

## CASE STUDY

**COUNTRY OR REGION:**

United States

**INDUSTRY:**

Energy, Utility



## JACKSONVILLE ELECTRIC AUTHORITY – iRECRUITMENT SYSTEM

**CLIENT SUMMARY**

JEA, established by the City of Jacksonville in 1895, is the largest community-owned utility in Florida and the eighth largest in the United States. With multiple generating plants and net generating capability of 2,361 megawatts, the JEA electric system currently serves more than 360,000 customers in Jacksonville and parts of three adjacent counties. JEA's water system serves more than 240,000 water customers and 186,000 sewer customers, or more than 80 percent of all water and sewer utility customers in our service area.

**CHALLENGE**

JEA was using an online recruitment portal which did not allow for rapid posting of new openings and did not provide any sort of web presence for JEA's recruitment initiatives. JEA wanted a single recruitment portal for both inside employees and outside public candidates. This would simplify recruiting efforts and streamline candidate management.

**SOLUTION**

The Idea Enterprise Architect (EA) Team was assigned the task of designing a solution that would allow JEA to simplify recruiting efforts and streamline candidate management. The solution used Oracle Application's iRecruitment module which is integrated into JEA's existing HRMS system. This solution provided the general public access to job openings via the jea.com website and allowed them to upload their resumes and profiles when applying for jobs.

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