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ADVOCATED - ANONYMOUS JOB APPLICATIONS

Would you like to be able to post resumes without having to give up your personal information every time? It's unlikely to be the case all around, but to some degree it's true in Canada. Some companies, urged by the Ontario Human Rights Commission, have decided to start making job applications anonymous. As names can contain enough information to deduce gender, ethnic background, as well as even immigration status, many companies believe that this method will help avoid distractions when initially selecting employee candidates. It won't truly prevent any sort of discrimination as eventually the employee will show up with a hiring manager, but it will eliminate this problem completely when it comes to initial selections. However, many companies are starting to deduce that this could actually provide them real benefit, as the hiring staff are required to look deeper into applications, looking for real potential. Now, not all of this is true anonymity, but it is a very significant change in hiring practices. Rather than completely eliminating a visible name on paper resumes, they will either require two separate resumes -- one for a first round of screening, the next if the applicant passes that round -- or similarly, placing the contact information on the last page where it will be seen last. Resume writers know you want your information which stands out the most to be up front, and employers have caught on that hiring managers might be putting too much eyeball time on names alone. For more details on the article Click Here Looking for Manager jobs? Click here.

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