## Submitting Requisitions: Departments

Revision Date: 4/24/2018  
Revised By: Savana Carollo  
Responsible Department: Student Employment Office

### Student Approver (Student Staff)

<table>
<thead>
<tr>
<th>Step #</th>
<th>Action/Field Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log into UNMJobs (do not use Microsoft Edge). You can find <strong>UNMJobs</strong> under the <strong>Employee Life</strong> tab at <a href="http://my.unm.edu/home">http://my.unm.edu/home</a> or login into <a href="https://unm.csod.com/samldefault.aspx">https://unm.csod.com/samldefault.aspx</a></td>
</tr>
<tr>
<td>2</td>
<td>From the Navigation Bar, hover over the <strong>Recruit</strong> tab and click <strong>Manage Requisition</strong>.</td>
</tr>
<tr>
<td>3</td>
<td>Click the <strong>Options</strong> tab on the far right of the page and click <strong>Add Requisition</strong></td>
</tr>
<tr>
<td>4</td>
<td>Click the icon at the end of the <strong>Position Class</strong> box. The <strong>Search Position Class</strong> dialogue box will appear. Navigate to page 2 using the page numbers or next/back buttons.</td>
</tr>
</tbody>
</table>
On page two, use the icon to expand the **University Student** section.

There are only six (6) Position Class Titles for students:

- Student Entry Level - 0041
- Student Intermediate Level - 0042
- Student Advanced Level - 0043
- Student Technical Specialist - 0044
- Student Monthly -0004 (only used for Resident Advisors, ASUNM president and Vice-President, and Lobo Editor).
- Student Publications – 0046 (only used for Daily Lobo production staff)

Select the appropriate **Position Class Title** by clicking on the title.

Based on your selection, the **Requisition Template** and **Job Title** will default to the **Position Class** selected – **PLEASE DO NOT CHANGE**

**5**

**Display Job Title:** Enter the **Working Title** (Please utilize [http://stuemp.unm.edu/tms/index.html](http://stuemp.unm.edu/tms/index.html) for instructions regarding working titles for students).

*The UNMJobs site organizes jobs alphabetically.*

**6**

Verify that the **Employment Area** defaulted to **Student** – **PLEASE DO NOT CHANGE**
Click the icon next to **Primary Location**

The **Search Primary Location Title** dialogue box will appear.

In the **ID** field, type your Org # and click the **Search** button. Choose the location of your organization by selecting the name of the Org in the Title column.

Once chosen, the default address will appear in the Requisition as seen below.

Skip **Additional Location(s)**, **Grade**, **Cost Center** and leave **Contact Phone** blank.

**Employment Type**: Verify **Student Employment** and **Part Time** is selected.

**Currency**: leave as **United States Dollar**
<table>
<thead>
<tr>
<th>11</th>
<th><strong>Currency</strong> *</th>
<th>United States Dollar ▼</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Compensation</strong>: Select from the drop-down box</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td><strong>Compensation</strong> *</td>
<td>Hourly ▼</td>
</tr>
<tr>
<td>• Use the following for students:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Hourly (for hourly employees).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Monthly (for monthly employees) (only used for Resident Advisors, ASUNM president and Vice-President, and Lobo Editor).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Per Issue, Photo, Story, or Unit (for Student Publications Only).</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Range</strong>: Defaults into fields. Should be the range for each <strong>Position Class</strong> below: (View example)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Range</td>
<td>$ 8.50 <strong>To</strong> $ 10</td>
<td></td>
</tr>
<tr>
<td>• Student <strong>Entry</strong> Level: 8.50 to 17.00 for Albuquerque, but will show starting rate as 7.50 to 17.00 to include range for Branches.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Student <strong>Intermediate</strong> Level: 8.50 to 17.00 for Albuquerque, but will show starting rate as 8.00 to 17.00 include range for Branches.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Student <strong>Advanced</strong>: 9.00 to 17.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Student <strong>Technical Specialist</strong>: 9.00 to 17.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Student <strong>Monthly</strong>: Check Range</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Student <strong>Publications</strong>: Check Range</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Leave <strong>Referral Bonus</strong> blank</td>
<td></td>
</tr>
<tr>
<td><strong>Referral Bonus</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td><strong>Applicant View Salary</strong>: Enter <strong>Salary Amount</strong> or <strong>Range</strong> - <strong>MUST INCLUDE $ IN THIS FIELD</strong> (format example: $10.00 or $10.00-$11.00)</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Select <strong>Non-Exempt</strong> for hourly and <strong>Exempt</strong> for monthly.</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Checkmark the <strong>LoboTime Clock Only User</strong> if applicable, otherwise, leave blank.</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>If a <strong>Background Check</strong> is required, select <strong>Yes</strong>. If it <strong>is not required</strong>, select <strong>No</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Please note:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The background check request form <a href="http://hr.unm.edu/docs/background-check/background-check-request-form.docx">http://hr.unm.edu/docs/background-check/background-check-request-form.docx</a> must be attached to the selected applicant's profile under the <strong>Documents</strong> tab</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Select <strong>Campus</strong></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Enter <strong>Appointment Percent</strong> as a whole number. Appointment percent is 70.</td>
<td></td>
</tr>
<tr>
<td><strong>Appointment Percent (0 to 100)</strong> *</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td><strong>Duration of Posting</strong>: 5 days (minimum), 60 days (maximum). (Please notify Student Employment Manager (<a href="mailto:beti2626@unm.edu">beti2626@unm.edu</a>) for duration of posting for &lt;60 days).</td>
<td></td>
</tr>
<tr>
<td><em>Please enter how many days you want the posting to be on the website</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When nearing the end of the posting time, please call 505-277-3511 if you would like to extend the</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
For Best Consideration Date: Leave this blank. Student Employment Office will enter this date [minimum five (5) days] when the job is posted. If you require more than five (5) days, please enter information in Comments section, further down in the requisition.

### Posting Type

Select your desired posting type:

- **External Competitive** - open to all students
- **Internal Competitive** - competitive posting for students in your department
- **External Non-competitive** - for a designated student who is **NOT** a current student employee
- **Internal Non-competitive** - for a designated student who is a current student employee

If you select either **External Non-competitive** or **Internal Non-competitive**, please provide the student’s name, UNM ID, and justification for the hire (classes taken, grades, specific skills, etc) and enter this information in the Comments section further in the requisition.

The student’s resume and/or application must reflect the information provided in the justification.

**If you are using classes taken and grades as a justification, you must require the student to attach a copy of their transcript to the application. Departments must verify that the student’s resume and/or application reflects the qualifications for the position. Documentation is required and must be attached to the application before submitting the hire. Hiring requests will be returned if applicant documents are incomplete or do not support the non-competitive hire reason.**

### For External Non-Competitive Requisitions Only

External non-competitive hires create an external job posting that can be sent to the external applicant. **ONCE THE REQUISITION RECEIVES FINAL APPROVAL, YOU WILL RECEIVE AN EMAIL NOTIFICATION WITH THE LINK TO EMAIL WITH THE LINK TO BE SENT TO THE APPLICANT.**

### Internal Non-Competitive Requisitions

Internal non-competitive hires create an internal job posting that are only visible through the UNMJobs Career Center to the current UNM employee identified in the comments section of the requisition.

Once the requisition receives final approval, you will receive an email notification. Provide the requisition number and title (ex. req123)

The applicant should be directed to the internal Career Center in UNMJobs located at [My.UNM.edu](https://my.unm.edu).

**Please provide the following instructions to the Internal Candidate:**

[https://hr.unm.edu/docs/employment/instructions-for-internal-non-competitive.pdf](https://hr.unm.edu/docs/employment/instructions-for-internal-non-competitive.pdf)

<p>| 23 | If you selected the <strong>Posting Type</strong> as <strong>Non-Competitive Exception</strong>: Select Reason |
| 24 | Skip <strong>Position Class Minimum Qualifications</strong> and <strong>Conditions of Employment</strong>: (read only) |
| 25 | <strong>Application Instructions</strong>: List required documents from applicant (Example: resume, cover letter, |</p>
<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
</tr>
</thead>
</table>
| 26   | If requiring Background Check:  
1. Enter **Index** (6 characters)  
2. Select **Account Code** from drop-down box |
| 27   | Enter **Department Contact Name (Last, First), Email and Phone**  
*Note: the Department Contact is the person who will be contacted for information about the requisition (it can be the same as Hiring Manager, Hiring Coordinator, etc.)* |
| 28   | Enter department comments in **Comments** box.  
*Examples of comments include: requests for extended **Best Consideration Date** or **Duration of Posting**, **Information for Non-competitive candidate**, **Backup Contact Information**, etc.* |
| 29   | Ensure **Position Class** and **Position Class Title** indicate what you chose earlier. |
| 30   | Choose the **Student Type** as either **Student Employment** or **Work-Study**  
- If you are only accepting students with work study awards, select **Work Study**  
- If you are accepting applications from both non-work study and work study students, select **Student Employment** and add the following as your first line in the **Description field**, further in the requisition:  
**WE ARE ACCEPTING APPLICATIONS FOR THIS POSITION FROM ALL STUDENTS REGARDLESS OF WORK STUDY AWARD** |
| 31   | SKIP all **STAFF REQUISITION DETAILS**, **FACULTY REQUISITION DETAILS**, and **UNMTEMPS REQUISITION DETAILS**. |
| 32   | **DESCRIPTION AND QUALIFICATIONS:**  
Description: Enter your **Position Summary** in both the **Internal** and **External** tabs  
Click the "Internal" tab to navigate to the Internal description (highlighted in red)  
Use the monitor icon to enter full screen mode if working with large quantities of text. (highlighted in blue)  
Use the Paste from Word icon to paste already formatted content from word into this field (highlighted in orange)  
Once in the Internal description tab we strongly suggest you use the "Clone External Description" checkbox. If this box is checked, any changes made to the either description will update the other in real time.  
**Qualifications**: This area is for preferred qualifications above and beyond the KSAs of the job description. Enter information in **Minimum** tab only. **Do not use the Ideal tab**. |
| 33   | **Key Words**: Please add any words that when a search is run, your posting will come up. (View example below) |
### HIRING TEAM

#### Primary Owner
1. Will default to the person creating the requisition
2. To add Owners, click Add Owner(s). Owners are users who will have approval access for the requisition.
3. In the open dialogue box, enter Name and/or ID of the person you want to add and click Search
4. Once found, click on the name of the person in the Name column
5. If selected, the person will appear in a new section called Selected. Click the Add button to add them as an owner

#### Hiring Manager (equivalent to Department Approver). Use the icon to access the Select User dialogue box and search for the user

In order to add reviewers, follow the same steps as listed in Step 34 (Reviewers are equivalent to Screening/Search Committee)

#### Interviewer(s):
- Click Add Interviewers
- Instructions to Add Interviewers are similar to adding Owners and Reviewers (see step 34)

### ATTACHMENTS

Documents are not required for posting Student Requisitions.

Optional documents from department: You may attach a form with screening questions for students to complete and attach to their application. Be sure to add information about the screening form (in the Comments field) and attach under Required Documents. **This form should not take the place of interview questions.**

### APPROVALS

In order to add Approvers, select the red + icon

**Hiring Manager** is 1st Approver (you will need to add this)
From this dialogue box, select the addition symbol in the Add column next to Hiring Manager, then click Add. The Hiring Manager should populate based on the Hiring Manager listed above.

In order to add Approvers, select the red + icon

Approver 1, StuEmp is 2nd Approver (you will need to add this)
Click add
The second user will auto populate

Select □ at the end of the User box
Enter Approver 1 as the last name
Enter StuEmp as the first name (View below)

Priority: Select High (Requisitions will be reviewed in the order they are received regardless of priority selection)

Openings: Enter numbers of hires from this requisition:
  • If you want to make the req ongoing, for continuous recruitment you must request permission
from the Student Employment manager, Elizabeth Amador.

- If you have received permission please select the “On Going” box

**Target hire date:** Leave as **Default** (Current Date) (does not show up on Job Ad)

**Requisition Status:** Leave as **Draft**

**Do Not Allow to apply:** MUST BE UNCHECKED OR NOT STUDENTS WILL BE ALLOWED TO APPLY TO YOUR POSTING.

| 41 | When finished (and if you are ready), click the Next button to review **Internal** and **External Job Ads**. You can more easily review these Ads if you use the Preview option.
|    | Once you have reviewed the **Internal** and **External Job Ads** click the **Next** button
|    | Click the **Next** button on the Application Workflow page **(DO NOT MAKE CHANGES HERE)**
|    | On the **Applicant Review** section, click the **Submit and Manage Postings** button on the bottom right of the page if you are ready to submit your requisition.

**REMOVING A REQUISITION FROM THE UNMJOBS SITE**

| 42 | Send an email to **stuemp.unm.edu**
|    | For position to be removed from the site **BUT** to remain open for edits and future copies please ask for the req to be taken down from the site **NOT closed**.

**CLOSING A REQUISITION**

| 43 | Send an email to **stuemp.unm.edu**
|    | If you want a req to be closed, please send an email asking for the req to be closed
|    | Closing a req means:
|    | - All applicants are cancelled and lost
|    | - No future copies can be made
|    | - Removed from site forever