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Oracle Recruiting

Finding the best talent, hiring them quickly, and onboarding them efficiently can be difficult in today's competitive environment. Oracle Fusion Cloud Recruiting, part of Oracle Fusion Cloud HCM, addresses these common hiring challenges and propels hiring into the modern era through exceptional candidate experiences, AI-powered features, internal mobility facilitators, and new business insights, all of which helps grow talent pools and improve the recruiting process.

Tools to keep candidates at the center of the recruiting process

Savvy organizations use technology to stay ahead of the competition when it comes to attracting and retaining top talent. HR leaders are being tasked with broadening their approach to hiring, incorporating concepts and practices that were once the primary domain of marketing, IT, or chief executives. Hiring is evolving to increasingly leverage technology to increase efficiency and improve candidate engagement and satisfaction.

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 their talent across the HR spectrum. It keeps the candidates at the center of the recruiting process by leveraging technologies such as digital assistants, CRM tools, and a modern, mobile-friendly application process to provide talent, both external and internal, with a compelling consumer-grade experience. It also provides organizations with productivity-enhancing, AI-powered tools for requisition creation, job postings, communication, interview scheduling, offers, and more.

Personalized, engaging candidate experiences

Easy to build, template-based pages enable HR professionals to update and refresh the content and branding of career pages themselves without requiring help from a web developer. With Oracle Recruiting, the recruiting team can have direct control over the design, messaging, tone and content, allowing them to create tailored pages for specific candidate audiences, such as recent graduates, veterans, or specialty roles.

A persistent search bar while exploring jobs and geolocation-awareness helps puts the job search at the forefront for each job seeker. Candidates also can upload their resume and receive job recommendations, personalized to their skills and experiences. Once interested individuals are ready to apply, they can get started with just an email address or password – no account creation
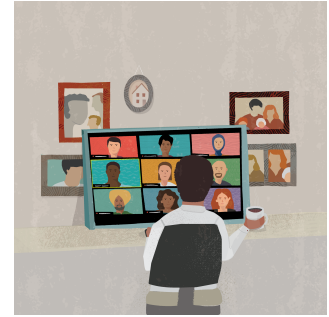
Key features

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

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required. Once it's time to arrange interviews, candidates can schedule these on their own by selecting from time slots you define, expediting the process.

Additionally, the entire candidate experience is fully mobile responsive to support a frictionless application experience and incorporates multi-media in the site content and job descriptions to keep candidates engaged.
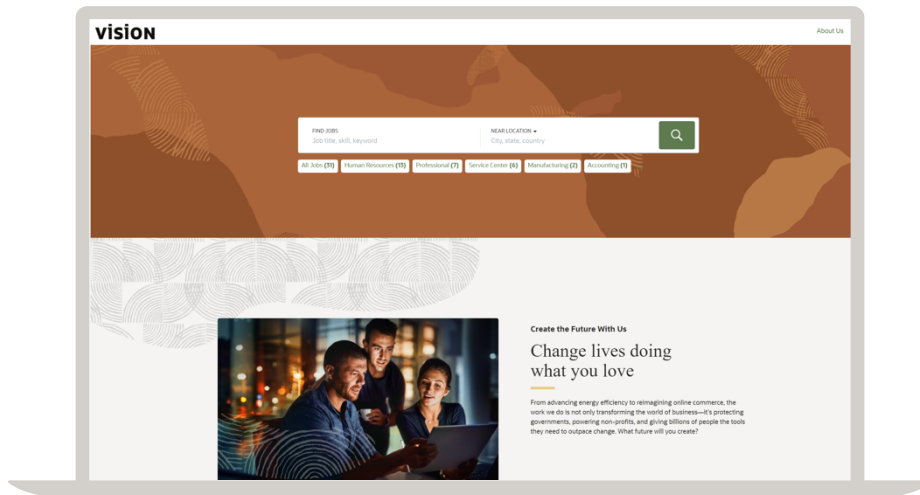
Strategic and robust sourcing tools

Going beyond a traditional Applicant Tracking System, Oracle Recruiting provides businesses with a full view of recruiting activities and sourcing initiatives. It includes native CRM tools to communicate with candidate pools and market open requisitions to both internal and external candidates, driving proactive engagement to build a healthy talent pipeline.

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

Additionally, organizations can confidently use Oracle Recruiting for high-volume or traditional hiring. Through email and social campaigns, recruiters can tailor their outreach to specific audiences and automate many aspects of candidate engagement. And with Recruiting Activity Center, hiring teams can quickly understand their most important actions and priorities to focus on through one personalized experience.

## Embedded predictive and generative AI

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

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

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Hiring teams can move faster and mitigate bias through candidate recommendations that use AI to identify the best prospects and applicants for open positions. Organizations can also leverage time-to-hire predictions to estimate them how long it will take to fill an open position, given their hiring process and talent pools. As recruiters work on requisitions, they receive recommended skills to include and can utilize generative AI to author job descriptions based on similar roles. Generative AI can also be used to compose candidate communications, suggest interview questions, and even build career sites based on your requirements.

Candidates also receive access to numerous AI-powered features. When applying for roles, AI will recommend skills to include in the job application and present similar jobs to user worth exploring. Candidates can also upload their resumes before browsing through positions and receive job recommendations that match their skill sets and experiences. Additionally, candidates can use generative AI to summarize their applications for hiring teams, based on the information in their resumes and profiles.
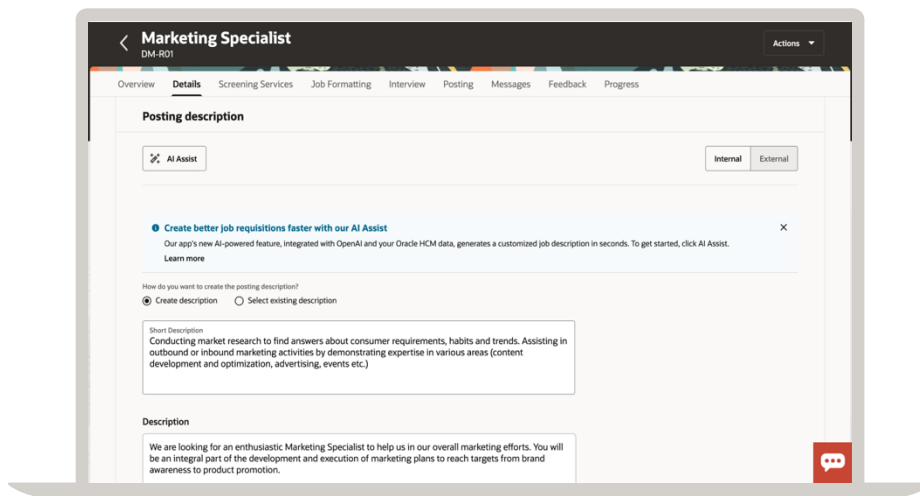
Internal mobility drivers

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 current workforce to identify employees to target internally for open opportunities.

Employees also receive access to Oracle Opportunity Marketplace, a personalized, internal job and gig portal that promotes open opportunities to employees in line with their interests and qualifications. Employees who apply for jobs experience the same simplified and intuitive application process as external employees, with many text fields pre-populated based on their talent profile.

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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.

Workforce model and mass organization changes can spark the opening of requisitions, and new hire onboarding, learning and other self-service activities take place in one complete user experience. Work structures, position information, security profiles and configuration tools are unified across the 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 options 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, all 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. Furthermore, with Direct Apply, Oracle Recruiting's candidate experience has been extended to LinkedIn as well as Indeed, Vivian Health, and Bayt, allowing candidates to quickly and easily complete job applications without leaving the job sites of our partners.

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