

Oracle Talent Acquisition Cloud

Hiring better employees creates long-term competitive advantages that lead to increased customer satisfaction and revenue growth. Oracle Talent Acquisition Cloud Service helps organizations reach hard-to-find talent, hire the right people, and get them productive more quickly.

Modern recruiting is becoming increasingly challenging, requiring companies to work harder to seek out and identify the best talent while staying on top of the complexity of their own internal hiring process. The Oracle Talent Acquisition Cloud provides an end-to-end platform to help meet these challenges, from multiple sourcing channels to ensure consistent pipelines of talent, to flexible workflows that easily adapt to the needs of even the most complex global organizations. Whether you need to hire high volumes of candidates quickly, find candidates for hard-to-fill positions, build talent pools in international markets, or just streamline your recruiting processes, Oracle Talent Acquisition Cloud can help.

The Oracle Talent Acquisition Cloud provides tools to help you source active and passive candidates across a variety of websites, job boards, referrals, and social media. Screening, assessment, and innovating quick-filter technologies ensure that you find and select the best talent available, including students, experienced professionals, and hourly workers.

Interview, offer management, and onboarding tools complete the process by engaging new employees early and making sure they are aligned with company initiatives. Gain insight into the business impact of your talent management decisions.

MULTICHANNEL SOURCING

Market your current and future opportunities across a wide variety of sourcing channels to ensure the widest reach to talent. Automatically post jobs to your corporate career site and job boards to reach out to active job seekers. Leverage your social presence to reach out and share jobs with fans and followers via Twitter, LinkedIn, and Facebook, while encouraging employee referrals by directly connecting into their personal and professional contacts across multiple social networks. Capture prospective candidates across all channels into a talent community to build an ongoing pipeline of talent for future openings. Advanced sourcing analytics help you quickly identify your best sources and help optimize your future investments.

Global Strategic Sourcing and Recruiting

Key Features

- Multichannel sourcing
- Employer branded career portals
- Screening and assessments
- Precision matching
- Configurable workflows
- Interview and offer management
- Automated onboarding
- Proven third-party integrations
- Advanced reporting & analytics
- Anywhere, anytime mobile recruiting

EMPLOYER-BRANDED CANDIDATE EXPERIENCES

Highlight your current opportunities through dedicated career portals seamlessly integrated into your existing corporate website. Extreme configurability allows you to support multiple unique brands in more than 30 languages, and tailor your application process for specific hire types across both internal and external applicants. Utilize marketing-style landing pages to deliver targeted content to prospective candidates from across the web or in response to your ongoing recruitment marketing campaigns. Incorporate video and other rich media content to increase candidate engagement and conversion.

AUTOMATED CANDIDATE SCREENING AND ASSESSMENTS

Hire better people faster using multitiered screening and assessment tools. Use disqualification and prescreening questions to automatically determine basic eligibility and rank candidate abilities, certification, and experience against the requirements of the job. Incorporate tailored behavioral assessments to evaluate key behavioral attributes or competencies that are proven predictors of success on the job and in your specific environment.

CONFIGURABLE WORKFLOWS

Design flexible candidate selection workflows tailored to your unique recruiting processes. Extensive configuration options help adapt the system to the needs of specific brands, organizations, or hire types while built-in automation ensures a consistent process with a minimum of administration. Supporting compliance features help companies respect the latest data privacy laws and create consistent, scalable, and fully legal candidate selection processes that can reduce exposure to lawsuits, protect government contracts, and cut administrative costs.

INTERVIEW AND OFFER MANAGEMENT

Let scheduling wizards help you quickly check calendar availability and confirm interviews with candidates and your interview team. Online interview guides and questionnaires help promote a standardized and objective interview process for all candidates and focus interviewers on critical competencies and experience. Automatically collect interview feedback and scores to make better and quicker hiring decisions.

Access a library of configurable offer templates and automated approvals to streamline the offer process for recruiters and hiring managers. Present offers to candidates securely online to quickly capture acceptance and reduce overall time to hire.

ONBOARDING

Streamline and automate your onboarding process by moving it online. Configurable onboarding portals help candidates quickly complete necessary documentation while increasing engagement and time to productivity through access to rich media content and integrated compliance and role-based training.

Global Strategic Sourcing and Recruiting

Key Benefits

- Expand your reach to talent with expanded sourcing options
- Quickly identify top prospects with automated prescreening
- Support multiple organizations and brands from a single global platform
- Accelerate time to productivity for new hires
- Decrease compliance risks
- Harness embedded business intelligence to gain increased insight and transparency
- Leverage external providers to future proof your investment
- Improve selection processes to increase quality of hire
- Improve process efficiency and reduce sourcing costs

PROVEN INTEGRATIONS

Extend the value of your solution with pre-built integrations to hundreds of certified partners for job distribution, assessments, video interviews, background checks, surveys, tax screening, drug screening and more.

ANYWHERE, ANYTIME MOBILE RECRUITING

The Oracle Talent Acquisition Cloud provides support for growing mobile usage by candidates and hiring teams alike. Candidates can apply via dedicated mobile application processes, while hiring teams can access recruiting data from the web, smart phones, or dedicated table user experiences.

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