# Oracle Recruiting Cloud

Finding the best talent and hiring them quickly can be difficult in today's competitive environment. Oracle Recruiting Cloud addresses these common challenges of recruiting and takes this process into the modern era by leveraging a data-driven approach and a mobile-first user interface (UI) to source and engage both internal and external candidates, and apply business insights across all of HCM for better hiring decisions.

## INNOVATIVE TECHNOLOGY 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 human capital management, incorporating concepts and practices that were once the primary domain of marketing, legal, or chief executives. The practice of HR is also transforming from being a mere cost center to a value generator, driving business growth through holistic talent development and by leveraging technology to improve efficiency and provide insight into an organization's most valuable source of productivity. Organizations use this insight to help leaders understand success parameters and their organization's talent capabilities.

Oracle Recruiting Cloud is a new recruiting solution delivered natively as part of the Oracle HCM Cloud suite. It enables employers to track and measure complete information about their talent across the HR spectrum. It keeps the candidate experience at the center of the recruiting process by leveraging innovative technologies such as chatbots, and modern, mobile-friendly UX to provide candidates, both external and internal, with a compelling consumer-like experience. Oracle Recruiting Cloud leverages candidate pools, campaigns and CRM to provide robust sourcing and empowers recruiters with AI matching to make the best data-driven recruiting decisions.

**DATA DRIVEN, COMPREHENSIVE RECRUITING**

**Key Features**

- Requisition management
- Career page design templates
- Mobile-responsive UI
- Extensible branding and multimedia support
- Job search and discovery
- Candidate pools
- Adaptive intelligence
- Native recruiting on HCM cloud
- End-to-end sourcing, recruiting, and offers
- Unified architecture and tooling
- Multichannel sourcing
- Conversational interactions via chatbots
- Proven third-party extensions
- Advanced reporting and analytics
- Unified self-service interface across all users and actions.

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## EMPLOYER-BRANDED 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 Cloud, the recruiting team can have direct control over the design, messaging, tone and content, eliminating the need to work with IT or go through the marketing department to design a compelling candidate portal. A persistent search bar while exploring jobs and geolocation-awareness helps puts the job search at the forefront for each job seeker. The entire candidate experience is fully mobile responsive to support a frictionless application process and incorporates multimedia in the site content and job descriptions to keep the candidate engaged.

## ROBUST SOURCING

Going beyond a traditional Applicant Tracking System, Oracle Recruiting Cloud provides a full view of recruiting activities and sourcing initiatives. It includes targeted CRM campaigns to communicate with candidate pools and market open requisitions to both internal and external candidates, which drives proactive engagement and helps build a talent pipeline. Oracle Recruiting Cloud also incorporates video and other rich media content to draw in candidates and encourage them as they complete the application process.

## COMPREHENSIVE RECRUITING

Oracle Recruiting Cloud simplifies and automates the complexities of recruiting with comprehensive end-to-end functionality from job requisitions, sourcing campaigns, approvals workflows, candidate selection, electronic offer distribution and seamless candidate to new hire workflow as part of an integrated experience for hiring managers, recruiters and HR.

## SUITE EXPERIENCE

The Oracle Recruiting Cloud leverages the power of the complete HCM suite to deliver deep insights, and easy access to information about your talent through all stages of employment. Workforce modeling 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.

## INTELLIGENT AND DATA-DRIVEN

Oracle Recruiting Cloud improves the end-to-end user experience by taking advantage of the latest in consumer-driven technology innovations, such as chatbots, mobile-first UI, and adaptive intelligence. These new technologies give organizations a competitive advantage when it comes to hiring and retaining talent, and can help reduce the operating cost of an HR department where chatbots can do the work of a help desk, or enhance the candidate experience with conversation-based interactions vs a form-driven process. Powerful and simple built-in intelligence facilitates quicker and smarter hiring.

**DATA-DRIVEN, COMPREHENSIVE RECRUITING**

**Key Benefits**

- Identify top talent quickly and accurately
- Provide a holistic view of talent management & career progression
- Improve insight into talent and position needs to drive better offers and hiring decisions
- Improve the complete candidate experience from initial engagement to hire
- Automate and extend the reach of your recruiting team with chatbots

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