



The Power of

FOCUS

Amplifying your hiring efforts with purpose-built recruiting technology.



With people at the heart of your organization, recruitment delivers strategic business value *daily*.

Attracting, engaging, and hiring top talent is the #1 concern of CEOs globally¹...

Yet only 37% of HR leaders view recruitment as a technology investment priority for 2020²

Think about every tool you use to run your HR function efficiently. Your HR platform is likely your lifeline, but is it prioritizing the step where it all begins?

Recruitment is often viewed as simply sourcing and onboarding, however as turnover and skills gaps rise, there's so much more than meets the eye.



1. The Conference Board, C-Suite Challenge 2019

2. The New HR Roadmap to Transforming Talent Acquisition, 2020



The myth:

One system should account for all HR functions.

The truth:

Recruitment has outgrown the module an HR platform provides.
However, there's no need to give up the system that keeps everything running smoothly.

The Mindshift

Recruitment deserves more than a standard module.



More employers are looking at how the recruitment piece of the puzzle benefits from the **power of focus.**

The Typical Hiring Technology Landscape

The top 3 factors of a strong recruitment function that enrich your larger HR operation:



Candidate
Attraction



Active Applicant
Management

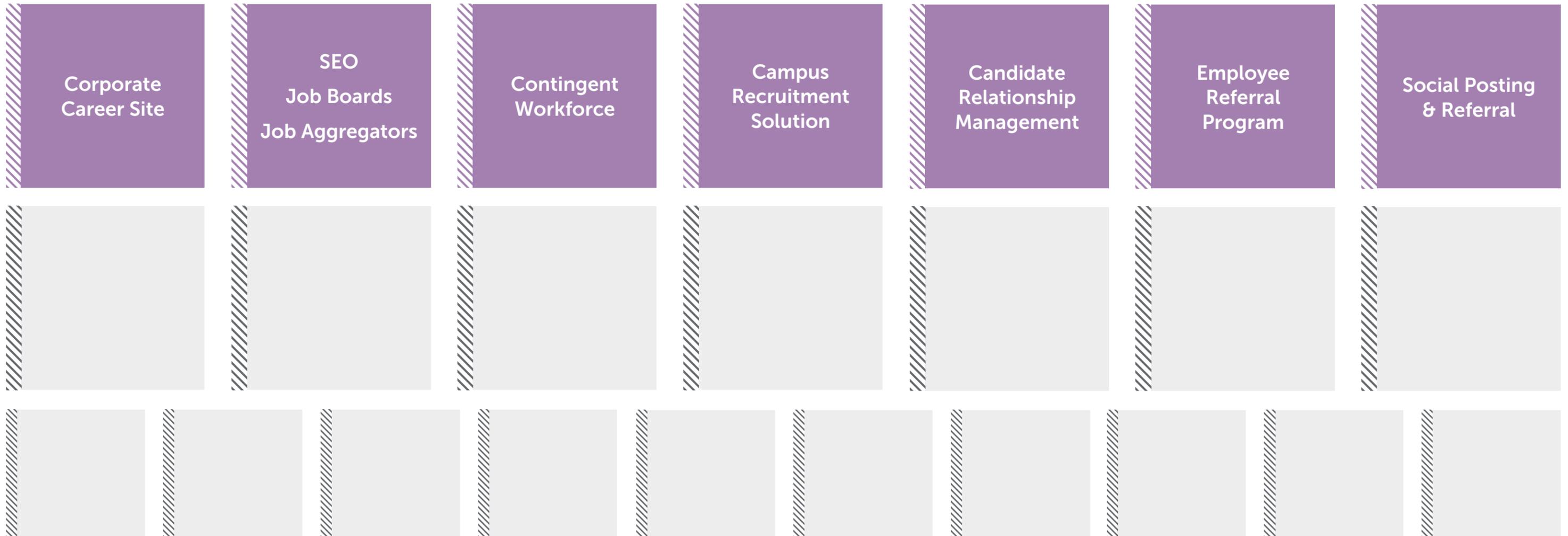


Talent Tools



Candidate Attraction

Top of the funnel activities should resonate with candidates, who continue to raise expectations of potential employers during the hiring process.





Active Applicant Management

Active application management through the hiring process that's in sync with your human capital management (HCM) system.





Talent Tools

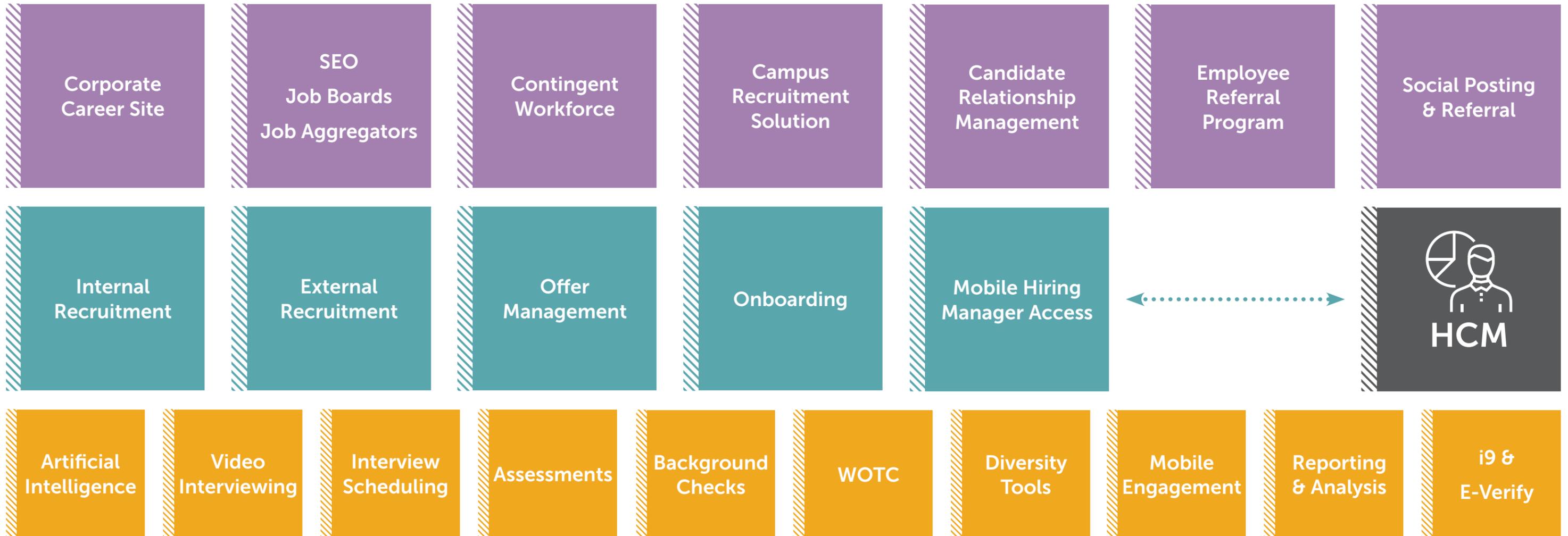
Critical talent tools that deliver your candidates a holistic experience and verify hiring decisions.





A New Reality

What started as two small pieces of your HCM is now **20 critical hiring tools.**





The Decision?

How will you support your talent acquisition teams with these necessary tools?



Task IT to evaluate, implement, integrate, and maintain separate costly contracts for each solution.



Risk data integrity with poor integrations that misalign tech, budget, and security requirements.



Let recruiters spend their time jumping between systems at the expense of quality candidate interaction.

TALENT CLOUD

Lean on a hiring platform that was built to support connection between **ALL** recruitment functions.

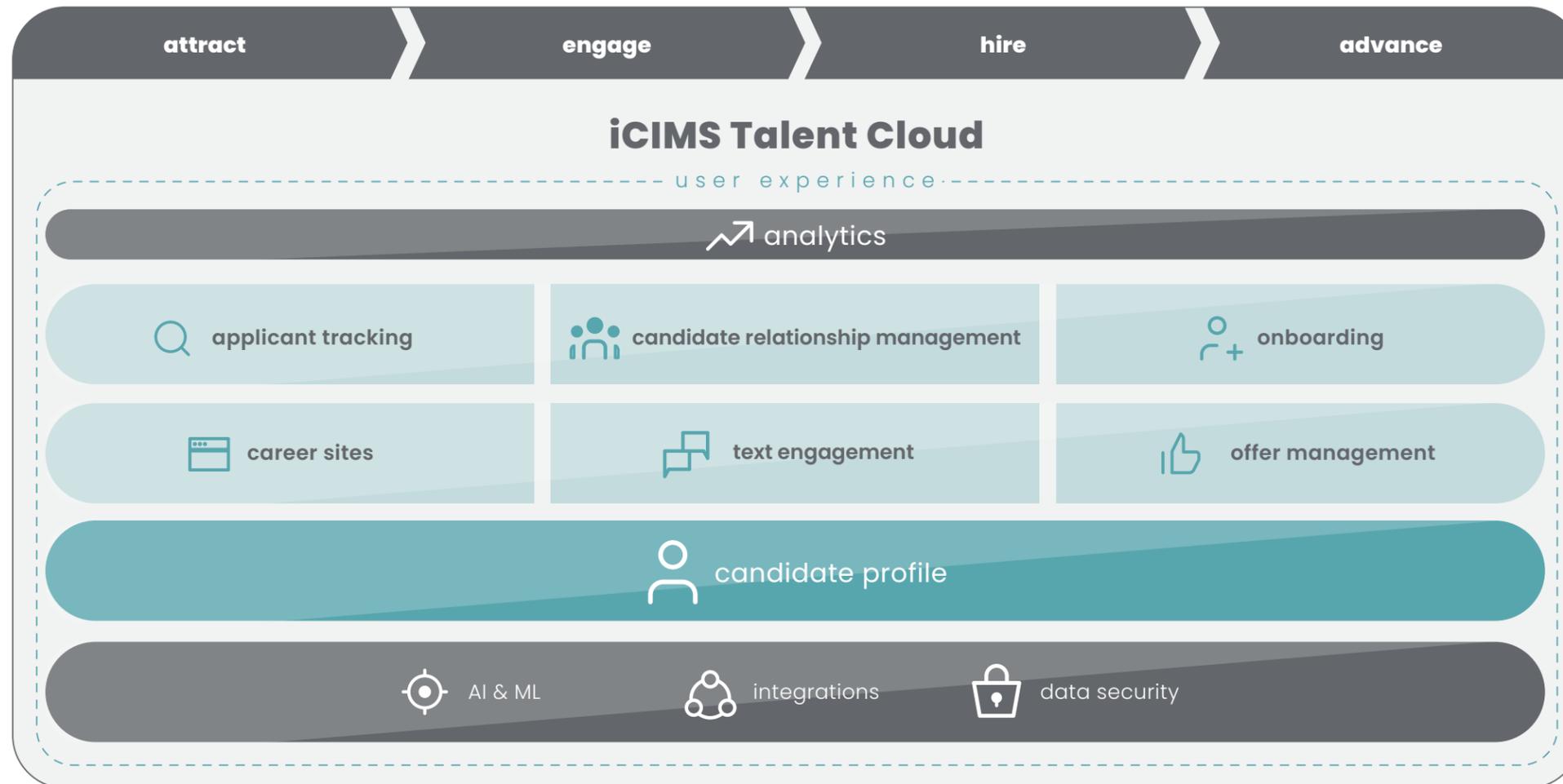
Simply plug it into your HR system as a high-functioning replacement to your built-in module.



THE WORLD'S LEADING
TALENT CLOUD



Connection is power — between people, process, and the tech that brings it all together.



Simplify your HR journey from first look to first day with the best of both worlds. iCIMS' Talent Cloud and your trusted HR platform.

When your recruitment solution complements your existing infrastructure without disruption to data integrity or user experiences, you're equipped to scale your business for years to come.



With recruiting, a best-of-breed provider has a single laser-like focus to excel in one area vs. many. The ability to innovate product and solutions tends to favor the track record of a best-of-breed provider in reviewing how much the recruiting landscape has evolved the past few years. Equally as important, a best-of-breed approach may have the better opportunity to stay ahead of employer demands and needs for their specific recruiting strategy, being diverse per their respective industry or competitive situation.

Employers need to stay educated in the differences between a best-of-breed and single source HCM solution as it relates to recruiting.

- HR Technology Consultant



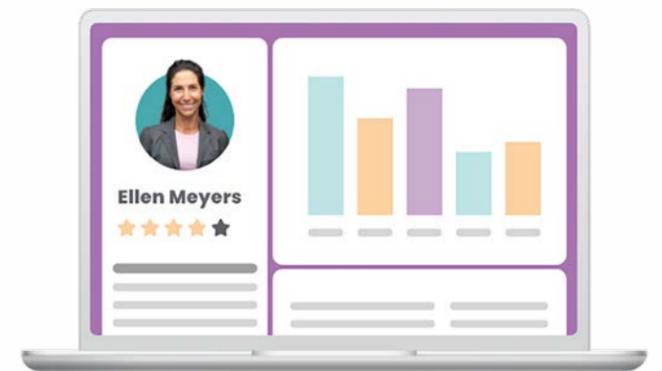


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The Talent Cloud

Over 1,000 HCM integrations supported



4,000+ customers | ~300M candidates | 4M hires/year



Talent Powers Transformation

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide.

See it in action www.icims.com/see-it-in-action