

Introduction

This documentation describes the integration with the Intelligence Group API platform.

In this documentation you will find the interface definition and steps including examples.

The examples will show you how to get started with the MyFMS API v2.

Requirements

- In order to use the Intelligence Group API platform you will need to arrange a licence for API usage:
 - If you are not sure your company already has an API license, we kindly request you to inform your partner or account manager about the required API license.
 - After you have obtained the license rights for your company, the administrator will have to create a new user which will be dedicated to the API.
 - When an api user is created you will have to give the API user API rights.
- The Intelligence Group API platform is a modulair Cloud service. The operations which can be performed are dependant on the Intelligence Group API modules your company has licensed. When you try a method where your company has no valid license, you will receive the following answer from the API "401 UnauthorizedAccess"

Authentication

When the user agent wants to send the server authentication credentials it may use the Authorization header.

The Authorization header is constructed as follows:

Authorization: Bearer {Token}

Where {Token} is a RFC 5741-encoded string. The {Token} can be generate with a seperated API request as described in the next section.

When the token is invalid or expired or there is no access to the API the following response codes can be possible;

- 401 Not authenticated or token expired
- 401 Access expired for this api
- 401 No more test-budget for this api
- 401 No budget for this api
- 401 Not authenticated for this api

Token

To receive a valid token you have to make a request to the token-endpoint with your username and password. The token-endpoint is <https://controlcenter.intelligence-group.nl/api/auth/login> and a x-www-form-urlencoded POST-request should be made, looking something like:

```
POST /api/auth/login HTTP/1.1
Host: controlcenter.intelligence-group.nl
Content-Type: application/x-www-form-urlencoded
Cache-Control: no-cache
```

```
username={Username}&password={Password}
```

If the Username and Password are correct the response should be the following:

```
{
  "access_token": "{Token}",
  "token_type": "bearer",
  "expires_in": 28800,
  "userName": "{Username}",
  ".issued": "Fri, 27 Jan 2017 09:49:29 GMT",
  ".expires": "Fri, 27 Jan 2017 17:49:29 GMT"
}
```

giant v2 0

The Giant API provides answers to your recruitment questions and enables you to effectively recruit the best candidates. It includes insights into mobility, national benchmarks, candidate expectations, and motivation for choosing a job or organisation. This is combined with detailed information of thousands of job boards, apps, (niche)websites and other media that you can use to target your talent. The information is available for almost 30 countries and in six languages. The input for the API consists of a profession code (ISCO), country code, experience level (optional), region (optional) and a language code.

Endpoint

The url of the endpoint is https://controlcenter.intelligence-group.nl/api/giant_v2_0

Request

The following parameters can or must be send in the request to get a valid response

Name	Description	Required	Type	Min	Max
c_country_code	Country code (e.g. EN, DE, NL)	Yes	varchar	N.A.	N.A.
c_isco_code	ISCO code (4 digits)	Yes	varchar	N.A.	N.A.
c_experience_level	Experience level (optional, only in NL): junior, medior, senior.	No	varchar	N.A.	N.A.
c_region	Region (optional). Available in NL (12 provinces, NUTS 2), BE (3 gewesten, NUTS 1) and DE (16 Bundesländer, NUTS 1).	No	varchar	N.A.	N.A.
c_language_code	Language code. Labels in response are available in six languages (de, en, es, fr, it, nl and pl).	No	varchar	N.A.	N.A.
c_authorization_code	Unique code per user. This code is provided by Intelligence Group.	Yes	varchar	N.A.	N.A.
c_organisation	Identifies the organisation of the user. This field is provided by Intelligence Group.	Yes	varchar	N.A.	N.A.

Response

The response will contain the following parameters

Name	Description	Type



recruitment_feasibility	Recruitment feasibility is expressed as a score between 0 and 10. It indicates how much effort you need to put into recruiting the target group. Based on the score, five categories are distinguished: should not be difficult to recruit (< 4.5), fairly difficult to recruit (4.5-7), difficult to recruit (7-8), very difficult to recruit (8-9) and extremely difficult to recruit (>= 9).	json
jobmarket_activity	The extent to which the target group is looking for (other) work is divided into three categories: actively looking, passively looking and not looking for (other) work at all.	json
job_benefits	The most important job benefits for the target group (besides salary).	json
jobchanges	Indicates which part of target group found another job in the past year. A distinction is made between external job changes (with a new employer) and internal job changes (another job with the same employer).	json
duration_stay_abroad	This indicates how long people would be willing to work abroad. The figures refer to the proportion of the target group that is willing to work and possibly live abroad.	json
education_level	The distribution of the target group by level of education. Three categories are distinguished, namely: low (ISCED levels 0-2), medium (ISCED levels 3-4) and high (ISCED levels 5-8).	json
preferred_countries	The countries where the target group would prefer to work. The figures refer to the proportion of the target group willing to work and possibly live abroad.	json
socialmedia_apps_favourite	The social media and apps most used by the target group.	json
websites_favourite	The websites most used by the target group in their everyday lives.	json
gender	Distribution of the target group by gender.	json
hobby	The favourite hobbies and interests of the target group (only available in	json

	NL).	
hoursweekmin	The average minimum number of hours per week the target group wants to work.	json
hoursweekmax	The average maximum number of hours per week the target group wants to work.	json
information_working_abroad	Key aspects people want to be informed about before deciding whether or not to work abroad. The figures refer to the proportion of the target group willing to work and possibly live abroad.	json
jobboards	The most mentioned job boards by the target group when searching for a (new) job.	json
age_distribution	The age distributin of the target group into four categories: 15-24 years, 25-34 years, 35-49 years and 50 years or older.	json
expected_number_jobinterview	The candidate's expectations regarding the number of interviews during a single job application process.	json
expected_months_findnewjob	The expected time (in months) spent searching for a job is based on the period of time that people themselves say they need to find a new job.	json
aspects_negotiation	The key aspects that candidates negotiate in a job application process.	json
job_search_channels	The main job search channels used by the target group when looking for a (new) job.	json
pull_factors	The most important aspects for the target group when choosing a new employer.	json
reasons_working_abroad	The main reasons why the target group would like to work abroad. The figures refer to the proportion of the target group willing to work and possibly live abroad.	json
willingness_travel	The extent to which the target group is willing to travel for work (one way).	json

socialmedia_apps_jobsearch	The social media and apps that are most used by the target group when looking for a (new) job.	json
aspects_application_process	The key aspects in an application process.	json
sourcing_pressure	The extent to which the target group is approached by recruiters, employers and/or agencies to apply/work there.	json
time_applicationproces	The expected duration (in working days) of the application process (from initial response to potential hiring).	json
willingness_work_abroad	The extent to which the target group is willing to work (and possibly live) abroad.	json
workexperience	The distribution of the target group by experience level. Three categories are distinguished based on the number of years of work experience: junior (0-5 years), medior (5-10) and senior (10 years or more).	json
scarcity	The degree of scarcity (only available in NL) depends on the ratio of supply and demand. Based on this ratio, five classifications are distinguished: not scarce, slightly scarce, scarce, very scarce and extremely scarce. Besides the current scarcity, an estimate of the trend in scarcity for the next 6 to 12 months is also given.	json
size_target_group	The target group size is based on Eurostat data and refers to the occupational group (ISCO) to which the selected target group belongs. It is an estimate of the total number of people with similar jobs. For very specific / niche target groups, there is a chance of deviations. Besides the national target group size, the regional distribution (NUTS 2) is also included.	json
salary	The salary information refers to the salaries offered in vacancies for the target group. The average monthly salary is based on the gross amount for a full-time job, excluding holiday pay, bonuses, profit sharing, etc. For	json



	the Dutch salary data, an indication of the spread of salaries is shown in addition to the distinction by experience level.	
jobboards_niche	The niche sites are job boards that have a relatively large number of vacancies for the target group. They are job boards that concentrate on specific profession groups, sectors and/or regions. They do not necessarily offer the most vacancies, but they do match the target group well. Currently niche sites are only available in NL and DE.	json

Example

Request

```
POST /api/giant_v2_0 HTTP/1.1
Host: controlcenter.intelligence-group.nl
Authorization: Bearer {Token}
Content-Type: application/x-www-form-urlencoded
Cache-Control: no-cache
```

```
c_country_code={c_country_code}&c_isco_code={c_isco_code}&c_authorization_code={c_authorization_code}&c_organisation={c_organisation}
```

Response

```
[
  {
    "recruitment_feasibility": "{recruitment_feasibility}",
    "jobmarket_activity": "{jobmarket_activity}",
    "job_benefits": "{job_benefits}",
    "jobchanges": "{jobchanges}",
    "duration_stay_abroad": "{duration_stay_abroad}",
    "education_level": "{education_level}",
    "preferred_countries": "{preferred_countries}",
    "socialmedia_apps_favourite": "{socialmedia_apps_favourite}",
    "websites_favourite": "{websites_favourite}",
    "gender": "{gender}",
    "hobby": "{hobby}",
    "hoursweekmin": "{hoursweekmin}",
    "hoursweekmax": "{hoursweekmax}",
    "information_working_abroad": "{information_working_abroad}",
    "jobboards": "{jobboards}",
    "age_distribution": "{age_distribution}",
    "expected_number_jobinterview": "{expected_number_jobinterview}",
    "expected_months_findnewjob": "{expected_months_findnewjob}",
    "aspects_negotiation": "{aspects_negotiation}",
    "job_search_channels": "{job_search_channels}",
    "pull_factors": "{pull_factors}",
    "reasons_working_abroad": "{reasons_working_abroad}",
    "willingness_travel": "{willingness_travel}",
    "socialmedia_apps_jobsearch": "{socialmedia_apps_jobsearch}",
    "aspects_application_process": "{aspects_application_process}",
    "sourcing_pressure": "{sourcing_pressure}",
    "time_applicationproces": "{time_applicationproces}",
    "willingness_work_abroad": "{willingness_work_abroad}",
    "workexperience": "{workexperience}",
    "scarcity": "{scarcity}",
    "size_target_group": "{size_target_group}",
    "salary": "{salary}",
    "jobboards_niche": "{jobboards_niche}"
  }
]
...
```




]