

# Oracle Recruiting

Finding the best talent, hiring them quickly, and getting them productive fast is difficult for all organizations. Oracle Fusion Cloud Recruiting, part of Oracle Fusion Cloud HCM, addresses today's talent acquisition challenges and propels hiring into the future through personalized, multi-channel candidate experiences, AI-embedded capabilities, holistic internal skills and mobility, and far-reaching business insights that stretch across the candidate and employee lifecycle.

## Tools to keep candidates at the center of the recruiting process

Oracle Recruiting is a comprehensive, innovative recruiting solution, delivered natively as part of Oracle Cloud HCM. It enables employers to track and measure complete information about talent across multiple engagement channels that seamlessly operate on the same data, which is used to create tailored, easy-to-follow experiences for candidates. It keeps candidates at the center of the recruiting process through personalization, proactive sourcing campaigns, and a modern, mobile-friendly application process, providing talent, both external and internal, with a compelling, customer-like experience. It also improves productivity for organizations through AI for requisition creation, skill intelligence, job postings, communication, interview scheduling, offers, and more.

## Personalized, engaging candidate experiences

With Oracle Recruiting, talent teams are in control. They can utilize embedded generative AI to create complete, targeted career sites, with text and image content assistance. Beautifully designed, widget-based pages can easily be updated by HR professionals without requiring help from web developers. Our flexible framework provides organizations with extensive branding capabilities, allowing them to reflect their message and tone.

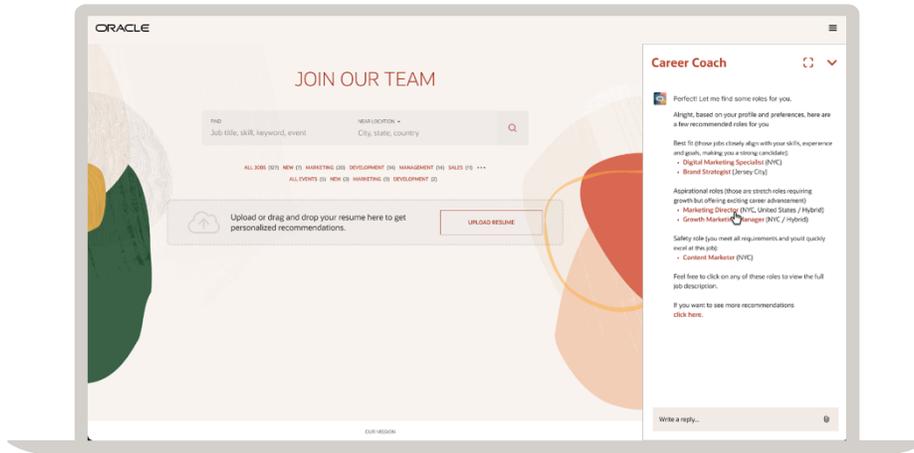
Oracle Recruiting's candidate experience makes it easy for talent to organically discover jobs aligned with their interests. From intuitive searches that analyze skills to directly receiving job recommendations, generative AI provides fit-feedback for each candidate, personalized to their experiences and preferences. Once candidates are ready to apply, they can get started with just an email address or phone number – no account creation ever required. Once it's time to arrange interviews, candidates can schedule these on their own by selecting from time slots defined by employers, expediting the process.



### Key features

- Requisition management and AI authoring
- AI-generated career sites
- Agentic job search and discovery
- No-password apply
- Internal mobility drivers
- Candidate pool management and interest insight
- Native candidate relationship management
- Personalized candidate and recruiter experiences
- Interview self-scheduling
- Automated postings, communications, screening, and offers
- Conversational interactions via Career Coach
- Advanced reporting and analytics
- Guided onboarding with Journeys
- Certified third-party extensions
- Mobile-responsive UI
- Unified with Oracle Cloud HCM

The entire candidate experience is fully mobile responsive to support a frictionless experience on any device. Career sites are just one of the channels candidates could use to become applicants—Direct Apply partners extend Oracle Recruiting’s fast and easy-to-use experiences to LinkedIn, Indeed, Vivian Health, and Bayt, with new partners added on a continual basis.



Oracle has also introduced Career Coach, an agentic-driven experience designed to help candidates discover and apply to the right roles faster and smarter than ever before. Conversationally, Career Coach works to understand each candidate’s background, skills, and interests to surface better job fits, delivering real, qualified applicants to hiring teams and richer talent insights. It also improves candidate confidence through real-time support for Q&A, interview preparation, and career summarization. And these capabilities aren’t just available to external candidates, but employees too.

## Strategic and robust sourcing tools

Going beyond traditional applicant tracking, Oracle Recruiting provides businesses with a complete view of recruiting activities—from initial sourcing impressions through post-hire and beyond. It includes native candidate relationship management (CRM) tools to manage communications and market requisitions to internal and external talent, driving the proactive engagement needed to build a healthy pipeline.

Oracle Recruiting also incorporates video and other rich media content to draw candidates in and encourage them to apply. Through talent communities and dynamic candidate pools, organizations can better understand the interests of active and passive talent to better market open opportunities.

Organizations can also confidently use Oracle Recruiting for high-volume or traditional hiring. Through email and social campaigns, recruiters can tailor their outreach to specific audiences and streamline many aspects of candidate engagement. Talent pools are automatically tagged with relevant information, making it easy for organizations to understand who to target with ongoing campaigns. Additionally, with Recruiting Activity Center, hiring teams can quickly

## Key benefits

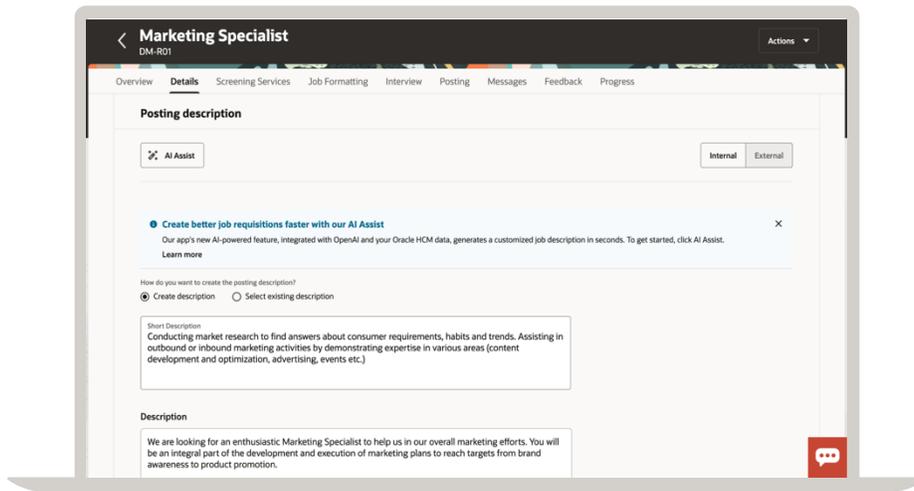
- Identify and attract top talent quickly and accurately
- Drive recruitment efficiency with AI-powered capabilities, native CRM, and automated tasks
- Provide a holistic view of talent management and career progression
- Improve insight into talent and position needs to drive better offers and hiring decisions
- Improve the candidate experience from initial engagement to hire
- Extend the reach of your recruiting teams with digital assistants
- Enable new hires to become productive and engaged employees
- Unify recruiting with HR, reducing IT complexity, integration needs, and excess costs

understand their most important tasks and priorities to focus on through one personalized, action-oriented dashboard.

## Embedded agentic and generative AI

Oracle Recruiting provides organizations with a plethora of AI-powered agents and generative capabilities, all of which are developed in-house and embedded throughout the platform.

Hiring teams can make smarter selections and mitigate bias through candidate recommendations that use AI to identify ideal prospects and applicants for open positions. They can also visualize time-to-hire predictions to estimate how long it will take to fill an open role, given their current hiring process and talent pools. As recruiters work on requisitions, they receive skills recommendations to include and can use generative AI to author job descriptions based on similar roles. Generative AI can also be leveraged to compose candidate communications, suggest interview questions, and create competitive offers.



Candidates also receive access to many AI-powered features. When applying for roles, AI will suggest skills to include in job applications and share similar jobs worth exploring. Candidates can also upload their resume to receive personalized job recommendations aligned with their skill sets and experiences and receive feedback on how well their profile matches each job's requirements. Additionally, candidates can use AI author an introductory statement or cover letter based on the information in their application.

## Internal mobility drivers

Oracle Recruiting leverages the power of Oracle Cloud HCM to deliver deep insights and easy access to information about your talent through all stages of employment. Recruiters can visualize the skills and career aspirations of their workforce and use the embedded CRM and engagement tools to target internal talent for open opportunities.

To help improve internal job awareness, all customers get access to Oracle Opportunity Marketplace, a personalized job, gig, and career portal that recommends open roles to employees in line with their interests and qualifications. Employees who apply for jobs experience an even more simplified and intuitive application process compared to external applicants, as the platform is able to leverage data from their HR talent profile.

## One unified and extensible experience

Oracle Recruiting simplifies and automates the complexities of recruiting with complete end-to-end functionality, including job requisitions, sourcing campaigns, approval workflows, screening, interviews, candidate selection, electronic offer distribution, and onboarding. All of this creates a seamless experience from candidate to new hire and a connected experience for hiring managers, recruiters, and HR professionals. Additionally, work structures, position information, security profiles and configuration tools are unified across the cloud platform to deliver an efficient and consistent user experience.

Onboarding is powered by Oracle Journeys, making the experience personalized to new employees and guided from start to finish. Preboarding can be used to help new hires complete essential tasks ahead of time and give them a sense of the culture they'll be joining before day one. Additionally, since Oracle Recruiting is unified with Oracle Cloud HCM, relevant HR tasks can easily be included in the onboarding process.

Oracle Recruiting is also extensible and grants customers access to 200+ certified partner tools for background checks, screening, and more. We offer an exclusive set of integrations with LinkedIn for profile importation, collaboration, candidate matching, and search, with more features on the horizon.

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