

PEOPLESOFT ENTERPRISE CANDIDATE GATEWAY



CANDIDATE GATEWAY

- Attract the best candidates
- Build a pool of top talent
- Become the employer of choice

More than 90 percent of candidates today apply for jobs through a web interface. What makes yours special? With Oracle's PeopleSoft Enterprise Candidate Gateway, you can move beyond simply posting jobs to building candidate relationships and securing top talent.

Candidate Gateway is the self-service front-end to Oracle's PeopleSoft Enterprise Recruiting Solutions platform. It provides a gateway for both candidates and employees to search, apply for, and track job opportunities. And it supports a paperless recruiting system by collecting applicant information online.

A User-Friendly Candidate Experience

Today, top candidates have more choices. How they are treated during the search process can have a direct impact on their decision to join your company rather than your competition's.

Candidate Gateway lets you brand your business or division to attract best-fit candidates and gives internal or external applicants the tools they need to find the right job.

For example, with Candidate Gateway they can:

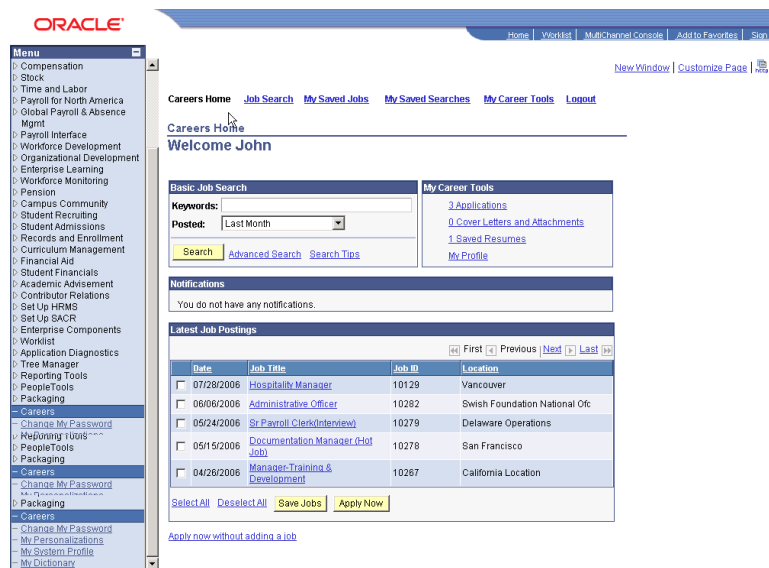
- **Create a personalized candidate homepage to track job search activities.** Applicants can view saved job searches, profiles, resumes, applications, and notifications all from one location.
- **View job postings.** Applicants, employees, and managers can view information about current job openings.
- **Receive new job openings.** Applicants' job agents can bring openings to them that meet their requirements and preferences.
- **Apply for a job.** Applicants can create, review, and update their resumes. Candidate Gateway automatically displays existing information about internal applicants as they create a resume. External applicants can register and enter their information from scratch. From there, Candidate Gateway uses applicants' email addresses and user-entered passwords to locate their resumes each time they sign on.
- **Identify diversity information.** Candidate Gateway meets U.S. and European standards regarding applicant diversity requirements.
- **View interview schedule.** Applicants can review this information online.

- **View application status.** Applicants can determine where they are in the recruiting process regarding each position for which they have applied.
- **View Job Offers.** Applicants can view job offers and offer documentation online. Applicants can accept or reject offers directly from career home page.

A Convenient Employee Experience

Candidate Gateway helps streamline the process of getting from interview to offer for employees involved in the recruiting process. Through Candidate Gateway employees can:

- **View interview schedules.** Employees can see the details of the interviews scheduled for a job opening. They see only the interviews for which they are named as an interviewer.



Candidate Career Home Page

At any time, the candidate can search for new openings, look at the status of existing job applications, or update application information (cover letters, resumes, other attachments). This is a customized environment that will provide the candidate a home base for easy interaction with job information and communication with recruiters and managers.

- **Review interview evaluations.** The interview team can provide candidate feedback in a timely fashion.
- **Refer a friend.** Employees can easily submit referrals.
- **View referral status.** Employees can check the status of their referrals and learn when bonus payments will be made without requiring any phone calls to your HR department.

Global Support

Candidate Gateway enables candidates to search for positions regardless of where they reside. Our global support ensures that all text, date formatting, and data elements are appropriate for the candidate, whether they're in Boston or Brussels. Oracle's PeopleSoft Enterprise Recruiting Solutions are currently translated into 14 languages covering 27 countries. With our support for Unicode, the product can be translated into 200 additional languages.

Why Oracle?

Oracle's PeopleSoft Enterprise talent management solutions can help you maximize the value of your workforce while slashing back-office costs, providing good service to employees, and complying with HR regulations. These solutions enable you to:

- Attract, retain, and motivate top talent with flexible, workflow-driven talent management
- Gain visibility into your workforce with talent management analytics
- Drive a strategic end-to-end talent management strategy with a single, integrated system for all talent related activities

Contact Us

For more information about Candidate Gateway, please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



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