

The background is a solid teal color. It features three overlapping circles. The top-left circle is a darker shade of teal. The top-right circle is a lighter shade of teal and contains a pattern of fine, parallel, light-colored lines. The bottom-right circle is a medium shade of teal.

February 2021

# Winter Release Highlights

**icims**<sup>®</sup>

# New iCIMS Talent Cloud innovations to power your transformation

If 2020 has taught us anything, it's that we can never know what's around the corner. But what we do know is that Talent Powers Transformation.

As we face challenges and crises that we have no comparison for, it's our people's talent and strength that will be the reason we thrive. Because when the right talent joins the right team, your entire organization wins.

Our 2021 winter release focuses on innovations that continue to help you find the best talent in the world. These new features and enhancements deliver on our commitment to create awesome experiences, help you do less- yet deliver more, and provide amazing results.



## Here are the key innovations to know:

- **Accelerate hiring decisions with the new iCIMS for Microsoft Teams:** Give your recruiters and hiring managers the ability to provide interview feedback during or after live video meetings, directly within Microsoft Teams.
- **Unify your candidate data in a centralized, Dynamic Candidate Profile.** Get access to everything from job application history to AI-based insights, all from a Dynamic Candidate Profile that is continuously enriched with data from multiple sources.
- **Gain more control with new, native video interviewing:** iCIMS Video Interviews is native to the iCIMS Talent Cloud to provide more value as you scale your virtual recruiting.
- **Deliver a better mobile experience for your busy hiring managers:** iCIMS mobile app for hiring manager is completely redesigned with a more modern, intuitive experience.

You will find more in the following pages about how iCIMS supports your talent transformation and where to go for additional details and training.

## Talent Cloud experiences

### Accelerate hiring decisions with iCIMS for Microsoft Teams:

iCIMS is proud to partner with Microsoft to give recruiters and hiring managers the ability to provide interview feedback during or after live video meetings, directly within Microsoft Teams. The information feeds directly into iCIMS Applicant Tracking to enhance the candidate and hiring team experience and help you make faster virtual hiring decisions.



iCIMS for Microsoft Teams

**Unify your candidate data in a centralized, holistic, dynamic candidate profile:**

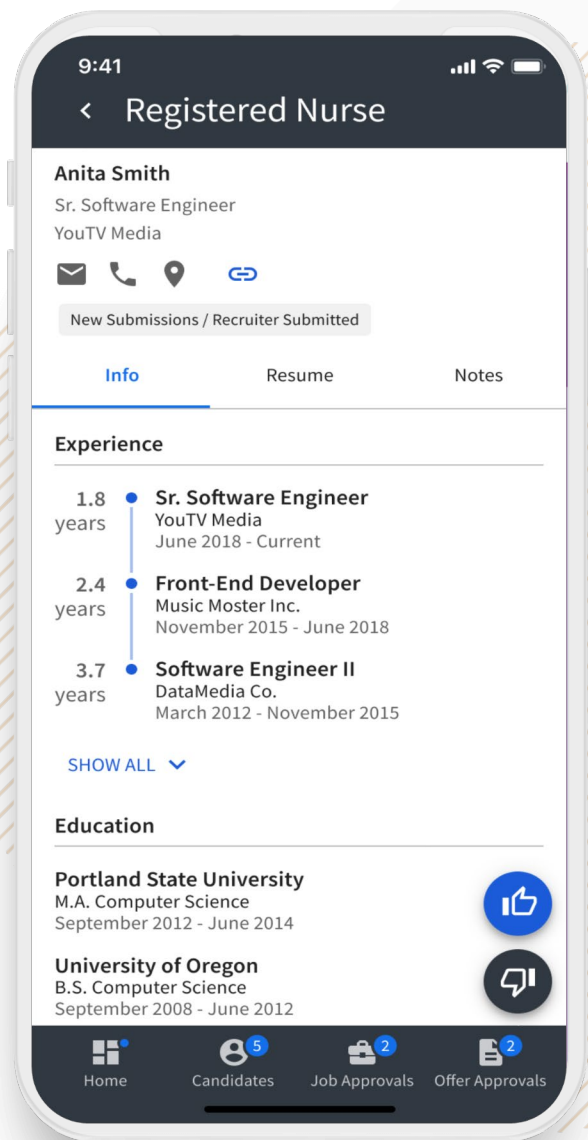
It can be challenging for hiring teams to keep up with candidate activities, insights, and qualifications. The iCIMS Dynamic Candidate Profile brings candidate data across the iCIMS Talent Cloud (and soon other talent applications) into a single view within iCIMS ATS. It gives you all the information, background, and insight you need to make faster, better-informed hiring decisions. With a mobile-first design, you get access to everything from job application history to AI-based insights, all in one single profile that is continuously hydrated with new data from multiple sources.

**Deliver a better mobile experience for your busy hiring managers:**

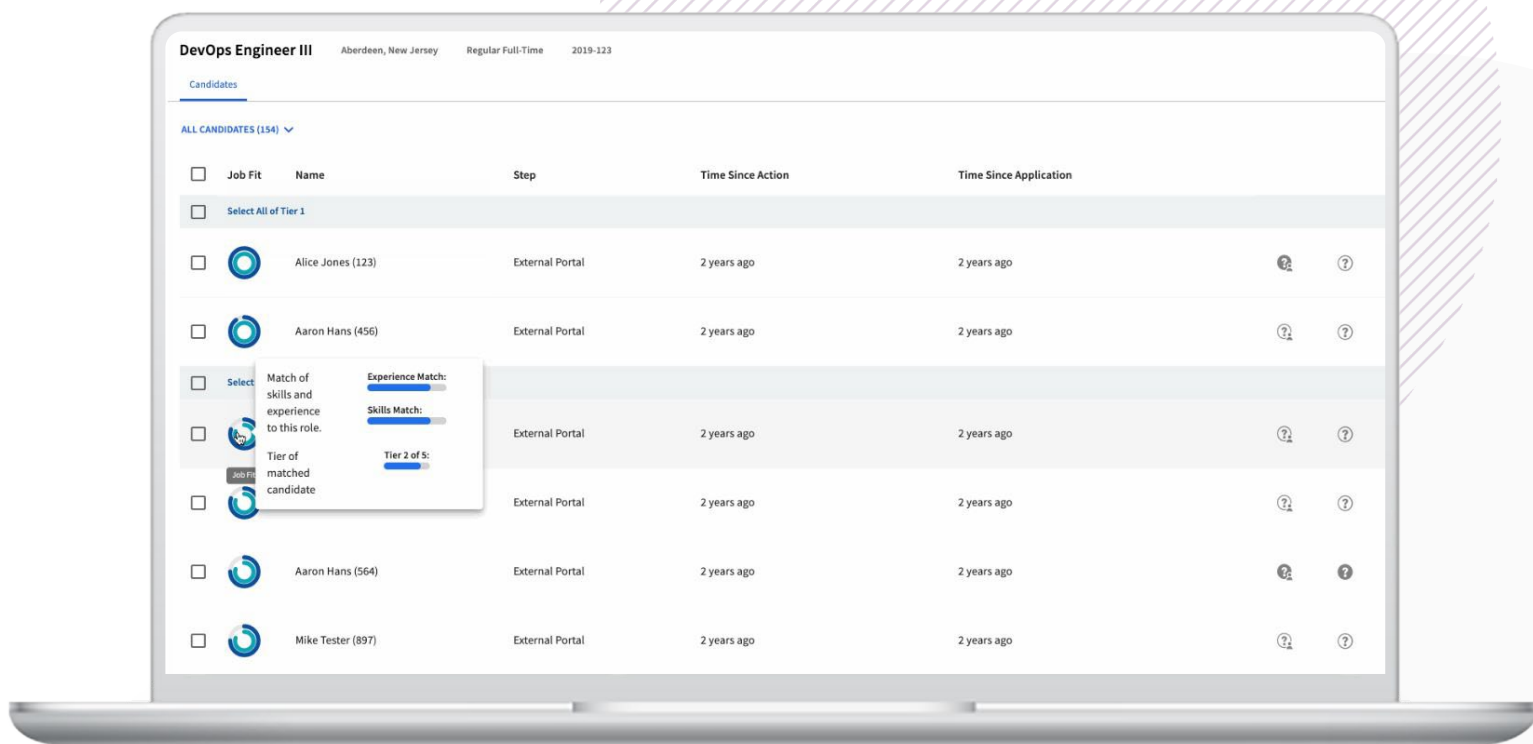
A more modern, intuitive experience for the mobile app brings primary actions to easily accessible and consistent locations. For example, your managers can use a “thumbs up/down” to quickly advance or reject candidates. They get faster access to contact information with profile cards and can toggle between resume and notes without needing to scroll.

**Find your winning talent through AI-powered match and rank:**

To better manage and prioritize the volume of candidates within iCIMS ATS, you can now automatically identify highly qualified talent (candidate to job matching is also available in iCIMS CRM). Also discover, or rediscover, candidates and existing employees within iCIMS Applicant Tracking by using AI to rank for the best match. We will continue to apply AI to our Talent Cloud within future releases, and in case you missed it, read more about [our commitment to an ethical use of AI here](#).



Hiring manager mobile app



## AI-powered match and rank

### Improve candidate engagement with advancements in iCIMS Digital Assistant:

iCIMS Digital Assistant makes it easier for you to engage talent anytime, anywhere, with open dialog supported through new intent classifications and 13 new languages. For example, if the Digital Assistant asks, “What type of job are you looking for?” the candidate can simply respond, “sales” rather than needing to choose from a numbered menu. And iCIMS Digital Assistant now provides personalized, experiences in 18 native languages: English, French, French Canadian, German, Spanish (Mexico), and newly added Chinese (Simplified and Traditional), Dutch (Belgium), English (UK), Italian, Japanese, Korean, Polish, Portuguese (Brazil), Spanish (Spain), Swedish, Thai, and Russian.

### Got Ultimate Kronos Group Pro or Ceridian Dayforce? You’re going to love our simplified hiring experience:

iCIMS has teamed up with Ultimate Kronos Group and Ceridian to automate your hiring workflows. This means you can now send new hires from iCIMS ATS into UKG Pro or Ceridian Dayforce with just a couple clicks of your mouse. Plus, we’ll keep employee data automatically synchronized with iCIMS candidate data to help support internal talent mobility.



# Applicant Tracking

## Gain more control with native video interviewing and language assessments:

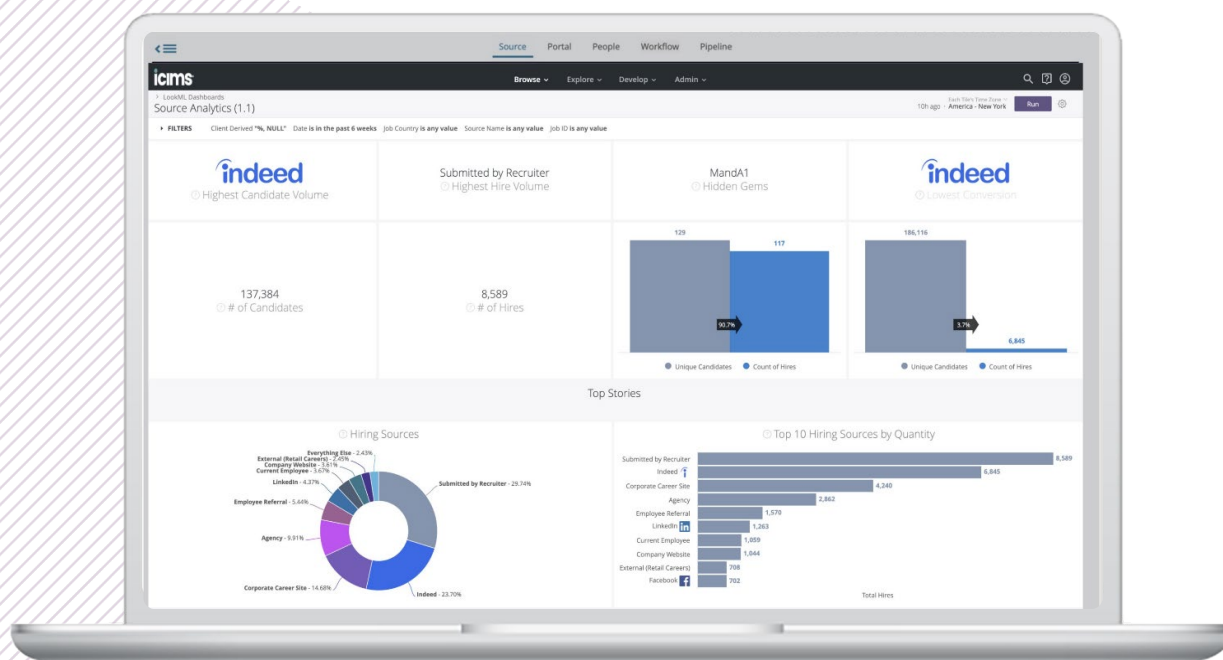
Following our [acquisition of EASYRECRUE](#), we're introducing **icims Video Interviews** and **icims Language Assessments**. Unlike other recruiting tools, icims Video Interviews and Language Assessments are native to the Talent Cloud to give you more control and value so you can scale your virtual recruiting. This expansion to the Talent Cloud makes it easier to manage a high volume of applicants, hire globally, and save up significant recruiter time with pre-screening questions.

## Access candidate emails in one, easy click:

When you access a candidate profile, you can easily click on "messages" to view all candidate emails. We'll continue to add other communication types in future release, starting with text messaging.

## Make better informed hiring decisions:

You can now more easily monitor, track, and optimize hiring with our new embedded dashboards. Track career site performance and identify your best sources, like Indeed or employee referrals, or review hiring stages by source. Pipeline analytics identify bottlenecks so you can increase your rate and efficiency of hires. See at-a-glance: applications started vs. completed, average completion time, number of candidates per stage, and more.



ATS source analytics

## Text Engagement

### Flexible self-scheduling now means you don't have to rely on a corporate calendar:

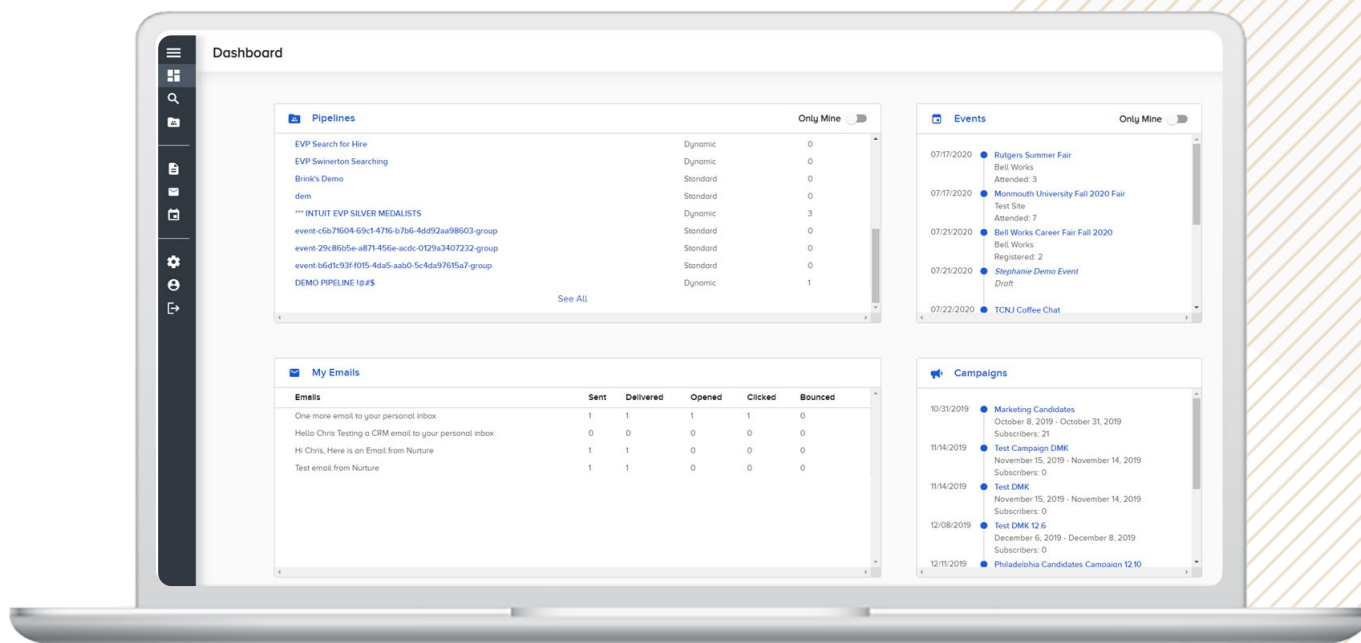
Your hiring teams already benefit from iCIMS' automated scheduling through a synced internet calendar (MS Office, Office 365, and Gmail). For those teams that don't rely on corporate synced calendars, iCIMS now offers a self-managed calendar. Your recruiters and managers can now access self-scheduling to block free and busy time, schedule reoccurring events, and automate personalized reminders. This new feature gives you the flexibility to schedule on your terms.

## Candidate Relationship Management

*(previously known as iCIMS Nurture)*

### Get more insight to make better hiring decisions:

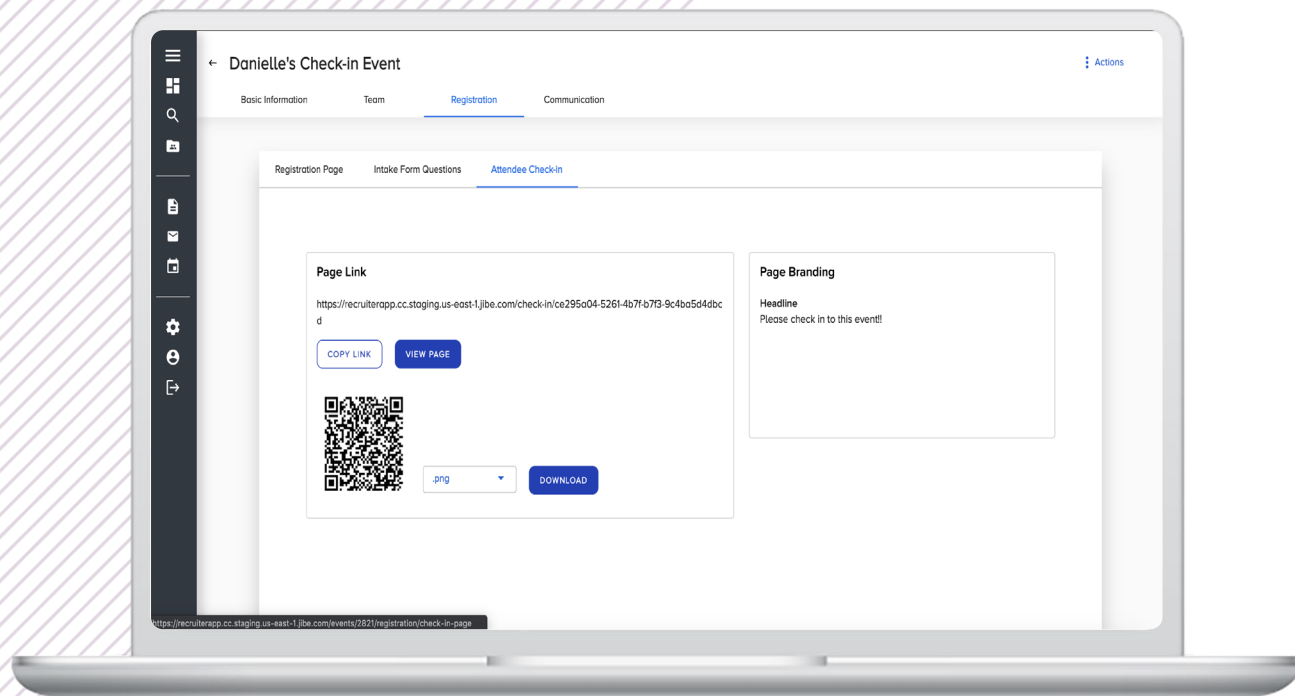
To give recruiters the information they need when they need it, you can now customize the data fields captured on each candidate (such as a certification level). That data will then be available in search. A new dashboard highlights four primary features: pipelines, events, emails, and campaigns.



CRM dashboard

**Don't miss a beat on candidate follow-up with virtual event check-in pages:**

You can now easily create a check-in page where a candidate can mark their attendance through a simple form or QR code. This makes it easy to accurately create an attendee list after an event for more targeted – candidate follow-up.



**Virtual event check-in page**

**Improve global engagement with expanded language support:**

You can now experience icims CRM in the same languages supported by icims ATS, such as German, Spanish, French (Canada, France), Italian, Japanese, Dutch, Chinese (Simplified and Traditional), English (UK), Greek, and Portuguese.

## Career Sites

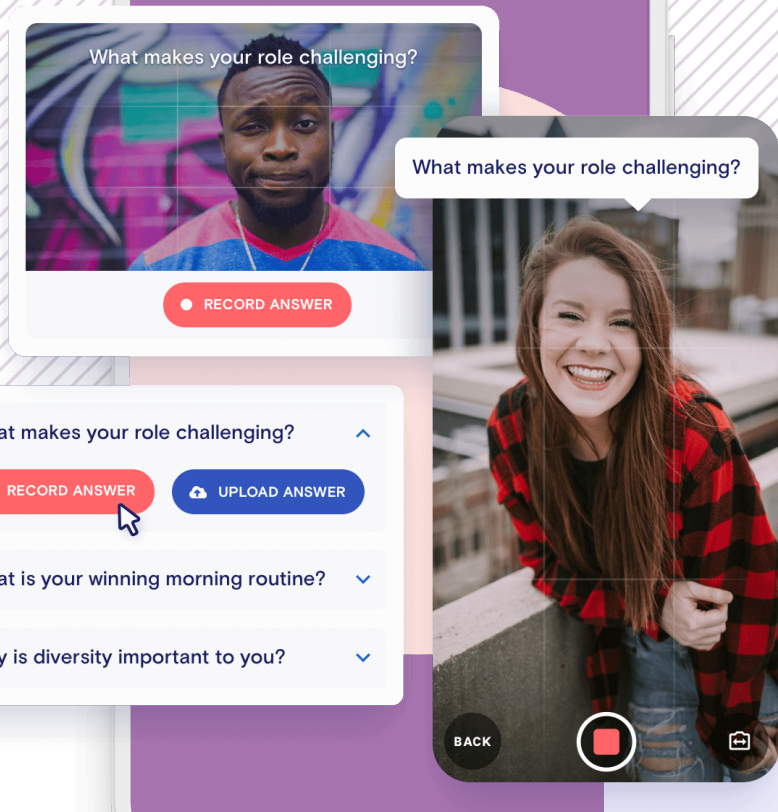
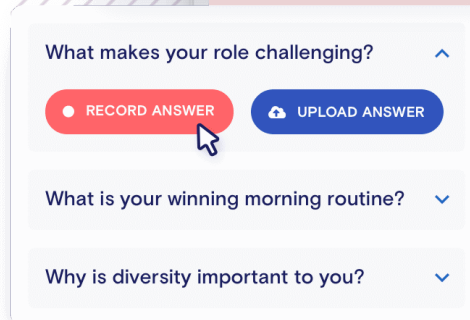
**Engage more candidates with templates for translated, branded job alerts:**

Your hiring teams can now customize your job alerts to match the branding and local language of your regional career sites. This can activate job seeker interest more quickly and help accelerate the journey from applicant to candidate.



# Introducing icims Video Studio!

We recently announced icims Video Studio, which offers talent and marketing leaders a simple and cost-effective way to showcase employee-generated video content. As we move forward, icims Video Studio will be included in future release communications.



## More about icims Talent Cloud releases

Our releases are quarterly (February, April, July, November) during the third week of the month. Each will include new features, enhancements, product launches, and integration updates.

## Want to get involved?

We have a few ways for our customers to connect with our team to share input and advise on our product roadmap. [Visit our icims Customer Community to learn more about our programs.](#)

## These are just the highlights of the innovations in our winter release.

Please [visit the product updates in the iCIMS Customer Community](#) for more details on all new features and enhancements.

# icims® Talent Cloud

attract > engage > hire > advance

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 approximately 4,300 customers, including 40 percent of the Fortune 100, that employ more than 35 million people worldwide. For more information, visit [www.icims.com](http://www.icims.com).

