

# Job Posting

## Supervisor Frequently Asked Questions

### 1. How do I post a vacant position in my department?

A *Personnel Requisition Form* is completed by the department. The *Personnel Requisition Form* is then submitted, through proper approval channels, to your Human Resources office.

### 2. Where do I find the Personnel Requisition Form?

The *Personnel Requisition Form* is located on the Human Resources website under "Forms".

### 3. Is a justification memo required to post a position?

Currently, a justification memo is required for classification requests in the University General Division for positions not funded by grants. The justification is submitted to the Budget Control Committee after review of the *Personnel Requisition Form* by Human Resources.

Your division head may require additional justification with posting requests. Please contact your division office for any special requirements.

### 4. Can I fill a position while the current incumbent is still working?

If the current incumbent has given you written notice, that they will be separating, you can submit the *Personnel Requisition Form* to fill their position. Some overlap in employment of the incumbent and the new hire is allowed for training purposes, if approved by your division.

### 5. How long does a position have to be posted?

A job posting is required to be posted for a minimum of five business days and may be posted until an adequate applicant pool is determined.

### 6. How do I post a job internally?

A *Personnel Requisition Form* is submitted, along with a justification, if required. A notation should be placed on the top of the *Personnel Requisition Form*, indicating it is an internal posting. Once proper approval is received to post, Human Resources will prepare and send the internal posting information to the contact person listed on the *Personnel Requisition Form*. An internal posting can be posted within a department or within a division.

## **7. How are advertisements placed for my vacant position?**

If you are interested in placing advertisements for your position, you should work directly with the Human Resources recruiter handling your position. All advertisements are handled by Human Resources.

There are specific recruitment guidelines for positions classified in an executive/administrative/managerial category. The recruitment must be conducted following the Strategic Diversity Plan guidelines. The guidelines are available at <http://www.southalabama.edu/strategicdiversityplan/pdf/strategicplan.pdf> (see Exhibit D).

## **8. Can I choose which applicants I would like to interview?**

The recruitment process varies, depending on the position's category. Please refer to the [Recruitment Process Guidelines Table](#) for the guidelines for each type of position.