

## **Overview of the CRA Database of Candidates for Academic and Industrial/Government Laboratory Positions**

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The number of faculty openings in computing has increased significantly in recent years, which has placed stress on the faculty recruiting process. Both academic departments and faculty candidates go through an arduous process. In an effort to improve the recruiting process for academic and industrial/government laboratory positions for CRA-member institutions, CRA has started an initiative where candidates for these positions can upload their resumes, job objectives, and a link to a presentation video in the CRA website. Recruiting officers from CRA-member institutions are able to search and analyze this information and contact the candidates. It is hoped that this capability will help match recruiting departments with candidates for academic and industrial/government laboratory positions.

The database can be accessed from <https://cra.org> under the JOBS tab and is password protected, so that only CRA-member institutions can access it. The database has three capabilities, depending on the type of user.

### **Candidates for Academic and Industrial/Government Laboratory Positions**

Candidates are able to post their CV, various statements, selected publications, and a link to a presentation video. In addition, they can provide preferences on the type of job they are looking for. This includes, but is not limited to, type of position, type of academic department, technical area, and geographical location. A candidate may remove their information at any time by visiting the database.

### **Recruiters**

One login account from each CRA-member institution will be allowed to access the database. It can search by criteria such as research area, geographic preference, and keywords specified by candidates. Recruiters may contact candidates to encourage them to apply for a position. Database subscribers may not share access to the database or search results with non-subscribers.

The database maintainer will annually remove all the information at the end of each recruiting season in late summer. Three videos explain the database functionality in detail.