ORACLE TBE RECRUITING CLOUD SERVICE PRODUCTS

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.


• **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.
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 or call +1.800.ORACLE1 to speak to an Oracle representative.