

# EVOLVE

## TALENT ACQUISITION SUITE



### Why Evolve?

- All the capabilities that HR, Talent Acquisition leaders, and recruiters need from a single suite
- 3 times the number of applications
- Best candidate experience
- Better hiring team collaboration to hire 2X faster
- Real-time actionable analytics
- True partner with strategic, managed, and RPO services
- EVOLVE TA Framework

**Find and Hire Top Talent, Faster.**



## “The biggest constraint to economic growth isn’t the supply chain, or capital investment. It’s people.”

Companies that can evolve talent acquisition strategies in the most difficult hiring market ever will grow the fastest. With the candidate at the center, the Evolve suite spans the entire candidate journey from recruitment marketing to new hire engagement. Engage candidates at the right time, in the right way, from first look to first promotion.

As your trusted partner we'll help you evolve every step of the way with unprecedented depth and breadth in capabilities and services.



### **The Evolve Talent Acquisition Suite helps you:**

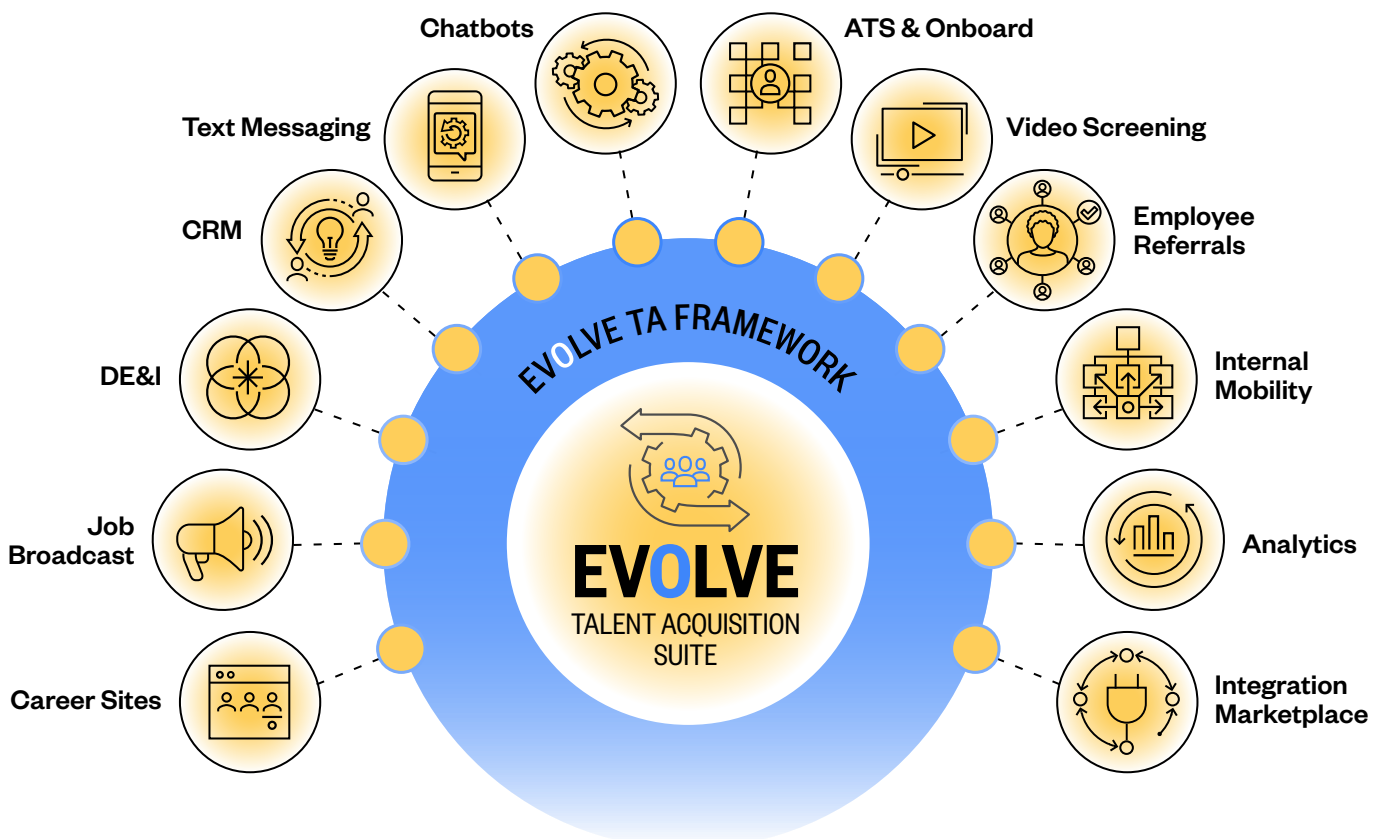
- Attract top talent with your distinct employer brand
- Automatically source talent from across top channels including paid and free resume databases, social media sites, and events to build a robust talent pool
- Make a great first impression and keep candidates continuously engaged with a better candidate experience through multiple communication channels
- Optimize all of your resources including internal candidates and employee referrals
- Deploy talent acquisition strategies faster with a single suite
- Uncover talent gaps, reduce bottlenecks and make smarter recruiting decisions
- Hire a more diverse workforce and reduce bias

# “The ATS is no longer enough.”

- Madeline Laurano, Aptitude Research

## We agree.

### Let Us Introduce You to the Evolve Talent Acquisition Suite





## Career Sites and Apply

### Convert more passive job seekers into engaged applicants

Attract and convert 3 times the number of applicants with Career Sites and Apply. A customizable, modern, hyper-personalized candidate experience with a mobile optimized apply process.

- A personalized apply process and candidate experience
- Most relevant job search results through integration with Google Cloud Talent Solution
- Direct extraction of resume and social profile data into integrated ATS



## Job Broadcast

### Manage and automate job postings from one place

Efficiently manage all job postings on a broad network of job boards, social networks and agency partners. Job Broadcast automatically distributes job descriptions to hundreds of sites including industry-specific destinations.

- Seamlessly post to hundreds of job sites for the broadest distribution
- Achieve predictable hiring with channel analytics



## CRM

### Find the right talent, for the right job, at the right time

CRM offers the most breadth and depth of modern marketing channel execution across all recruitment process areas to efficiently and cost effectively engage and nurture the right candidates for the right job at the right time.

- Build robust hire-ready talent pipelines
- Zero-Click Intelligent Sourcing automatically finds top candidates when a requisition is first opened, saving recruiters up to 30% of their time
- Save time and money with simplified, automated talent sourcing and segmentation
- Deliver omni-channel recruitment marketing across all process areas



## Intelligent Messaging

### Reach candidates where they are, in real-time

Jobvite Intelligent Messaging connects recruiters with top talent faster, reduces time-to-fill with an AI-powered chatbot, and tracks engagement metrics on a deeper level.

- Connect with candidates faster, in real-time
- Less disruptive than screening calls
- Recruiters can source and assess top candidates at scale
- Highest read and response rates of all communication channels



## ATS & Onboard

### ATS

#### Maximize recruiter productivity

ATS & Onboard is a powerful, easy-to-use solution with built-in automation and intelligence to engage deeply with candidates while increasing recruiting speed and quality. Recruiters, TA leaders, hiring managers, and job seekers have a central place to collaborate—making the entire hiring process easy and efficient. Stay in control with the flexibility to automate and configure hiring workflows for different types of roles.

- Make data-driven decisions with action-oriented dashboard
- Save valuable time with candidate interview self-scheduling
- Improve hiring team collaboration with the mobile app
- Increase req visibility with easy to post social jobvites
- Control the process with configurable workflows



### Onboard

#### Speed up new hire time-to-productivity

Make new hires immediately feel welcomed and engaged with branded new hire portal that introduces them to their team and gets them acculturated into the organization. Onboard is a central location for recruiters, hiring managers, IT, facilities, and candidates to coordinate, communication and complete onboarding activities easily.

- Provide visibility into onboarding progress to all stakeholders
- Enjoy a customized process with configurable workflows
- Reduce new hire time-to-productivity



## Video Screening

### Screen early, save time

On-demand video screening, within the Evolve ATS, accelerates, enhances, and builds consistency early in the applicant review process so that you conduct interviews only with the most promising candidates. Simply send a video invitation to the candidate, have the candidate record their responses in short videos on their laptop or phone, and evaluate the recorded responses. Only move forward with the strongest talent, saving endless hours.

- Faster time-to-hire
- Get to top candidates faster
- Modern candidate experience





## Internal Mobility

### Retain and develop the talent you already have

Your best candidates may be existing employees you already have. Match existing employees' skills and experience to hiring needs and retain top employees.

- A dedicated hub for employees to create talent profiles and explore new opportunities
- Proactively source internally by connecting them to opportunities matched to their skills and experience
- Retain and engage top employees who are vested in your organization's success



## Employee Referrals

### Tap into your employees' network of top talent

Employee referrals are easier, faster, and cheaper to source and hire than any other type of candidates, and they perform three times better on the job. Expand your referral potential by empowering employees to easily reach out to their professional networks.

- A seamless experience for employees and single candidate database for recruiters
- Drive employee adoption and engagement with campaigns and gamification
- Make smarter decisions with in-depth analytics to analyze program effectiveness



## Diversity & Inclusion

### Increase workforce diversity, reduce bias

The journey towards a more diverse workforce requires people, processes, and technology to work together to mitigate conscious and unconscious bias, create opportunities for underrepresented communities, and build strong teams.

- Broader talent pool of diverse audiences
- A more inclusive and engaging candidate experience – for all candidates
- Reduced bias in job descriptions and review process



## Advanced Analytics

### The visibility to make smarter recruiting decisions

This forward-looking, flexible solution delivers actionable hiring insights at speed and scale. The Analytics portal offers standard or customizable reports and visualizations to best tell your unique hiring story.

- Customized, unique reports, and dashboards
- Unlimited data modeling and visualizations
- Immediate data results – drill down, drill through, drill across
- Automatically put reports in front of key stakeholders
- Measure candidate and applicant journey across the entire TA Tech Stack



## Robust Marketplace

### Part of a greater HRIS ecosystem

Jobvite is dedicated to Talent Acquisition. And we have hundreds of integrations to other TA and HCM systems to deliver a seamless experience.

- Out-of-the-box integrations to major HRIS systems
- Customizable integrations to point solutions

## EVOLVE TA FRAMEWORK

The EVOLVE Talent Acquisition Framework helps TA teams deliver world-class results. From initial assessment to specific action plans, EVOLVE empowers TA leaders to identify and prioritize areas for improvement. Teams, processes, technologies, and strategies are optimized and organizations emerge stronger, more efficient, and better able to adapt to the needs of the ever-evolving talent marketplace.

**“ The use of AI in the talent industry will continue to change our roles in the next 5 to 10 years. Jobvite understands that and automates a lot of the groundwork, such as managing data or confirming interview details. This allows our Talent team to be more client facing and focus on the aspects of our work that requires nuance and human interaction.”**

– Group Talent Manager,  
GroupM