

# Oracle Recruiting Booster

Today's hiring climate is ever-changing, ranging from unprecedented resignations and talent shortages to reimagining roles and skill needs. No matter how you hire, recruiting is more important than ever. Oracle Recruiting Booster builds on the power of Oracle Recruiting to help organizations expand their job awareness, engage candidates at scale, and schedule interviews even faster.

## How Recruiting Booster helps organizations today

Oracle Recruiting Booster was created to expand the capabilities of Oracle Recruiting and help organizations accelerate hiring while building better relationships with candidates. It's intended to be used with Oracle Recruiting and operates as an embedded part of Oracle Recruiting and Oracle Cloud HCM.

To effectively support your talent acquisition strategy, Oracle Recruiting Booster enables your business to promote and manage hiring events, converse with candidates over text and email, deliver guided conversational experiences to candidates through Oracle Digital Assistant, as well as create a streamlined and flexible interview scheduling process.

With so many organizations challenged by the talent shortage, hundreds of standalone solutions for event management, conversational messaging, and interview scheduling have emerged. This has forced organizations seeking these capabilities to buy and integrate multiple tools, leading to data inaccuracies, disjointed user-experiences, and higher costs. With Oracle Recruiting Booster, Oracle Recruiting customers receive these features on a single, comprehensive talent acquisition platform, which delivers consistent experiences and works seamlessly with the entire Oracle Cloud HCM suite.

## Promote and support hiring events

To help Oracle Recruiting customers attract more candidates and expand job awareness, Oracle Recruiting Booster enables teams to manage and promote hiring events. Recruiters can create and post events that are embedded seamlessly alongside open roles in the job portal, helping candidates discover these opportunities while searching for jobs. Events can be marketed to specific candidate audiences using Oracle Recruiting's existing candidate relationship management (CRM) campaigns to drive registration and engagement.

Attendees who register for an event can manage their activities, RSVPs, and check-ins using the mobile-responsive, no password required, self-service experience currently provided by Oracle Recruiting. Additionally, when event registrants apply for a role, the information gathered during event registration is



### Key features

- Career site event promotions
- Custom registration pages
- Event prescreening questionnaires
- Extensible branding and multimedia support
- Trackable event metrics
- Unified self-service portal for candidates
- Two-way text and email support within Oracle Recruiting
- Candidate communication history
- Conversational application and interview scheduling process via Oracle Digital Assistant
- AI-powered job recommendations via Oracle Digital Assistant
- Candidate sentiment surveys
- Shared interview calendars
- Automated interview scheduling
- Unified with Oracle Recruiting and Oracle Cloud HCM

pre-filled on their application, making it easier for candidates to complete while reducing drop-off.

Recruiting Booster also empowers recruiters to create event prescreening questionnaires, helping them pre-qualify attendees and identify potential candidates to target. Attendance and registration metrics are tracked as part of the event, ensuring recruiters know exactly how each is performing.

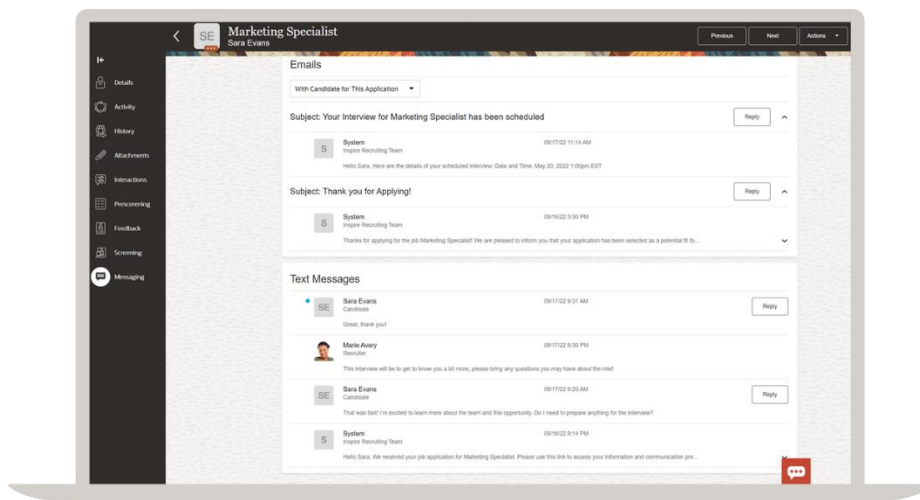
## Build stronger candidate relationships

Oracle Recruiting Booster builds on the outbound messaging capabilities of Oracle Recruiting and enables teams to have two-way conversations with candidates over text and email. Text messages are sent and received in Oracle Recruiting, alleviating the need for recruiters to utilize their own personal devices and contact information when interacting with talent. Email conversations take place through your mail client and use Oracle Recruiting's existing vanity email capabilities to create an external email address for candidate communication, eliminating the need for the hiring team to share their direct contact information.

Two-way text and email communications are automatically tracked in a candidate's Oracle Recruiting profile, giving users visibility into the conversations taking place and the relationships being built with active and passive talent.

## Key benefits

- Create and promote events to expand your opportunity and brand awareness
- Reach new candidate audiences and attract more talent
- Build stronger relationships with candidates through text and email
- Create conversational experiences for job discovery, applications, and interviews
- Simplify the interview management process
- Automate interview scheduling to set meetings faster



## Enhance the Digital Assistant candidate experience

To help simplify the hiring process for candidates, Oracle Recruiting Booster expands the capabilities of Oracle Digital Assistant to deliver a new recruiting assistant experience. This allows candidates to receive AI job recommendations, apply for roles, register for events, complete the screening process, and schedule interviews, all through Digital Assistant's personalized and conversational interface. Recruiters can also create surveys for candidates and share these through Oracle Digital Assistant to capture their feedback for informed decision making.

Through these new guided interactions, Oracle Digital Assistant becomes a one-stop shop for candidates to accomplish nearly all their hiring tasks, from finding a job to booking an interview. Oracle Digital Assistant can also be extended beyond the career site and accessed through messaging channels frequently used by candidates, such as SMS, Facebook Messenger, or WeChat.

## Improve interview visibility and efficiency

Oracle Recruiting Booster enhances and automates the interview booking process to set meetings faster and reduce the back-and-forth communication commonly required when scheduling. Recruiters gain the ability to search for and see interviews based on groups of candidates, requisitions, or events. All essential interview-related information, including scheduled interviews, calendars, hiring team availability, and candidate feedback becomes centralized in one location to streamline interview management.

Additionally, to expedite the scheduling process, Recruiting Booster automatically identifies ideal times for interviews that align with the hiring team's availability and shares these timeslots with candidates for their selection. Hiring team members can choose to define their availability preferences within Oracle Recruiting or allow the solution to access their Microsoft Office 365 calendar.

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