April 2021

Spring Release Highlights

iCIMS®

New Talent Cloud innovations to simplify and speed hiring success

We've reached a new standard of talent acquisition that requires consumer-like experiences, AI-driven talent intelligence, and automated yet authentic engagement.

Our 2021 spring release focuses on a unified Talent Cloud experience so you can continue to hire faster, with AI-enabled experiences for talent and recruiters, new ways to accelerate virtual hiring, and innovations that help you deliver on your DEI journey.

Here are the key innovations to know:

- **New intelligent talent matching to find your ideal candidate.** Select an ideal candidate profile to seek out similar candidates based on skills and experience.

- **More innovations to the recently introduced Dynamic Candidate Profile.** A new quick view to see how a candidate is engaging across your business, plus new message notifications that lead to a message center to view and initiate email, text, and chat communications.

- **New DEI analytics to build a more equitable hiring process.** Get insight into where historically underrepresented candidates are dropping off in the hiring process. **Available via our Early Access program.**

- **Welcome new talent with employee video storytelling.** Reimagine the digital offer and onboarding experience with employee-generated video content through iCIMS Video Studio.

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

New intelligent talent matching to find your ideal candidate:

We know it can be daunting for your recruiters to look at a hiring manager's long list of must-have candidate qualifications. Our new **talent match** in **iCIMS ATS** helps recruiters work with hiring managers to select an existing candidate as 'ideal' based on must-have skills and experience (in future releases, you can create your own ideal candidate profile). From there, AI is applied to seek out similar candidates by matching skills and areas of experience.

It's a faster way to deliver best-fit talent to your hiring managers.
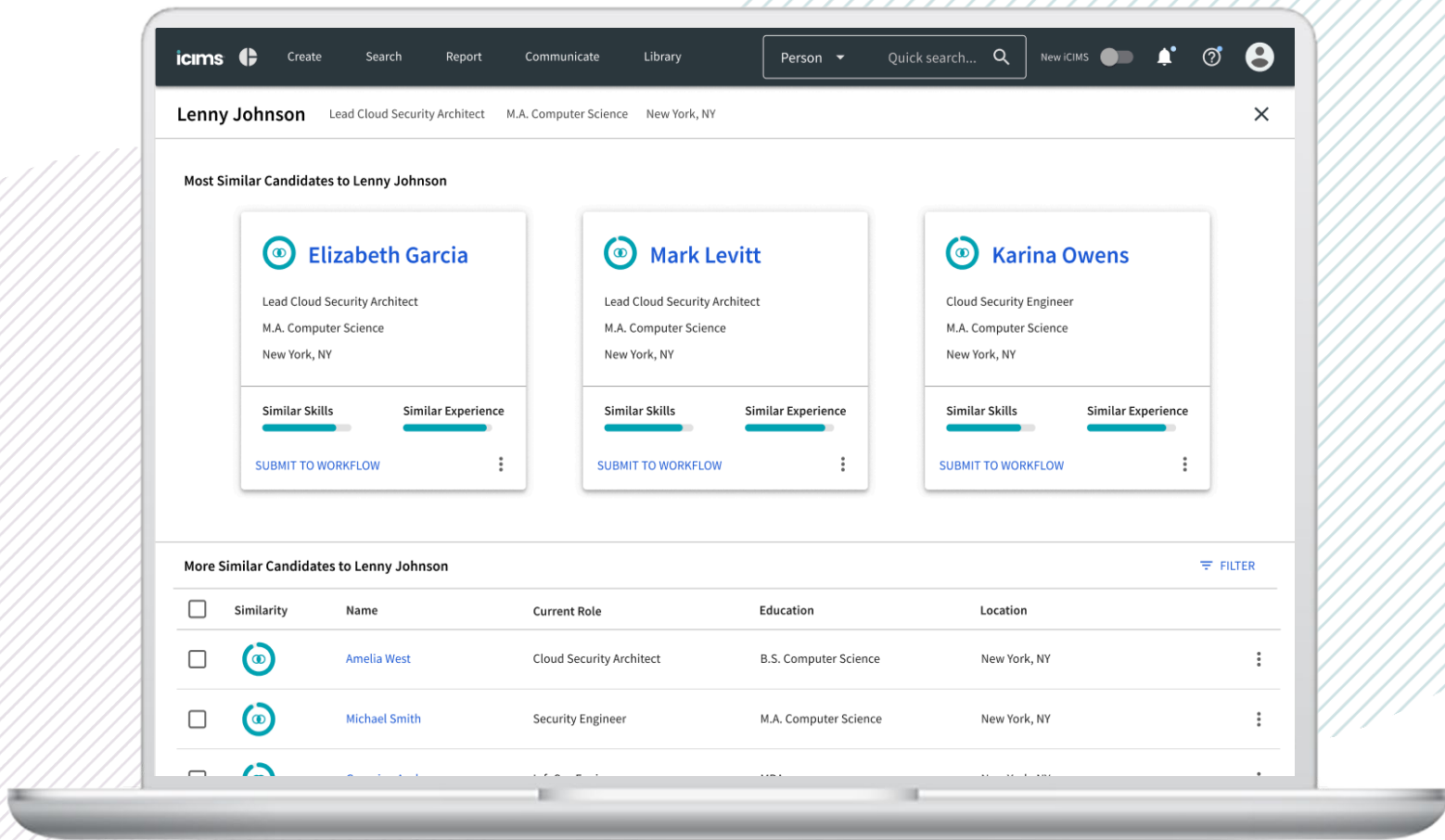

AI-enabled Talent Match
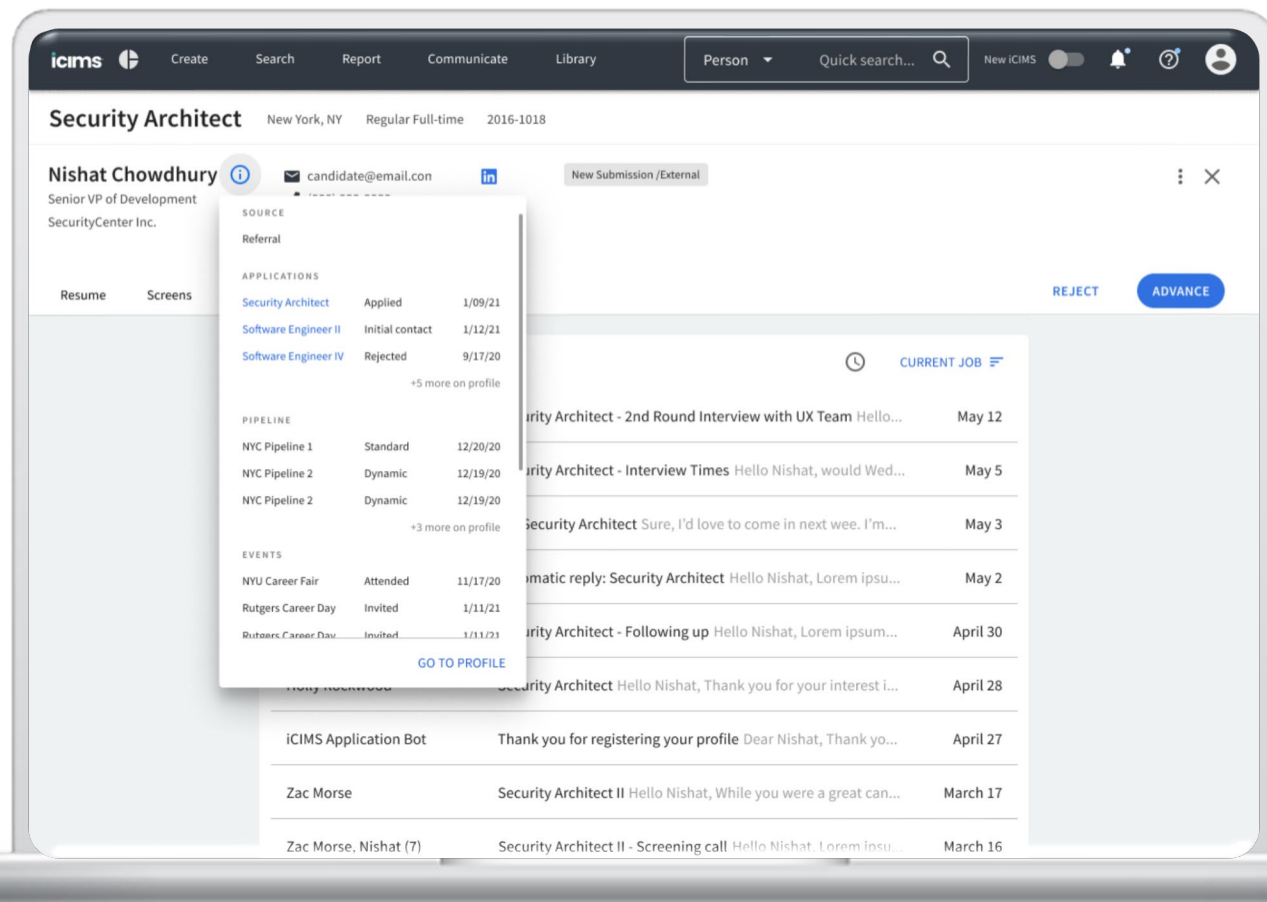
Dynamic Candidate Profile quick view

More innovations for the recently introduced Dynamic Candidate Profile:

Following our introduction of the Dynamic Candidate Profile in the iCIMS Winter Release, we're continuing to add more capabilities to give you actionable insight into candidates:

- New **message notifications** will display the number of unread **iCIMS Text Engagement** messages from text, WhatsApp and Facebook Messenger. Click on the notification to continue the conversation back in the candidate profile's **message center** tab. In the message center, you can view and act on email, texts, and chats. You can also configure how you want messages displayed, such as text messages on the right and emails on the left.

- Next to the candidate's name, a new ⓘ icon gives your recruiters a **quick view** of candidate activities and engagement. It displays all the candidate's open applications across the business, and recruiters can click through to see more details. For customers with **iCIMS CRM,** recruiters can also view associated events and talent pools. It's a one-stop-shop for recruiters to see the candidate's engagement with other recruiters and hiring managers and where they stand for those roles.
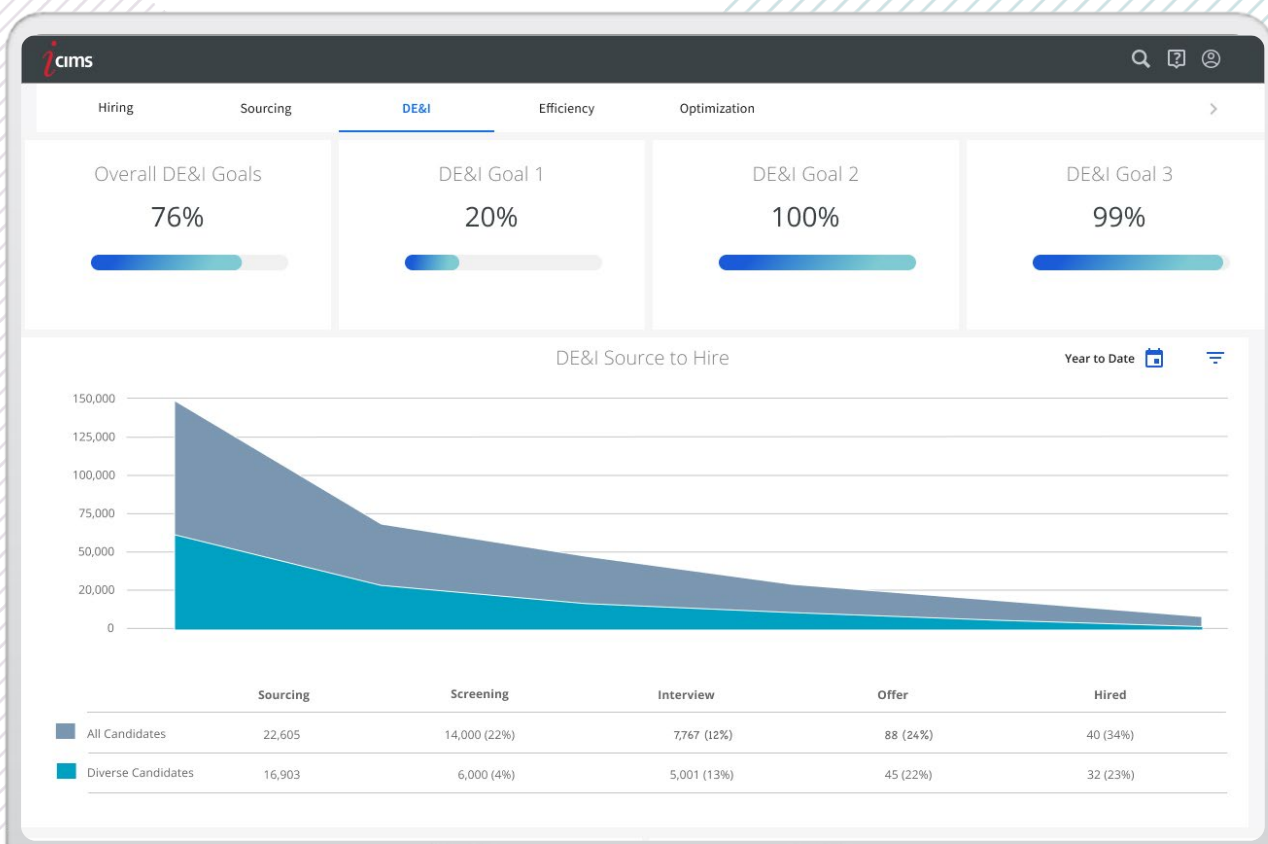
DEI analytics

New DEI analytics to build a more equitable hiring process:

Get insight into where historically underrepresented candidates are dropping off in the hiring process. Located within the **iCIMS ATS**, new DEI analytics give you a view into the percentage of candidates by race, ethnicity, and gender. See your top sources for diverse candidates and how each demographic progress from application to hire. You can also set goals for each hiring stage, so your team is immediately alerted if they fall above or below that set percentage threshold. For example, you can configure the alerts to notify you if 5% or more women candidates drop off after the interview stage. That helps bring your attention to where you need to implement more inclusive measures throughout the hiring process.

DEI analytics are currently available to customers in our Early Access Program, with general availability for all iCIMS ATS customers coming in the Summer release.

[Want to get DEI Analytics today? Join our Early Access group here.](#)

Welcome new talent with employee video storytelling:

Reimagine the digital offer and onboarding experience by providing employee-generated video content. With **iCIMS Video Studio**, you can now integrate video into your **Offer** letters and **Onboarding** programs (in addition to its integration into iCIMS CRM and Career Sites).

Your talent team can nominate hiring managers and team members to create videos to help talent get excited about joining your team. They can authentically provide answers to questions such as, "What makes our company unique?" and "What should a new hire expect on day one?". Then, add your company's branding and drop the videos into an offer letter or onboarding portal.

Employee-generated video content creates a sense of belonging and excitement for new hires, especially in a virtual world.

Video Studio in an offer letter
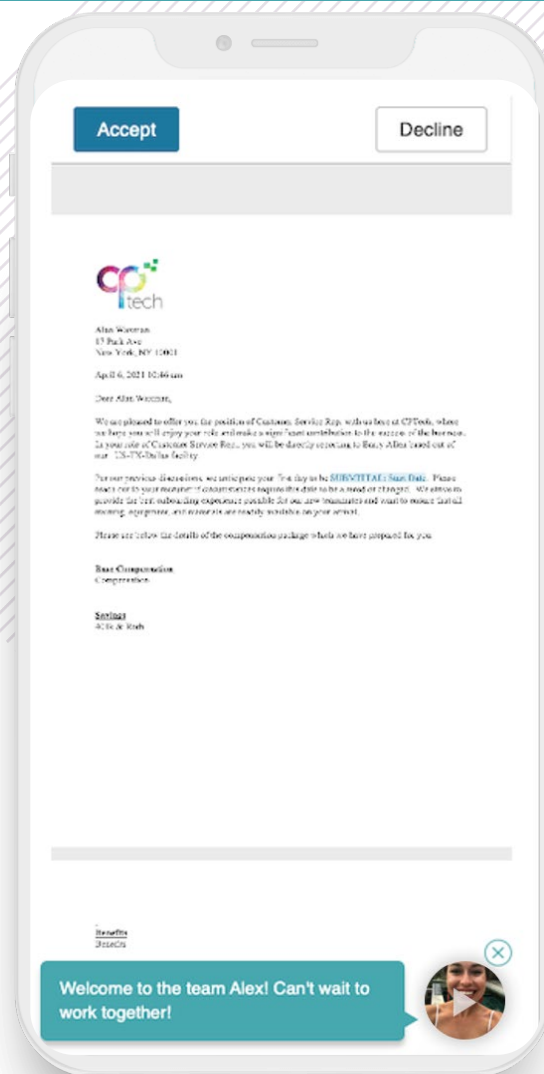
A skills-based approach to connect job seekers to jobs:

Make the job search easier – and more relevant - with **iCIMS Digital Assistant**'s improved job search capability. The AI-enabled Digital Assistant not only returns job search results relative to the candidate's location, it can also capture given skills and preferences, understand acronyms and uses contextual cues and natural language processing to expose more jobs to job seekers – and a higher volume of best-fit candidates for recruiters. For example, a candidate can tell the Digital Assistant "I enjoy sales" or "I have a CDL" and the Digital Assistant will instantly return search results for relevant jobs. The candidate can then respond with which roles they're most interested in, and the Digital Assistant can create an application for them.
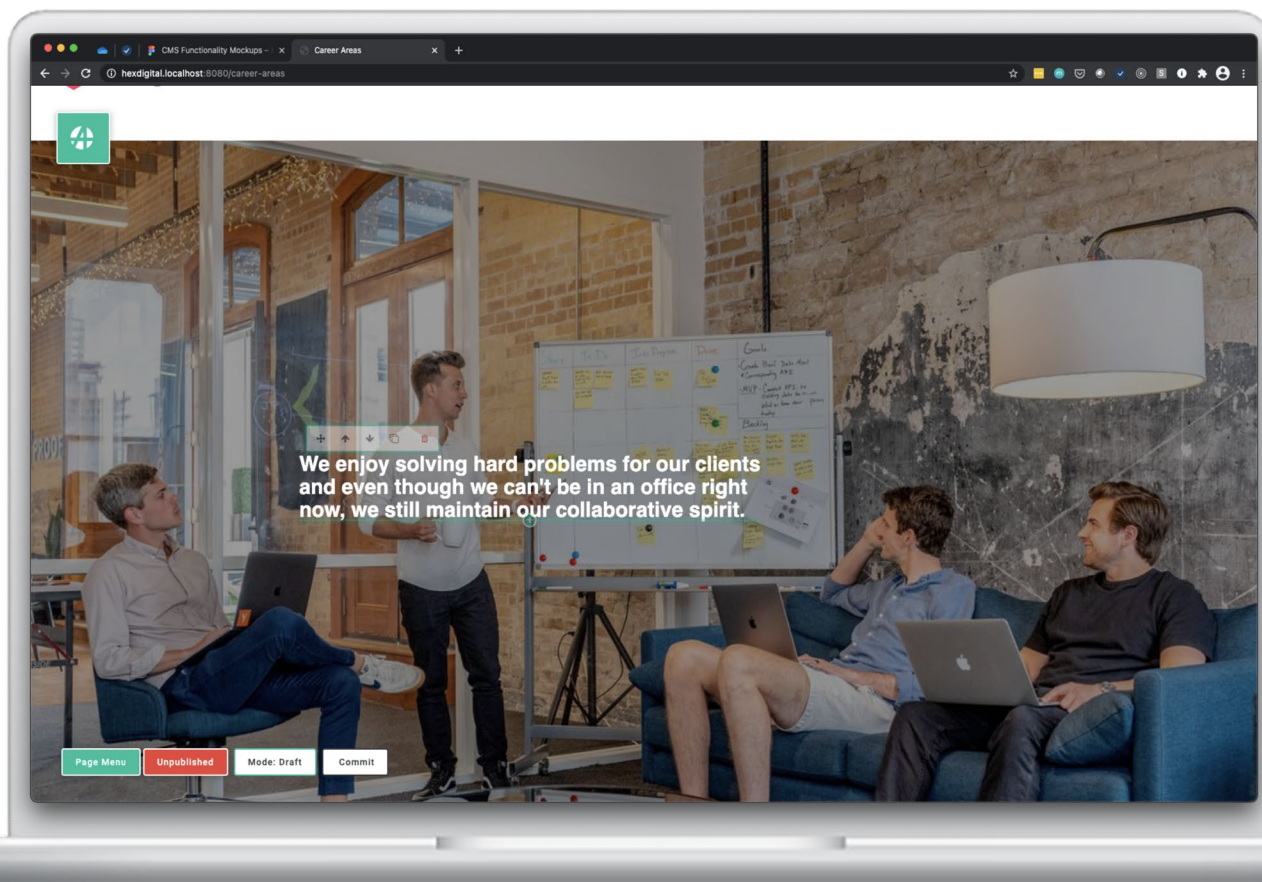
More enhancements are coming in future releases as we work toward delivering you the same job matching capabilities with the Digital Assistant as you experience throughout the Talent Cloud.

New integration with Microsoft Dynamics 365® Human Resources for a simplified hiring experience:

You can now send new hires from **iCIMS ATS** into Microsoft Dynamics 365 Human Resources with just a couple of clicks of your mouse. Plus, it will keep employee data automatically synchronized with iCIMS candidate data to help support internal talent mobility.

Career Sites

Career Site Content Management System

New content management system for career sites:

You can now make content changes on the fly with a new content management system (CMS) for iCIMS Career Sites. The self-service feature helps smaller organizations to manage content in-house more efficiently, such as editing text, images, and page layouts.

Maintenance is a breeze for larger organizations, too. Want to highlight a new event or initiative? Don't worry about working with your creative agency for website maintenance because you can manage these more straightforward tasks in-house quickly, without sacrificing your brand or message. The career site CMS is currently available to Early Access customers for testing and will be available to all iCIMS Career Sites customers this summer.

Are you interested in future Early Access groups? Join here!

Email care@icims.com | Call 1.800.889.4422 or +44 (0) 808 164 2563

iCIMS®

Bring your DEI programs to life on your career site:

When it comes to DEI recruiting, you can make the career site your best advocate. To get started on sharing your commitment to DEI, simply start with our new DEI template and make it your own with inclusive images and messaging. The template offers suggestions on how you can show your culture of belonging, such as sharing your annual diversity report, your DEI hiring statistics, and a look at your employee resource groups. Carving out a spot on your career site to share how you value DEI helps you more authentically connect with top talent from historically excluded groups.

DEI career site page

Candidate Relationship Management

Previously known as iCIMS Nurture

An enhanced integration to align your candidate data:

A follow-up to the Winter Release enhancement, your hiring teams will now have a constant sync of candidate information between **iCIMS CRM** and **iCIMS ATS**. The integration is a two-way street. When you update candidate data in one system, it continuously gets updated in the other. This enhancement also helps bring to life the newly launched Dynamic Candidate Profile to create one source of truth for candidate engagement.

As part of our ongoing CRM-ATS integration roadmap, you can expect more enhancements coming in the Summer Release.

Applicant Tracking

Zoom integration for easy interview scheduling:

Quickly book Zoom meetings and interviews without needing to switch to the Zoom app. In the iCIMS ATS, your recruiters can embed a Zoom invite right into a candidate email, spending less time scheduling tasks. This feature is currently available to Early Access customers for testing and will be available to all iCIMS ATS customers this summer.

Are you interested in future Early Access groups? Join here!

More about iCIMS Talent Cloud releases

Our releases are quarterly (February, April, July, October) during the third week of the month.

Each includes 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 spring 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 more than 4,300 customers, including 40 percent of the Fortune 100. For more information, visit www.icims.com.

INNOVATIVE APPLICATIONS

CRM

applicant tracking

video interviews

assessments

text engagement

offer management

career sites

onboarding

video studio

integrations

artificial intelligence

dynamic candidate profile

analytics

SCALABLE PLATFORM