

# Oracle Talent Acquisition for Midsize (TBE)

Oracle's Talent Acquisition for Midsize is designed for small to mid-sized businesses that need powerful capabilities for attracting, hiring, and retaining well-qualified employees. Easy to customize tools help recruiters become faster, more efficient and more productive. Powerful capabilities include recruitment marketing, employee referrals, social networking, interview collaboration tools, and automated onboarding.

Oracle is the #1 choice of talent professionals in midsize organizations, with adaptive solutions that support highly-flexible and agile workflow management.

## SOURCE THE RIGHT PEOPLE

Powerful, multi-channel sourcing lets you easily find and attract the right candidates with the right skills, knowledge and experience. Top features include:

- **Online Career Sites.** Get a fully branded career website that matches your corporate site. Create multiple career sites that can be tailored to reflect your unique employer brand.
- **Social Networks and Media.** Use LinkedIn®, Facebook®, and RSS feeds to expand your sourcing strategies and build relationships with potential candidates.
- **Employee Referral Programs.** Take advantage of one of the best sources of candidates – your own employees and their professional networks.

## DISCOVER AND RECRUIT THE BEST CANDIDATES

Unique, hand-on configuration capabilities allow you to easily customize data definitions, reporting, and recruiter workflows, resulting in superior strategic capabilities. Quickly identify, engage, and hire the best candidates based on position requirements. Discover and recruit top talent early and stay ahead of the competition.

Top features include:

- **Requisition Management.** Gain visibility and control with better tracking of task assignments and due dates.
- **Workflow Customization.** Create multiple custom workflow configurations, based on different job types.

## Key Features

- Requisition management
- Workflow status triggered notifications
- Responsive candidate website design
- Bulk printing resumes and onboarding
- Interview Schedule Lookup (Microsoft Outlook® and Google Gmail™)
- Sourcing from multiple sites and job boards
- Links to social networks and media
- Employee network referrals
- Candidate management capabilities
- Workflow configuration
- Automated prescreening and ranking.
- Web API integration

## GET PRODUCTIVE FASTER AND BETTER

A fully automated onboarding process has multiple benefits. Employees receive a positive first impression that confirms their recent employment decision. Regulatory requirements are met more consistently and administrators save time and reduce paperwork. Plus, hiring managers and supervisors gain faster time to productivity.

Top features include:

- **Administrative Oversight and Control.** For each new hire, tailor a unique custom web portal experience, add custom tasks and forms, by unique employee role and work location, or just select your own pre-bundled packages.
- **Guidance and Collaboration.** With permission rights by user role, team members can gain shared visibility into assigned tasks, statuses, and due dates.
- **Forms and Signatures.** Replace paper-based forms with an unlimited number of custom electronic forms that can retain collected data with the employee record. Forms support e-signature. Dual e-signature can be used to ensure two-point authentication to ensure that only the intended employee signs the form.
- **Task Due Dates and Dependencies.** Track task completion dates that are automatically calculated based on date of hire. Set triggers to assign secondary tasks, based on the completion of primary tasks, with no limit on dependencies. Include time-triggered email reminders or updates.
- **Consolidated Emails.** Choose how onboarding task reminders are consolidated. Receive one email per day, consolidating all tasks in one view, or get separate emails for each item in an onboarding packet.
- **Post-Hire Maintenance.** Provide support for recurring document management and e-signature during employment and through to exit interview and asset recovery.

## Key Benefits

- Broaden your talent funnel to attract top skills and talent
- Quickly narrow your focus to top candidates
- Accelerate time to fill; lower cost of hire; increase quality of hire, performance, and longevity
- Easily modify processes and workflows as your company grows
- Streamline onboarding to make new hires effective immediately
- Automate onboarding paperwork and compliance
- Gain full visibility with end-to-end reporting

## Get the right solution

Oracle Talent Acquisition for Midsize Cloud Service is designed to support midsize business with powerful capabilities. Highly flexible and efficient, our midsize solutions are intentionally easy-to-use and fast-to-start. Enjoy complete and scalable solutions that continue to fit your business needs and requirements, even as your organization continues to develop and grow.

## CONNECT WITH US

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## Integrated Cloud Applications & Platform Services

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