>. If you experience any issues editing, upgrading, or renewing your ad(s), please email <u>jobs@chronicle.com</u> from the email that you use to log in to <u>hire.chronicle.com</u>, and a representative will assist you as soon as possible.

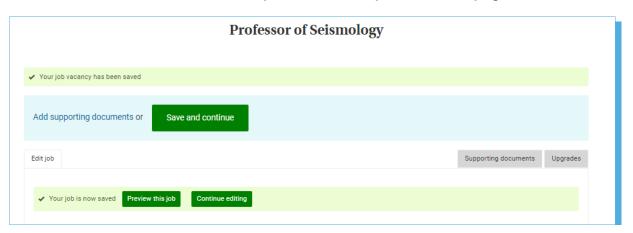
Reposting/Renewing:

Once a job ad has expired, the Your Jobs tab will display an option to repost the job ad.

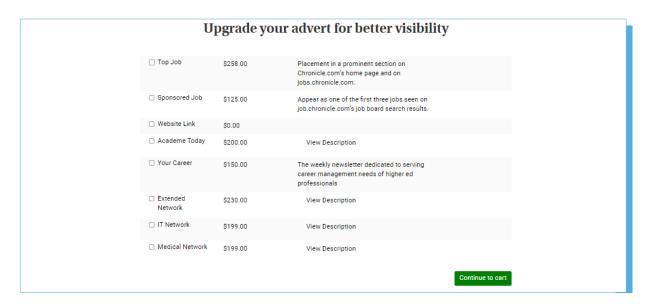
- 1. Click *Repost* in the right column to create a copy of your original job ad so that you can modify any information for its new publication date and duration.
- 2. If you need to extend or renew a job ad that is currently live, click on its title, then click *Copy* and set a new publication date and duration to begin after your current ad expires.



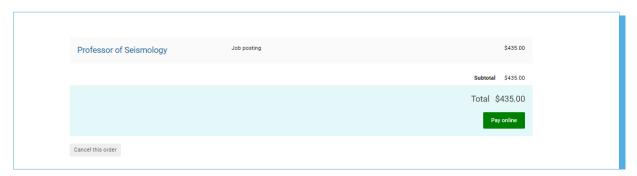
3. Then click **Save** and continue to proceed to this pre-checkout page:



4. Click **Save** and continue again, add any desired upgrades, and then click **Continue** to cart:

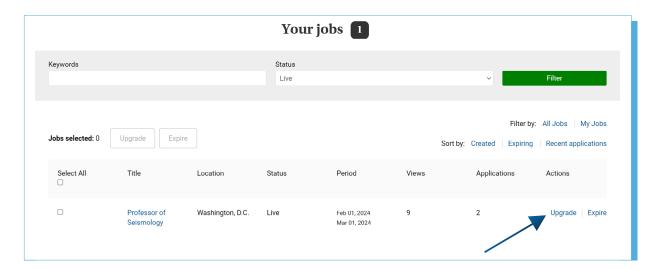


5. Once you are in your cart, you should see your renewed ad's job title and price. Click *Pay online* and continue through the payment steps. Your job ad will have a status of Awaiting Release until it goes live on the date you specified:

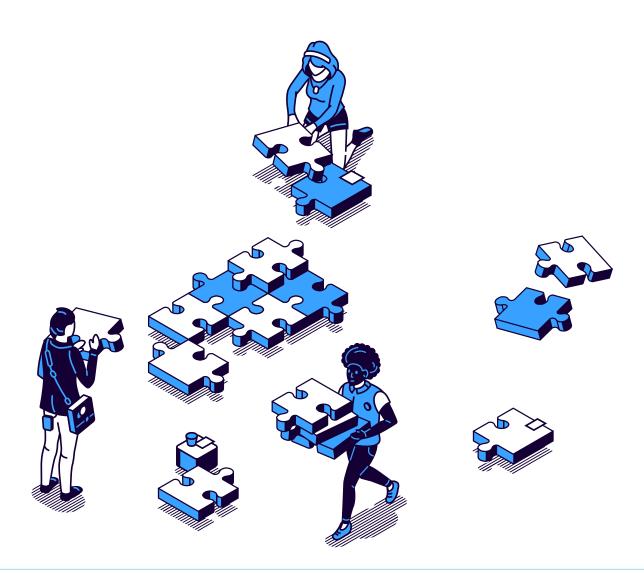


Upgrading:

To upgrade your live ads, click *Upgrade*:



Select the desired upgrade(s) and click *Continue* to cart to proceed with checkout.





V. Troubleshooting Tips & Tricks



V. Troubleshooting Tips & Tricks

We endeavor to provide the best possible experience when creating and publishing job ads on our site. However, if you encounter any issues, please consult the troubleshooting tips below or email customer support at jobs@chronicle.com, and we will get back to you as soon as possible.

Confused about logging in for the first time?

When you first sign up for an account, you may receive a "Sign in failed." error.

- x Sign in failed.
- Please verify your email before logging in. We have sent a confirmation email to you.
- · Or contact us if the problem persists

This just means you've not yet confirmed your email address. Once you have confirmed your email address, you will be able to log in without this error.

To proceed with logging in, you'll need to confirm your email address.

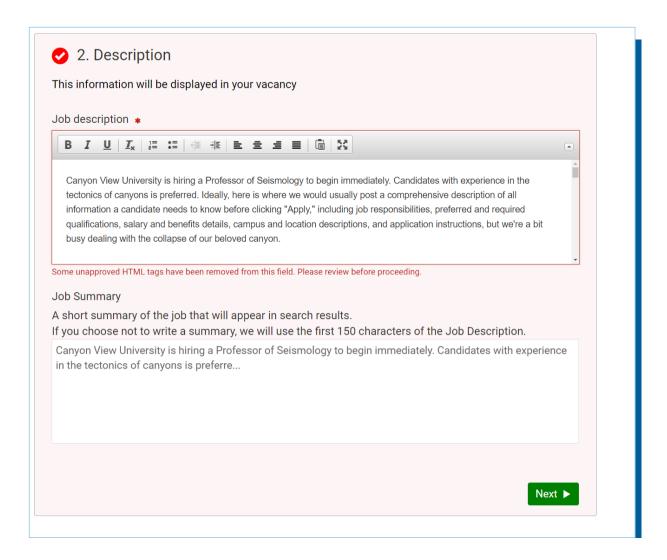
HTML trouble when creating your job description?

Our system only accepts certain simplified HTML to create uniformity across our job board. This means that you will receive an error if there are nonstandard HTML tags included in your Job description. When that occurs, you'll receive an error when trying to click *Save and continue* on the final step of job ad creation.

X There is a problem. Please check the details you have entered

When you see this error, there is something wrong with Step 2 of the process.

The error message in Step 2 says, "Some unapproved HTML tags have been removed from this field. Please review before proceeding." That means there were issues with copying and pasting your job description into our system.



To resolve this issue, please make sure that you're only using a plain text editor to write the job description or copy and paste your content into a plain text converter like <u>ConvertCase</u> to strip out any nonstandard HTML tags. If you're having difficulty determining what is causing these issues or are new to HTML formatting and tags, don't hesitate to reach out to our team for help.

Throughout this guide, you've learned everything there is to know about creating and managing job ads on hire.chronicle.com. We appreciate you choosing *The Chronicle* for your recruitment needs. If you have any additional questions, please reach out to our support team.



VI. Entering Job Details as an Agency or Executive Search Firm

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If you're posting job ads as an agency partner or executive search firm, there are a few things you need to keep in mind.

You will need to contact us to set up your account

The account setup process is different for agency and executive search firm users. First, you need to reach out to a member of our support team so they can designate your account as a different Employer Type.

Please skip this page if:

- · You represent an agency or search firm
- You need access to job posting credits purchased by someone else

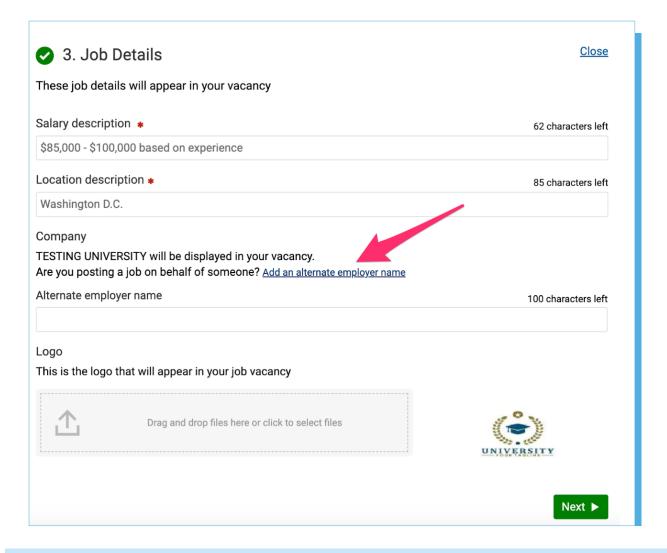
Instead, please contact support for assistance.

When you sign up as a new user, this pop-up will notify you of this difference and provide a direct link to our support team for help.

Job Details will require additional inputs

In Step 3 of the job ad creation process, you'll have the option to designate the company for which you're posting this ad. You do this by clicking *Add an alternative employer name*.

As an agency or executive search firm, you'll need to add your client's name here:

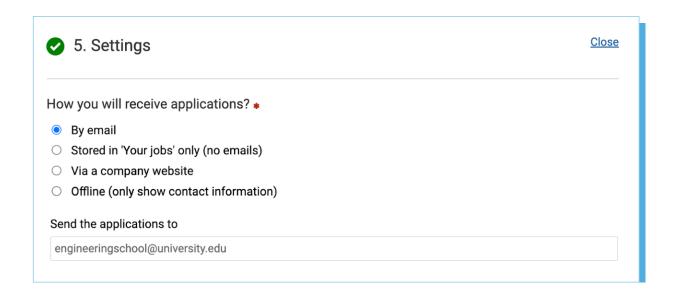


Note: Your alternate employer name must be 100 characters or fewer.

Please keep in mind that when you add an alternate employer name, this will be the name that appears to job seekers when they encounter your ad on our job board. Also, the ad will not appear on your employer A-Z page (the page where job seekers can see all posted job ads for any given institution).

If you regularly post on behalf of another company and want the job to appear on both your and the employer's A-Z page, please contact our support team at jobs@chronicle.com, and we can add this employer to your list of associated companies. That will ensure your job vacancy will appear on both employer A-Z pages, which boosts exposure for your job ad.

Note: When you're posting on behalf of another company, make sure to select the right application method in Step 5. It's important to route all communications to the individual best suited to follow up with applicants.



Great! Now you know how to post on behalf of clients as an agency or executive search firm.



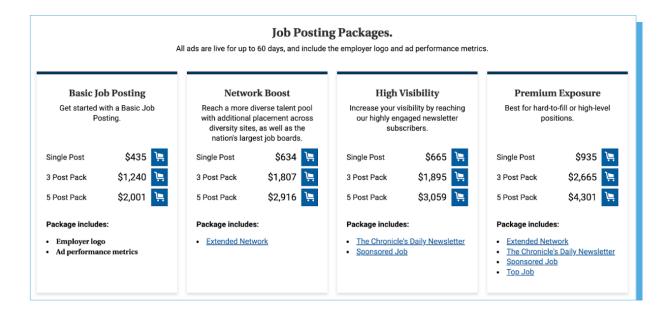
I. Appendix



I. Appendix

Available Job Posting Packages & Upgrades

Before you can start the process of posting a job ad, you'll need to select a Job Posting Package. In this section, we'll cover what's included in each package and the benefits for your institution. Please keep in mind that each job ad package can be purchased as a single job posting or in a multi-pack, ranging from 3 job postings up to 15 job postings.



For a complete overview of our offerings, please visit the <u>All Products Page</u>. We'll provide an overview of what's included in each package here as well, starting with Basic Job Posting.

a. Basic Job Posting

This is *The Chronicle*'s standard job ad posting package. This package is designed to help you source the best talent in higher ed with an online job posting on our job board and includes:

- 60-day online ad: Includes two complimentary categories to improve your ad's visibility in searches.
- Instantaneous exposure: Post your job in minutes and start receiving qualified candidates the same day.
- Manage your ads: Edit your ad at any time, including adding an enhancement and tracking views, shares, and clicks to apply.

b. Network Boost

This is *The Chronicle*'s new and expanded job ad posting package. This package is designed to help you diversify your talent pool with additional placement for your ad on diversity-targeted sites. Our Network Boost package includes:

Everything above, plus:

- Extended reach awareness: Attract a more diverse pool of qualified candidates looking for their next career opportunity for your open positions and receive 106x more views than a Basic Job Posting,
- Diversity-focused job sites: Job ads will be placed on 30+ diversity-focused job sites (including <u>DiversityWorking.com</u>, <u>LatPro.com</u>, <u>AfricanAmericanJobsite.com</u>, <u>LGBTJobsite.com</u>, and <u>ProDivNet.com</u>) for 30 days, as well as programmatically across the nation's largest job boards.

c. High Visibility

Elevate your job ad with prime positioning in search results and placement in our daily newsletter. This package is designed to increase your ad's visibility by reaching our highly engaged active and passive job seekers. Our High Visibility package includes:

Everything included in a Basic Job Posting, plus:

- The Chronicle's Daily Newsletter: Your ad will appear in Academe Today, The Chronicle's daily newsletter, reaching 500,000+ subscribers, including Presidents, Deans, Faculty, and Administrators looking for the most up-to-date news and insights in higher ed.
- Sponsored Job: Appear as one of the first three jobs seen on jobs.chronicle.com's job board search results.

d. Premium Exposure

This is the best job posting package *The Chronicle* has to offer! This package gives your ad the best chance to succeed with our full line of upgrades already included. This package helps you reach both highly engaged active and passive job seekers throughout *The Chronicle*'s network. Our Premium Exposure package includes:

Everything included in the Network Boost and High Visibility packages, plus:

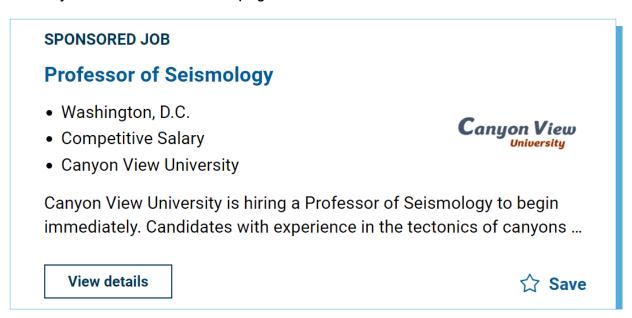
Top Job: Placement in a prominent section on both The Chronicle's homepage and jobs.chronicle.com's job board.

e. Upgrades

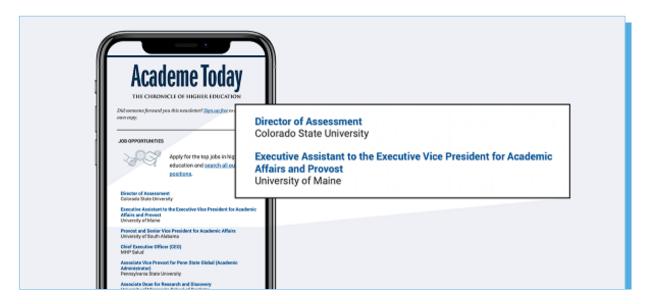
Top Job: This upgrade shows your job ad in a prominent section of *The Chronicle*'s
job board. It also includes a call-out box for visual differentiation on the job board
search results page:



 Sponsored Job: This upgrade shows your job ad in one of the top three places on the job board search results page:



 The Chronicle's Daily Newsletter. This upgrade offers one-time placement in Academe Today, our daily newsletter that reaches 500,000+ subscribers, including Presidents, Deans, Faculty, and Administrators looking for the most up-to-date news coverage in higher education.



• Extended Network: This upgrade places your job ad across 30+ diversity-targeted job sites, (including DiversityWorking.com, LatPro.com, AfricanAmericanJobsite.com, LGBTJobsite.com, and ProDivNet.com), as well as programmatically across the nation's largest job boards. We've seen ads in the extended network receive 6x more views than a Basic Job Posting.



Questions? We'd be happy to help. Contact us today at jobs@chronicle.com.

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