

ORACLE

Oracle Recruiting & Recruiting Booster

Supercharge Talent Acquisition Through AI, Agility, and Unification



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Navigating the New Realities of Hiring

In today's talent market, organizations are grappling with an unprecedented set of hiring challenges, ranging from skills shortages and shifting candidate expectations to making sense of the chaos and opportunities created by AI.

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According to the CIPD, 69% of respondents said that competition for well-qualified talent has increased over the last year.¹ Gartner also notes that 46% of HR leaders think AI systems in recruiting lack transparency, making it difficult to explain hiring decisions to candidates or regulators.²

Failing to identify, attract, and hire skilled people not only results in unfilled roles but also exposes businesses to lost innovation, rising costs, and decreased competitiveness in the market.

The 5 Hiring Challenges Facing Organizations Today

In response to today's hiring trends, many organizations have turned to outdated or bolt-on point solutions for talent acquisition—patching together disconnected databases, interview scheduling tools, and sourcing platforms in hopes of driving good hiring outcomes. However, instead of improving processes, they create complexity, data siloes, and disjointed experiences for candidates, hiring managers, and HR teams. The result is hiring that's reactive, lacks strategic insight, and often fails to deliver quality candidates.

1. Talent Shortages and Skills Gaps

New emerging skills and shifting industry demands are making it hard for organizations to find and attract candidates with the right capabilities and experiences. Skill gaps are growing, as close to half of HR leaders report difficulty sourcing and hiring talent for new and evolving roles¹.

2. Lengthy, Inefficient Hiring Processes

Different and fragmented tools force recruiters to learn and toggle between multiple platforms to post jobs, review candidates, and coordinate interviews. This makes tasks take longer to complete, extending time-to-fill, and increasing the risk of losing top candidates to competitors. And when these solutions become dated or have inconsistent updates, the issues are even greater.

3. Poor Candidate Experiences

Disjointed hiring solutions that lack innovation create inconsistent communications, cumbersome job searches, and complicated application processes. Candidates are left feeling frustrated, leading to higher drop-off rates and a negative reputation for employers, both of which decrease the quality and size of talent pools.

4. Limited Data and Actionable Insights

Standalone systems mean that hiring data lives in siloes, making it difficult for HR and business leaders to see the full picture. Without natively connected analytics, organizations struggle to identify hiring bottlenecks, understand talent success post-hire, and align recruiting with the broader goals of the business.

Source: 1. Gartner 2024 HR Survey



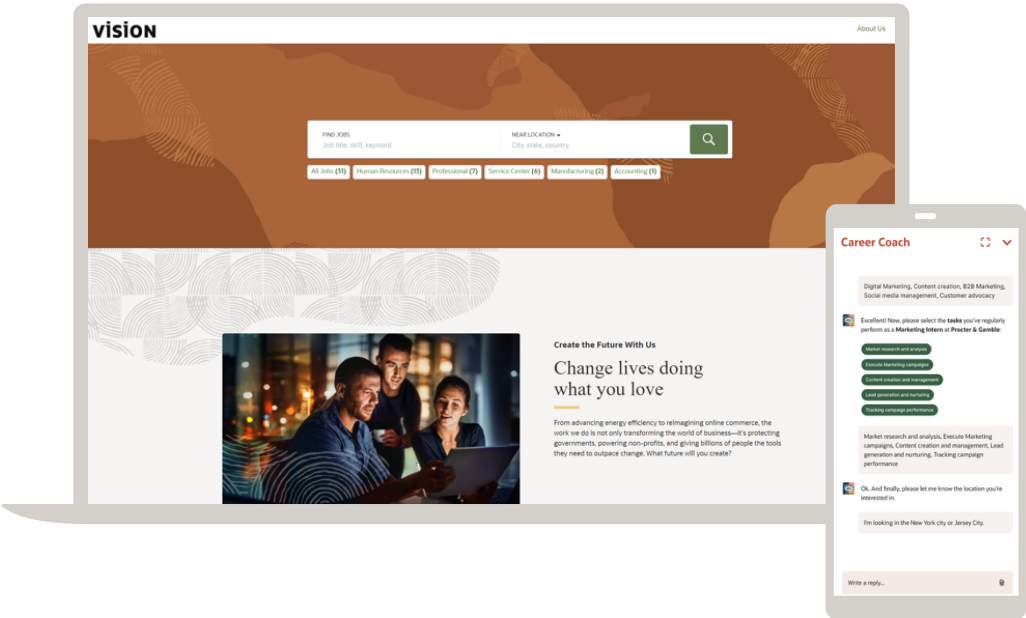
5. AI Complexity and Risk

While AI drives personalization, efficiency, and insight, it also introduces risks such as bias, lack of transparency, and potential compliance issues. Many organizations struggle to ensure their AI tools are fair, ethical, and most importantly, driving the results they promised, and this is especially true when using bolt-ons that aren't integrated with the rest of the platform. This not only hinders hiring effectiveness but can lead to legal penalties and reputational damage. It also can mean data inaccuracies, resulting in confusing, overlapping, or incomplete results.

In short, the wrong talent acquisition solutions are detrimental to efficiency, insight, and impact, and leave organizations unprepared to address today's workforce challenges. Without a unified, end-to-end, AI-native talent acquisition platform, businesses will continue to deal with slow, inconsistent hiring, poor candidate engagement, and an inability to proactively address talent needs. Only a comprehensive hiring solution can eliminate siloes, streamline hiring, and ensure that organizations are equipped to use market-leading tools that attract, engage, and hire the skilled talent they require.



Oracle Recruiting & Recruiting Booster



Oracle Fusion Cloud Recruiting and Oracle Fusion Cloud Recruiting Booster, part of Oracle Fusion Cloud HCM, empower recruiters, hiring managers, and HR to attract, engage, and hire top talent with greater agility and intelligence.

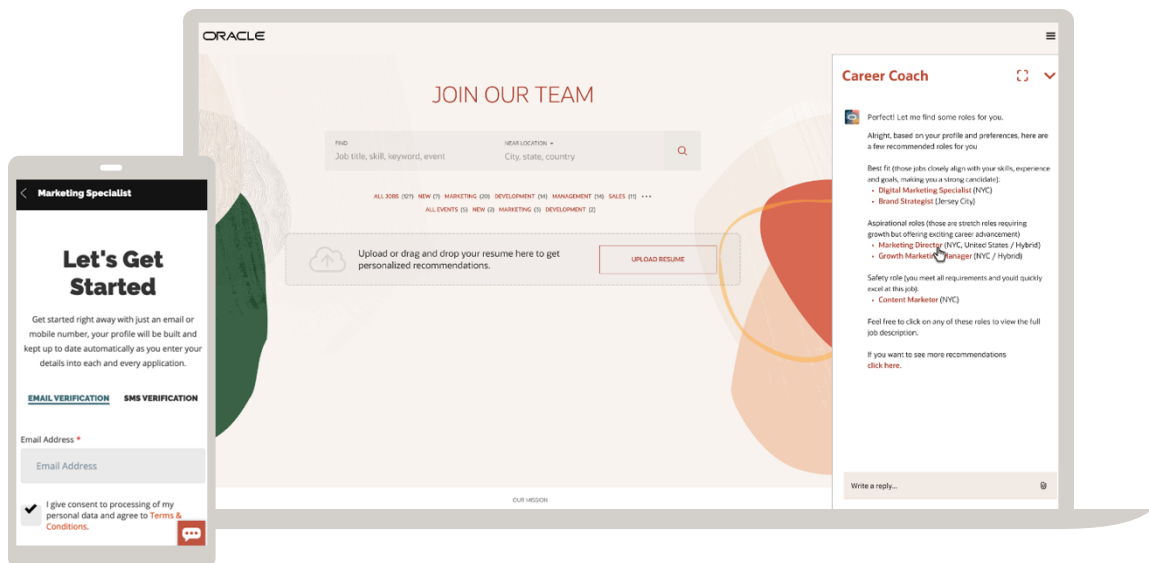


Deliver Unmatched Candidate Experiences

In today's talent market, job boards are oversaturated with unpromising opportunities and candidates receive countless generic messages. A seamless, engaging, and comprehensive experience that effortlessly puts the candidate's data to work for them is more important than ever. Oracle Recruiting and Recruiting Booster are designed to deliver personalized, intuitive, and streamlined job searches, applications, interviews, offers, through onboarding with tailored, responsive communications at every touchpoint. With a mobile-first design and conversational support, organizations can scale with ease, showcase their brand, and make lasting impressions that attract top-quality talent.

With Oracle Recruiting and Recruiting Booster, organizations can:

- ✓ Engage candidates with embedded candidate relationship management (CRM) tools, employer-branded, AI-infused career sites, and a no-password application process for a compelling, expedited experience.
- ✓ Improve candidate quality and confidence through the Career Coach, a conversational AI agent that qualifies candidates and helps with job discovery, Q&A, and interview preparation.
- ✓ Deliver a seamless experience across talent communities, hiring events, and applications, supported by AI-powered, multi-channel messaging via email, SMS, and WhatsApp—all on a single platform.

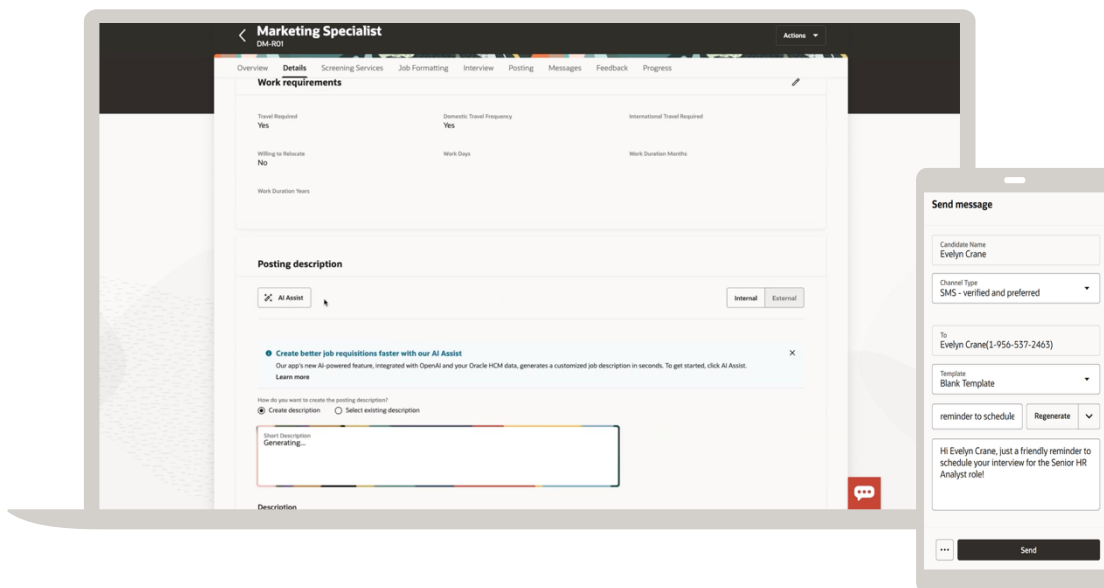


Accelerate Results with AI and Automation

Oracle Recruiting and Recruiting Booster leverage embedded AI and automation to improve the speed and accuracy of hiring. Recruiters can quickly identify and prioritize best-fit candidates, automate manual tasks, and orchestrate outreach—freeing them up to focus on more meaningful activities. These intelligent capabilities result in faster, smarter decisions that reduce time-to-fill and help organizations access the best talent.

With Oracle Recruiting and Recruiting Booster, organizations can:

- ✓ Instantly rank high volumes of applicants using automation and AI-powered candidate scoring that assesses external and internal talent’s skills and experiences using your own rules and AI-driven logic.
- ✓ Use embedded AI to generate requisitions, content for career sites, candidate messages, interview time slots, and more, saving time on content creation and simplifying these responsibilities for hiring teams.
- ✓ Automatically track and manage pressing actions and key priorities with the Recruiting Activity Center, which automatically detects and generate tasks, and suggests a best next step, improving productivity while making the solution easier to use.

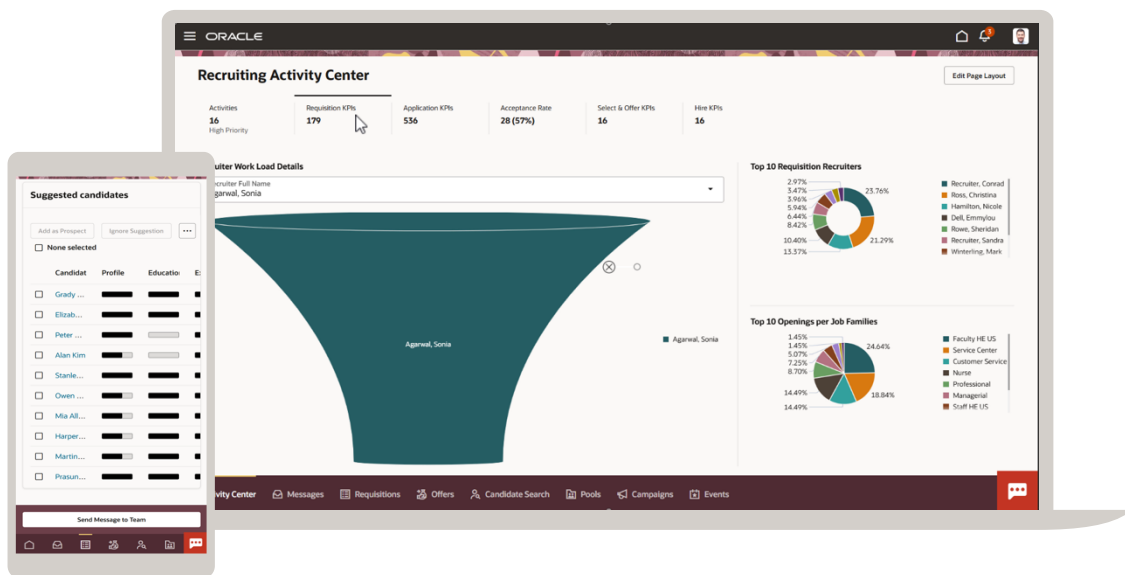


Drive Internal Mobility and Insight Through Unification

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With Oracle Recruiting and Recruiting Booster, organizations can:

- ✓ Understand which employees to target for open positions and make it easy for them to explore and apply for jobs, with roles that are recommended based on the skills, career aspirations, and learning history of workers.
- ✓ Dynamically adjust recruitment strategies with real-time and predictive analytics, personalized dashboards, and actionable insights that span the full employee lifecycle and encompass the entire business.
- ✓ Reduce their reliance on integrations and unsupported solutions while still gaining access to 200+ certified partner solutions and an exclusive set of tools with LinkedIn.



Elevate your hiring experience

Oracle Recruiting is a core component of the Oracle Fusion Cloud HCM suite, providing organizations with a unified, end-to-end talent acquisition solution. It enables businesses to proactively reach the best candidates, engage them at scale, and accelerate time-to-hire—all within one native HCM environment. By choosing Oracle, customers can eliminate fragmented processes, empower recruiters and hiring managers with actionable insights, and deliver a personalized, AI-powered candidate experience.

With Oracle Recruiting Booster, organizations gain advanced recruitment marketing, event management, and interview automation capabilities. Together, Oracle Recruiting and Recruiting Booster help you build agile, future-ready teams and support informed, data-driven talent decisions, helping businesses address evolving hiring needs with speed and confidence.

Learn more about Oracle Recruiting & Booster

Connect with us

Call **+1.800.ORACLE1** or visit oracle.com. Outside North America, find your local office at: oracle.com/contact.

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