

## ORACLE TBE RECRUITING CLOUD SERVICE PRODUCTS

### BE THE EMPLOYER OF CHOICE

#### KEY FEATURES

- Requisition management capabilities
- Smart candidate sourcing from multiple sites and job boards
- Links to social networks and media
- Candidate management capabilities
- Workflow customization
- Automated prescreening and ranking of applicants
- Integration with Microsoft Outlook and Internet Explorer
- Compliance management
- Integration with Web APIs

#### KEY BENEFITS

- Accelerate the time it takes to hire a new employee and improve the quality of your new hires.
- Reduce the number of IT resources needed to deploy and support the solution.
- Easily modify processes and workflows as your company grows.

*Oracle TBE Recruiting Cloud Service products enable you to streamline sourcing and recruiting to increase the quality of your new hires and reduce costs associated with recruiting. With no software to install or maintain, your solution will be up and running in days, not weeks—and you won't need a large IT staff to manage it. Finally, you get built-in compliance reporting for peace of mind when it comes to meeting regulatory requirements.*

### Hire the Best People

To drive results, you need to find and hire the right people. You also need to stand out from the competition by making your organization a place where quality people want to work. What if you could find the best people for your open positions quickly and efficiently? What if you could access and reuse candidate data in the future? What if you could use social networking tools to attract more candidates?

### Choose a Foundation for Recruiting Success

With Oracle TBE Recruiting Cloud Service products, you can

- **Build the right foundation to recruit candidates using sourcing strategies that deliver ROI.** With the right foundation, you find the best people before the competition, create efficiencies, and avoid missed opportunities.
- **Make the right impact with candidates and give them a great experience.** Tools to enhance communication and follow-up keep candidates and hiring managers up to date and speed time to hire.
- **Plan for the future by identifying top performers and future leaders.** Know how to find more high-quality employees from sources that deliver results.

Oracle TBE Recruiting Cloud Service products are part of Oracle Taleo Business Edition Cloud Service (Oracle TBE Cloud Service) and are fully integrated with onboarding, performance management, compensation, learning, and analytics applications. This comprehensive talent management solution provides the tools to attract, retain, assess, and develop staff.

### Streamline Recruiting with Business-Critical Functionality

Oracle TBE Recruiting Cloud Service products provide all the functionality you need to develop an efficient recruiting process.

- **Online career sites.** Get a fully branded career Website that matches your corporate site. Create multiple branded career sites to accommodate your different business needs.

- **Requisition management.** Track and manage each of your job openings and keep teams in the loop with clearly defined ownership. Keep all users focused on their unique responsibilities with role-based access and personalized views of tasks and due dates.
- **Smart sourcing.** Post opportunities to your own career sites or expand your search to social networks and hundreds of free and paid job boards. Get the most out of your job board spend by automating the posting process and sourcing the most-qualified candidates faster.
- **Social networks and media.** Use LinkedIn, Facebook, and RSS feeds to expand your sourcing strategies and build relationships with potential candidates. Tapping into social networks helps you get quality referrals from people you know.
- **Candidate management.** Instantly view your entire candidate database, import contacts from Microsoft Outlook and Excel, and flag candidates. Use universal profiles in the Oracle Taleo talent exchange, e-mail templates, and videos to build relationships with candidates.
- **Workflow customization.** Configure specific candidate recruitment workflows for different positions. Create as many workflows as you need for your organization and assign them by open position.
- **Automated prescreening and ranking.** Conduct background checks, prescreen applicants, and score and rank candidates based on answers to questions. Use knock-out questions to ensure that the most-qualified candidates rise to the top of your candidate pool.
- **Microsoft Outlook and Internet Explorer integration.** Import candidates directly from your Outlook e-mail into an Oracle TBE Recruiting Cloud Service product, where candidate profiles are automatically parsed and organized. You can also quickly import candidates from Internet Explorer via its source bar when sourcing online. There's no need to toggle between windows or cut and paste.
- **Compliance management.** Make your hiring system compliant with regulations and processes. Use out-of-the-box reports for affirmative action, Equal Employment Opportunity, and the Office of Federal Contract Compliance Programs.
- **Web API integration.** Use a Web API to easily integrate Oracle TBE Recruiting Cloud Service products with other applications or to create entirely new solutions.

### Access and Analyze Recruiting Data

Oracle TBE Recruiting Cloud Service products include a set of standard reports, custom metrics, and dashboards. You can use these reports to measure objectives, efficiency, and effectiveness without report writing or authoring expertise. You can schedule reports to run at your convenience so you are never stuck waiting for information. Security features allow you to control access to information by role and reporting structure so that confidential information is protected. With at-a-glance data summaries available via embedded executive dashboards, you can easily analyze your recruiting data to make better-informed decisions.

## ORACLE TALEO BUSINESS EDITION CLOUD SERVICE

Oracle TBE Cloud Service provides a comprehensive set of tools to attract, hire, onboard, develop, train, engage, assess, and retain people. Built for midsize organizations with fewer than 3,000 employees, it is the only solution designed to adapt to rapidly growing companies. You can choose to use each application as a standalone solution for best practices and processes, or you can combine them for a comprehensive talent management strategy.

Oracle TBE Recruiting Cloud Service is part of the Oracle TBE Cloud Service suite and can be fully integrated with:

- Oracle TBE Compensation Cloud Service
- Oracle TBE Learn Cloud Service
- Oracle TBE Onboarding Cloud Service
- Oracle TBE Performance Management Cloud Service

## Select a Solution for Growing Companies

There are many reasons for choosing Oracle TBE Recruiting Cloud Service products. To begin, they are designed for the nontechnical user, so you don't have to rely on your IT resources to deploy or support the solution. In addition, business processes, workflows, forms, list views, and page layouts are highly configurable to conform to your business needs and can be easily modified as your company grows and your requirements change. By delivering candidate relationship management capabilities, Oracle TBE Recruiting Cloud Service products also support communications with outside contacts, agencies, and vendors who help you with your recruiting efforts. Finally, integration with Outlook and Internet Explorer enables you to leverage tools you use every day while directly importing candidates and tracking all activities in a central location. Because end users can quickly master the products and realize immediate efficiency and productivity gains, Oracle TBE Recruiting Cloud Service products deliver clear business benefits to rapidly growing, midsize companies.

## Contact Us

To sign up for a **free 30-day trial** or to find more information about Oracle TBE Recruiting Cloud Service products, visit [oracle.com/taleo-tbe](http://oracle.com/taleo-tbe) or call +1.800.ORACLE1 to speak to an Oracle representative.



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

Copyright © 2011, 2012, Oracle and/or its affiliates. All rights reserved.

This document is provided for information purposes only and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Intel and Intel Xeon are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. AMD, Opteron, the AMD logo, and the AMD Opteron logo are trademarks or registered trademarks of Advanced Micro Devices. UNIX is a registered trademark of The Open Group. 0712

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