# ORACLE TALEO RECRUITING CLOUD SERVICE

**FIND AND HIRE TOP TALENT**

**KEY FEATURES**

- Anywhere, anytime recruiting
- Social sourcing
- Reporting and analytics
- Screening and assessments
- Interview and offer management
- Employment branding and career site
- Precision matching
- Applicant tracking and compliance
- Proven integration

**KEY BENEFITS**

- Improve quality of hire by 33 percent
- Improve process efficiency by as much as 50 percent
- Save millions in recruiting costs

*Hiring better employees can create long-term competitive advantages that lead to increased customer satisfaction and revenue growth. Oracle Taleo Recruiting Cloud Service helps organizations reach this optimal state by automating e-recruitment and providing talent intelligence from data captured during the hiring process. As a result, organizations are able to improve recruiting efficiency and cut costs, reach hard-to-find talent, build better talent pools, and hire the right people and get them productive more quickly.*

## Using Talent Intelligence to Hire Top Talent

Talent intelligence delivers on the true promise of recruiting automation. Achieve proven results by connecting new-hire performance and retention data with sourcing strategies and recruiting programs. 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 Taleo Recruiting Cloud Service can help.

Sourcing tools that make use of Web 2.0 technologies optimize sourcing budgets and reach hard-to-find talent. Screening, assessment, and innovative 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. Oracle Taleo Analytics Cloud Service provides executives, line managers, and HR teams with a prebuilt data warehouse spanning all talent management functions. The result is a single view of talent that enables you to optimize performance.



Figure 1. Oracle Taleo Recruiting Cloud Service connects new-hire performance and retention data with sourcing strategies and recruiting programs.

## More Than Just Recruiting

Oracle Taleo Recruiting Cloud Service doesn't stop working for you when a new hire has been identified. By taking advantage of it, you can:

- Understand key competencies, tenures, and sources of the top performers that feed back into your recruiting process so that you can improve the quality of your hires

- Seamlessly hire, onboard, and align new talent to organizational goals and get them productive fast

- Establish a single system to ensure quality of hire for both requisition-based and high-volume hourly talent
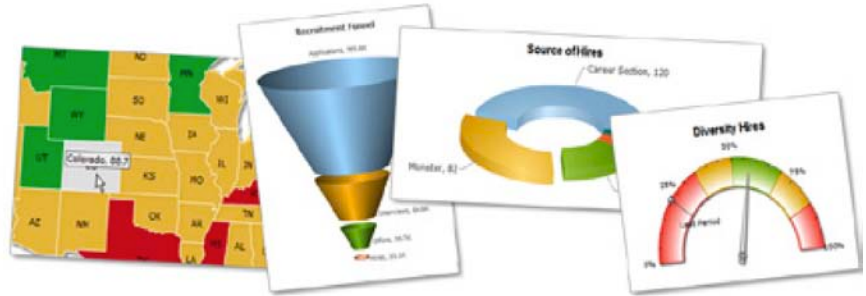


Figure 2. With Oracle Taleo Recruiting Cloud Service, you can gain an understanding of the key competencies, tenures, and sources of the top performers.

## Harness the Power of Social Networks

Source all types of candidates and tap into the power of social networks like Facebook by using a rich set of sourcing tools. Then, enjoy an instant return on your investment as you lower costs and tap into millions of passive and active candidates.
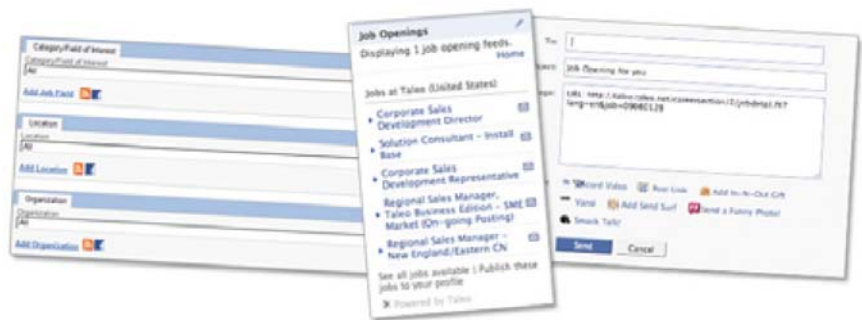


Figure 3. Oracle Taleo Recruiting Cloud Service helps you lower recruitment costs by allowing you to tap into the millions of candidates available through social networks.

## Recruit Anytime, Anywhere

Users can boost productivity by interacting with Oracle Taleo Recruiting Cloud Service anytime, anywhere. Candidates, hiring managers, and recruiters can access and communicate with Oracle Taleo Recruiting Cloud Service via desktop productivity tools like Microsoft Outlook and personal portals such as MyYahoo, MyMSN, and iGoogle.



Figure 4. With Oracle Taleo Recruiting Cloud Service, it's easy to create an intuitive user experience for candidates, recruiters, and managers alike.

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### Enhance the Experience

Create a user experience that is truly intuitive for candidates, recruiters, and managers. A "kiosk-simple" experience frees up users and allows them to focus on candidates not tasks with autosuggest, correspondence writing assistance, hover menus, and embedded help and product tours.

### Compliance Assurance

You can easily and consistently track candidates through the hiring process and meet the fair hiring practices and laws around the world such as Equal Employment Opportunity in the United States and local data privacy and employment laws in Europe and Asia.

### Instant Short List

Make the job of screening candidates as easy as possible while simultaneously ensuring high quality with advanced search, innovative quick-filter technology, and proven screening and assessment capabilities.
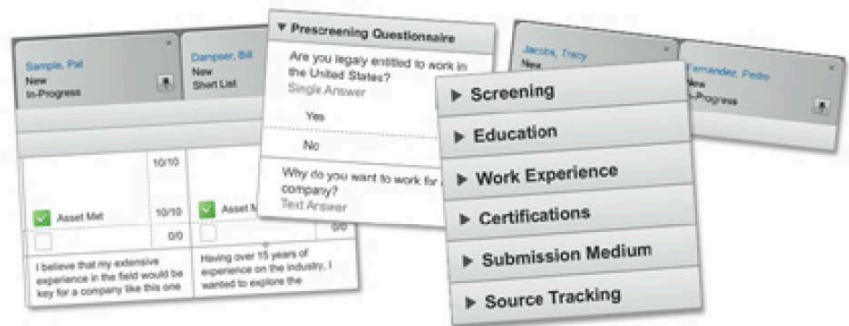


Figure 5. The screening and assessment capabilities within Oracle Taleo Recruiting Cloud Service make screening job candidates a snap.

### Key Features

Talent drives your company's performance. Find and hire top talent with our award-winning integrated solutions. Get a unified view of your organization's talent pools as well as actionable insight into your talent practices.



Figure 6. Oracle Taleo Recruiting Cloud Service provides a unified view of your organization's talent pools.

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## ORACLE TALEO ENTERPRISE CLOUD SERVICE

Leading organizations worldwide use Oracle Taleo Enterprise Cloud Service solutions to attract, develop, motivate, and retain their workforce for improved business performance. With them, organizations can increase process efficiency, improve quality of hire, reduce risk, and return financial results.

## RELATED PRODUCTS

- Oracle Taleo Analytics Cloud Service

- Oracle Taleo Development Planning Cloud Service

- Oracle Taleo Goals Management Cloud Service

- Oracle Taleo Learn Cloud Service

- Oracle Taleo Onboarding Cloud Service

- Oracle Taleo Performance Management Cloud Service

- Oracle Taleo Succession Planning Cloud Service

Oracle Taleo Recruiting Cloud Service includes the following key features:

- **Anywhere, anytime recruiting**. Capture candidate information and match it to requisitions through your e-mail inbox or internet browser—without ever logging onto Oracle Taleo Recruiting Cloud Service.

- **Social sourcing.** Enhance the candidate experience with powerful Web 2.0 career sites that include RSS feeds, and tap into the power of social networks like Facebook and LinkedIn.

- **Reporting and analytics.** Use tools and information from all parts of Oracle Taleo Enterprise Cloud Service. Gain insights into where your top performers and high-potential employees are coming from.

- **Screening and assessments.** Hire better people faster using multitiered screening and assessment tools. Use disqualification questions to determine basic eligibility, and then apply screening tools to find the precise abilities, certifications, and experience.

- **Interview and offer management.** Enable managers to quickly find the information they need with intuitive tools for conducting effective interviews and making compelling offers.

- **Employment branding and career sites.** Turn your job site into a career experience that attracts passive candidates. Build a strong employment brand, engaging career site, and tailored candidate portals.

- **Precision matching.** Precisely and automatically match all internal and external talent to open positions through a unique profile-based recruiting system that leverages LinkedIn profile data. Use advanced search and artificial intelligence to find and short list top talent.

- **Applicant tracking and compliance.** Create consistent, scalable, fully legal candidate selection processes that can reduce exposure to lawsuits, protect government contracts, and cut administrative costs

- **Proven integration.** Enjoy the flexibility of plugging in solutions and content from hundreds of certified partners for assessments, background checks, employment branding, surveys, tax screening, drug screening, and more. Take advantage of an open platform and advanced integration tools.

## Contact Us

For more information about Oracle Taleo Recruiting Cloud Service, visit oracle.com/taleo-enterprise or call +1.800.ORACLE1 to speak to an Oracle representative.

Oracle is committed to developing practices and products that help protect the environment

**Hardware and Software, Engineered to Work Together**

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