

What about TAM? Talent Acquisition Manager

for RECRUITED JOBS

TAM is the system of record for job recruitments and applicant-tracking for staff (non-students)

TAM or Template?

TAM - PREPARE FOR HIRE (PFH)

For simple recruited hiring scenarios

- Employees with no previous UC employment
- Employees with no more than 1 existing UCSB job record (active or inactive)

TEMPLATE BASED HIRE (TBH)

For more complex hiring scenarios

- Employees with multiple job records
- Transactions involving non-UCSB job records
- Academic hires
- Student hires
- Limited hires 'not recruited through TAM'

PFH vs TBH Scenarios

Prepare for Hire vs Template Based Hire

Hiring Scenario	Prepare for Hire PFH	Template Based Hire TBH
New Hire <i>No previous UC job record</i>	✓	
Rehire of UCSB Staff	✓	
Rehire of non-UCSB Staff <i>Prior job record on another UC campus</i>		✓
Concurrent Hire on UCSB Campus <i>Add a UCSB job for an employee with an existing UCSB staff job</i>		✓
Concurrent Hire with other UC Campus <i>Add a UCSB job for an employee with an active Job Record on another UC Campus</i>		✓
Intra-location Transfer <i>Between UCSB Depts 1 Active Job Record</i>	✓	
Intra-location Transfer <i>Between UCSB Depts More than 1 Active Job Record</i>		✓
Inter-location Transfer <i>Between UCSB and other UC Campus</i>		✓
Academic Hires		✓
Student Hires		✓
Limited Hires not recruited through TAM		✓