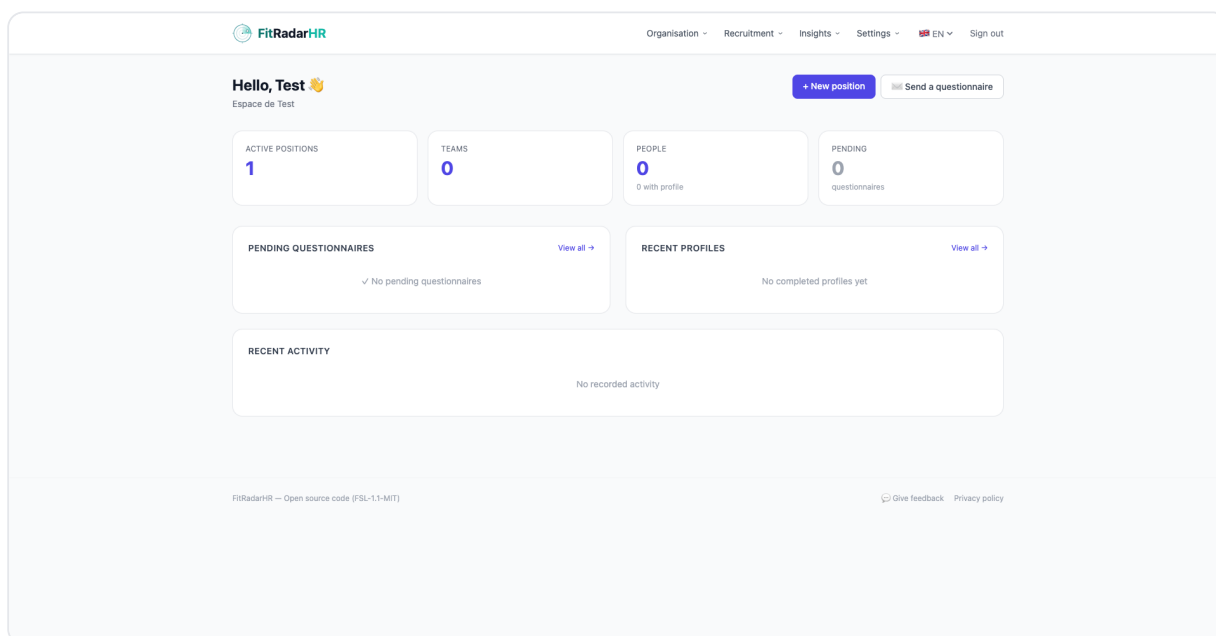


Creating a position and defining its target Big Five profile

This guide walks through, step by step, creating a position and defining its target Big Five profile in FitRadarHR. Automatically generated from the Cypress end-to-end test that reproduces this flow — reminder: the target profile informs a human decision, it never replaces one.

1 Log in

Log in with your credentials to access your organization's dashboard. This screen gives an overview: number of active positions, teams, tracked people, and pending questionnaires.



2 Create a new position

From the dashboard or the Recruitment > Positions menu, click “+ New position” to open the creation form. Only the French title is required; everything else (English title, department, target team, description) is optional and can be filled in later.

The screenshot shows the 'Create a position' form in the FitRadarHR application. The form is titled 'Create a position' and is located under the 'Positions / New position' breadcrumb. It contains several input fields and a dropdown menu. The 'Job title (French)' field is required and has a red asterisk. The 'Job title (English)' field is optional. The 'Department' field is optional and has a dropdown menu with the option 'Aucun département'. The 'Équipe cible' field is optional and has a dropdown menu with the option 'Aucune équipe'. The 'Description (French)' and 'Description (English)' fields are optional and have text areas for input. The form also includes a 'Cancel' button and a 'Create position' button with a right arrow. Below the form, there is a note: 'After creation, you can define the target Big Five profile.' The footer of the page includes the text 'FitRadarHR — Open source code (FSL-1.1-MIT)' and links for 'Give feedback' and 'Privacy policy'.

FitRadarHR

Organisation Recruitment Insights Settings EN Sign out

Positions / New position

Create a position

Job title (French) *
E.g.: Recruitment Officer

Job title (English) optional
e.g. Recruitment Officer

Department optional
— Aucun département —
[+ Créer un nouveau département](#)

Équipe cible optional
— Aucune équipe —

Si défini, le rapport de fit affichera la compatibilité avec cette équipe.

Description (French) optional
Context, main responsibilities...

Description (English) optional
Context, main responsibilities...

Cancel [Create position →](#)

After creation, you can define the target Big Five profile.

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3 Fill in the form

Enter the position title in French and, ideally, its English translation right from creation: this makes it easier to send the questionnaire to international candidates, who will receive the link in their own language. You can also attach the position to an existing department, a target team to compare fit against, and add a description of the context and main responsibilities.

The screenshot shows the 'Create a position' form in the FitRadarHR application. The form is titled 'Create a position' and is located under the 'Positions / New position' breadcrumb. The form fields are as follows:

- Job title (French) ***: A text input field containing '[EZE] Chargé-e de recrutement 1785774765715'.
- Job title (English) optional**: A text input field containing '[EZE] Recruitment Officer 1785774765715'.
- Department optional**: A dropdown menu with the selected option '— Aucun département —'. Below the dropdown is a link '+ Créer un nouveau département'.
- Équipe cible optional**: A dropdown menu with the selected option '— Aucune équipe —'. Below the dropdown is a note: 'Si défini, le rapport de fit affichera la compatibilité avec cette équipe.'
- Description (French) optional**: A text area containing 'Poste créé automatiquement par le test EZE Cypress — à ignorer.'
- Description (English) optional**: A text area containing 'Context, main responsibilities...'.

At the bottom of the form, there are two buttons: 'Cancel' and 'Create position →'. Below the form, a note states: 'After creation, you can define the target Big Five profile.'

The footer of the application shows 'FitRadarHR — Open source code (FSL-1.1-MIT)' on the left and 'Give feedback Privacy policy' on the right.

4 Position created

The position is created with Active status, but without a Big Five profile yet. You're automatically redirected to the target profile screen — the next essential step so the Fit engine can compare people against this position.

FitRadarHR

Organisation - Recruitment - Insights - Settings - EN - Sign out

Position created successfully.

Positions / [E2E] Chargé-e de recrutement 1785774765715 / Big Five profile

Target Big Five profile
For each dimension, set the desired range (0–100) using the Min and Max sliders.

🔔 Passez la souris sur le nom d'une dimension pour comprendre ce que signifie un score élevé ou faible — utile pour calibrer la cible.

Openness to experience (O) ⓘ
Intellectual curiosity, creativity, and appreciation for novelty and innovation.

0–100

Min

Max

Conscientiousness (C) ⓘ
Organisation, reliability, sense of responsibility and self-discipline.

0–100

Min

Max

Extraversion (E) ⓘ
Sociability, assertiveness, and energy in social interactions.

0–100

Min

Max

Agreeableness (A) ⓘ
Cooperation, empathy, trust and concern for others.

0–100

Min

Max

Emotional stability (N) ⓘ
Calmness, stress management and resistance to negative emotions. A low score indicates high emotional stability.

0–100

Min

Max

Cancel

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For each of the five Big Five / OCEAN dimensions (Openness, Conscientiousness, Extraversion, Agreeableness, Emotional stability), adjust the Min and Max sliders to define the score range (0 to 100) considered suitable for the position. Hover over a dimension's name to see a tooltip explaining what a high or low score means, right in the interface.

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6 Profile saved

Once saved, the target profile is immediately available for fit calculations: the position page now shows the defined ranges for each dimension, along with a ranking of already-assessed people, filterable between candidates and collaborators.

Big Five profile saved.

Positions / [E2E] Chargé-e de recrutement 1785774765715

[E2E] Chargé-e de recrutement 1785774765715 [Edit](#) [Archive](#)

[E2E] Recruitment Officer 1785774765715

Description

Poste créé automatiquement par le test E2E Cypress — à ignorer.

Target Big Five profile [Edit →](#)

Openness to experience (O) 40-80
Intellectual curiosity, creativity, and appreciation for novelty and innovation.

Conscientiousness (C) 60-100
Organisation, reliability, sense of responsibility and self-discipline.

Extraversion (E) 30-70
Sociability, assertiveness, and energy in social interactions.

Agreeableness (A) 50-90
Cooperation, empathy, trust and concern for others.

Emotional stability (N) 0-40
Calmness, stress management and resistance to negative emotions. A low score indicates high emotional stability.

Classement des personnes par Fit [Tous](#) [Candidats](#) [Collaborateurs](#)

Aucune personne n'a encore passé le questionnaire pour ce poste.

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7 Find the position in the list

The new position now appears in the list under the Recruitment > Positions menu, with the “Profile configured” badge confirming a target Big Five profile has been set. A filter lets you switch between active and archived positions.

Positions [+ New position](#)

[Active](#) [Archived](#)

[E2E] Chargé-e de recrutement 1785774765715	✓ Profile configured	03/08/2026	View →
Chef de poste	✓ Profile configured	28/07/2026	View →

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8 Review the position details

Clicking “View” from the list opens the position's full page: title (FR/EN), description, any attached department and team, and the target Big Five profile as configured in the previous step. This page is also where the position can later be edited or archived.

The screenshot displays the FitRadarHR web application interface. At the top, there is a navigation bar with the FitRadarHR logo and links for Organisation, Recruitment, Insights, Settings, a language selector (EN), and a Sign out button. Below the navigation bar, the breadcrumb trail shows 'Positions / [E2E] Chargé-e de recrutement 1785774765715'. The main heading is '[E2E] Chargé-e de recrutement 1785774765715' with a subtitle '[E2E] Recruitment Officer 1785774765715'. To the right of the heading are 'Edit' and 'Archive' buttons. The 'Description' section states: 'Poste créé automatiquement par le test E2E Cypress – à ignorer.' The 'Target Big Five profile' section features five horizontal progress bars for Openness to experience (O), Conscientiousness (C), Extraversion (E), Agreeableness (A), and Emotional stability (N), each with a score range and a description. The 'Classement des personnes par Fit' section has tabs for 'Tous', 'Candidats', and 'Collaborateurs', and a message: 'Aucune personne n'a encore passé le questionnaire pour ce poste.'

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