

cegid



Talent Acquisition

**Best-in-class  
solutions for  
finding and  
hiring top talent.**

# All the tools you need to hire great candidates.

The Cegid award-winning Talent Acquisition solution streamlines all your recruiting and sourcing efforts. Smart, user-friendly and affordable, we give recruiters new online power to find the right candidates and manage them throughout the entire talent lifecycle. Your organization gains a strategic talent advantage through process automation, talent analytics and the latest creative sourcing options to more effectively find candidates, manage positions and measure your recruiting results.

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## Product Highlights

- › Streamline candidate and job management through an easy-to-use interface
- › Market to your passive candidate network with built-in talent relationship management tools
- › Make the most of your corporate career site to deliver a world-class candidate experience
- › Report on the metrics that matter to you—standard, ad hoc and dashboard reporting is easy with our business intelligence tools

## Make a great first impression.

### Candidate Experience

Make the right first impression and deliver a best practice career site experience with customizable branding elements and robust candidate engagement tools. Features like job agents keep interested candidates aware of positions that match their skills and experience and “tell-a-friend” functionality turns each visitor into an extension of your recruiting team. Easily showcase your critical and hot openings or use job cart technology to allow candidates to quickly apply to multiple jobs.

- › Support multiple career sites and portals
- › Real-time jobs database management
- › Robust job search across a variety of fields
- › Rich text job descriptions and branding templates
- › Job-specific apply online forms
- › Automated candidate communications and emails
- › Candidates can leverage LinkedIn or Facebook profiles to easily apply for jobs or for job matching
- › Candidates can share jobs with their social network on LinkedIn, Facebook and Twitter



## Candidate Management

With an artificial intelligence system, Talent Scout, you can mine résumés/CVs blazingly fast—it even learns what skills you are looking for and returns résumés/CVs that match. Or use candidate quick view technology to view a “virtual” stack of résumés/CVs that you can read, comment on and then quickly and seamlessly move to the next candidate. Simply manage everything from your requisitions to your candidates through an easy-touse interface. Includes full compliance support (OFCCP, EEOC, JVA, European Data Privacy Regulations, etc.).

- › Centralized and shared response database
- › Pre-screening questionnaires
- › Talent Relationship Management (TRM) tools to build your talent pipeline
- › Configurable and at-a-glance interview statuses
- › Transfer candidates across the organization
- › Score and rank candidates
- › Comment on candidates and attach relevant documents
- › Manage and track interview schedules (single or bidirectional integration with Outlook/Exchange)

## Sourcing Management

Your recruiters will have access to over 18,000 sourcing destinations along with a built-in media recommendations engine that proactively ranks the most appropriate sites—letting them make the most of the Web without ever leaving the system. Source of hire tracking, editing and jobs management are a snap.

- › Centralized inventory and subscription management
- › Consolidated billing and expense tracking
- › Reusable job templates and sourcing plans
- › Metrics dashboards and benchmark reports
- › Configurable business rules and administrator permissions



## Configuration Workflows

The technology supports the different and unique ways users want to work, including those that want more self-service options, to those enterprise-level customers who still rely heavily on Professional Services. Users have the ability to configure hiring workflow, requisition management and approvals, users and teams, reporting and a host of other processes.

- › Configurable requisition management processes and approval levels
- › Customizable status lists
- › Create safeguards for hiring managers
- › Define and manage custom fields
- › Create brandable requisitions

Talent Acquisition

Learning & Development

Performance Management

Compensation Management

Career & Succession Planning

Core HR

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