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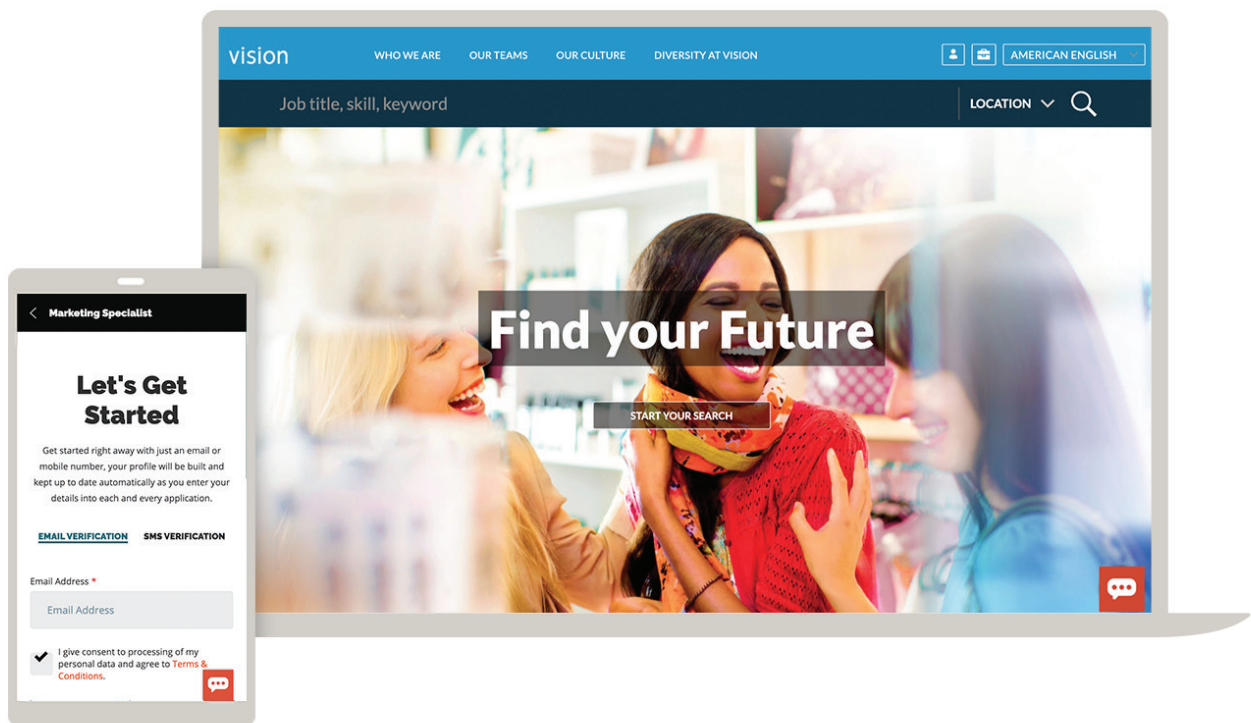
Upgrading to Oracle Recruiting

The right hiring solution to grow your business

Oracle Recruiting, part of Oracle Cloud HCM, is a complete solution, designed to provide teams with modern tools for every stage of the hiring cycle. It empowers organizations to improve operational efficiency, drive business agility, and gain better visibility into talent. Customers are able to deliver personalized user-experiences, make smarter and faster decisions, and leverage technologies such as artificial intelligence (AI), machine learning, and a digital assistant. By upgrading to Oracle Recruiting, organizations will feel confident tackling any talent acquisition challenges in their path.

In this brochure, you'll learn the top five reasons customers choose Oracle Recruiting as their hiring solution. You'll then meet three of our customers, who boldly chose innovation over familiarity, and successfully moved talent acquisition to the cloud.

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Top five reasons to switch to Oracle Recruiting

Recruiting professionals today are adapting to new ways of hiring. Economic challenges, safety concerns, and new standards for diversity and inclusion have drastically affected the types of talent teams target, their methods of communication, and how recruiting is done – ultimately leading organizations to become more dependent on technology. Virtualization in hiring was already on the rise, but remote work and a lack of face-to-face interaction has accelerated its adoption. As recruiting teams plan for the future, many are brainstorming new ways to appeal to a wider pool of candidates, identify top talent without bias, and drive hiring efficiency for recruiters operating from home. With Oracle Recruiting, part of Oracle Cloud HCM, we've focused on delivering a solution that's tailored to the new world of work and reimagines the way hiring is done. As more and more organizations continue to implement our comprehensive hiring platform, here are the top five reasons why we see customers selecting Oracle Recruiting:

1 **CANDIDATE CENTRIC**
Through hyper-personalized content, mobile/SMS tools, and simplified application processes, candidates receive engaging and memorable experiences that shine, translating into larger applicant pools and good first-impressions.

2 **AI-POWERED**
By leveraging AI and machine learning, Oracle Recruiting is able to identify great candidate job-fits, automate candidate interactions, and even predict future hiring outcomes, driving organizational efficiency while lessening time-consuming tasks for recruiters.

3 **DATA-DRIVEN**
Aided by Oracle Human Resources, Oracle Recruiting provides organizations with deep talent and organizational visibility, helping surface ideal internal and external candidates and derive new insights pertaining to performance, learning, onboarding, and more.

4 **EASY TO USE**
Oracle Recruiting was designed as a mobile-first platform, intended to allow users to untether themselves from desktop devices and dedicated smartphone applications, while providing consistent experiences and functionality across all devices and modules.

5 **UNIFIED AND COMPLETE**
Cumbersome integration configurations have been eliminated and typical addons like candidate relationship management are natively included with Oracle Recruiting, reducing system complexity and helping minimize costs.

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Three customers who boldly moved to Oracle Recruiting

Equity Residential streamlines hiring and saves time

INDUSTRY: REAL ESTATE   LOCATION: NORTH AMERICA   EMPLOYEES: 2,500 +

Equity Residential

Before

- Managing multiple integrations between technology systems

- Outdated platforms delivering poor candidate and employee experiences

- Decentralized data sources, hampering analytic and reporting

After

- Consolidated recruiting applications from 4 to 1

- Delivered job prospects with better candidate experiences

- Leveraged AI for smarter candidate selections

- Gained automated workflows to easily transition candidates to employees

- Reduced integration needs and costs

"
We are now seeing the efficiencies of supporting the application. We're seeing that benefit of a seamless integration from candidate to employee. And we're also excited about being able to position ourselves to take advantage of the artificial intelligence capabilities within the product."

**Mark Johnson
Director, HCM Technology,
Equity Residential**

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Hearst optimizes their candidate experience and reduces IT complexity

INDUSTRY: MEDIA & ENTERTAINMENT   LOCATION: NORTH AMERICA   EMPLOYEES: 10,000 +

HEARST

Before

- Decentralized and outdated, HR, finance systems

- Multitude of manual processes hampering efficiency

- Integration reliance and support issues

After

- Eliminated 10 custom integrations

- Streamlined the application process to allow candidates to apply faster

- Gained a fully mobile-responsive candidate experience

- Established better internal job awareness and mobility

- Reduced reliance on third party technology

> " Now there's also a seamless process within HCM and [Oracle Recruiting], for internal candidates to move. And our implementation, I feel, was a short time frame. We started the project in March, and we went live in the US across our 8 business units in August."
>
> **Debra Robinson, SVP/CIO,**
> **Oracle Technologies and Operations,**
> **Hearst**

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Macy's transforms talent acquisition and internal mobility

INDUSTRY: RETAIL   LOCATION: NORTH AMERICA   EMPLOYEES: 10,000 +

Before

- Inefficiencies with managing 10,000+ applicants per day

- Lack of insight into hiring and business productivity

- Disjointed experiences resulting from using differing solutions

After

- Provided employees with a single internal source for open opportunities

- Delivered a fast and simplified application experience to candidates

- Developed modern, easy-to-maintain career sites

- Established a consistent and standardized hiring process

- Enhanced hiring with Oracle's certified partner ecosystem

"At our peak, we'll bring in 10,000 new hires or we'll make 10,000 job offers in a day. So system functionality, reliability, scalability - clearly, because we operate in such a seasonal environment, is critical to us."

Andrew Roark, Senior Director, HR Technology, Macy's

Why Oracle Recruiting Over the Competition

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