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Welcome to the Opportunity Marketplace

Find your future opportunity

Get started

What does internal mobility mean to you?

0:48

MacBook Air

Winter Release Highlights

Q1 2022

New iCIMS Talent Cloud Innovations to Accelerate Your Talent Transformation

Growing workforce demands bring a new opportunity to reimagine the employee experience and maximize your workforce's potential.

Our winter release offers new innovations to help you transform your employee experience to power career inspiration and growth. It also has new ways to leverage automation to deliver more personalized talent experiences and simplify hiring workflows.

Here are the key innovations to know:

- **Transforming how to re-engage and retain talent:** The new iCIMS Opportunity Marketplace is designed to elevate the employee experience so you can go beyond 'opportunity identification' to 'opportunity inspiration.' Now with even more offerings for employees such as a skills profile, skills-based opportunity recommendations, and Digital Assistant Q&A for employees. For hiring teams, a new employee-centric 'mobility view' of the dynamic talent profile is now available to aid in career growth discussions.
- **Delivering a single, deeply connected talent platform:** Accessing the iCIMS Talent Cloud is now easier and more secure than ever with a new simplified login experience and multi-factor authentication for iCIMS ATS customers, and new personal device biometric and social login options for ATS customers and candidates. Plus, experience a simpler, faster interview workflow with redesigned candidate self-scheduling that now includes new integrations with Office365® and Google Calendar™.
- **Creating innovative, hyper-personalized experiences:** Convert more job seekers from your iCIMS Career Site with intelligent job recommendations and dynamic video content. You can also expand your video library and go beyond testimonials with new iCIMS Video Studio screen recordings that help you capture and share quick, informal content.

Read more in the following pages for additional details on these winter release highlights and ways to provide feedback and influence future product releases.

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Transforming How to Re-engage, Retain Employees
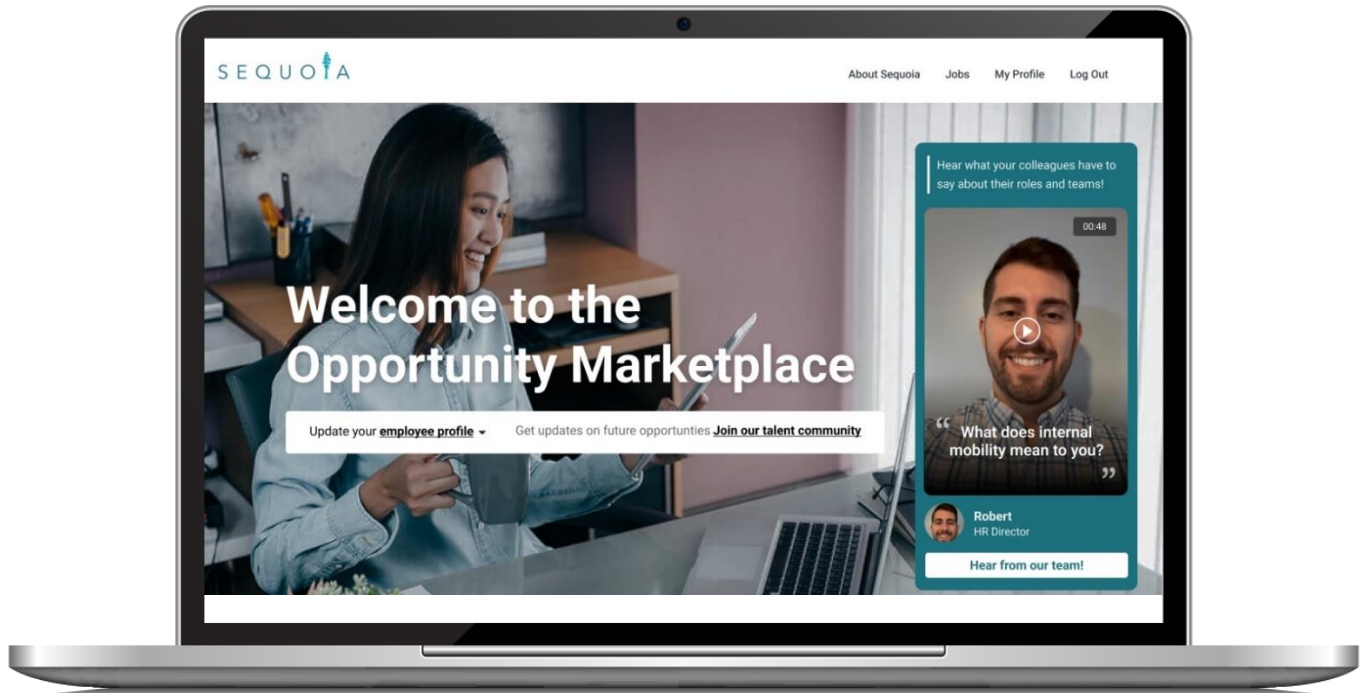
iCIMS Opportunity Marketplace

iCIMS is now bringing its industry-leading candidate experience to the employee: Beyond a one-dimensional career site, the new **iCIMS Opportunity Marketplace** is designed to elevate the employee experience so you can go beyond 'opportunity identification' to 'opportunity inspiration.'

iCIMS Opportunity Marketplace makes it possible and delivers the tools to help you retain and build your workforce from one unified iCIMS Talent Cloud platform. Inspire talent to stay and grow within your organization through omnichannel communication, purpose-built AI, and skills curation.

Now, with even more offerings:

<u>For employees</u>

- **Empower employees to maintain their skills portfolio:** Help employees get matched to new opportunities with ability to manage a view of their past and present skill set. An employee's skills profile is created by integrating **iCIMS ATS** and your preferred HRIS/HCM. From there,

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employees can add recent skills through a resume upload, manual selection, or AI-powered recommendations.

- **Skills-based opportunity recommendations to inspire employees:** Employees can quickly discover open roles with automated skills-based recommendations based on their skillset and job history from their dynamic talent profile in **iCIMS ATS**.
- **Remove communication hurdles with a 24/7 chatbot:** Stay connected with your workforce with employee-centric Q&A powered by **iCIMS Digital Assistant**. Employees can engage with the AI-powered chatbot on your internal career site to ask questions such as, "what's the policy on internal mobility?" without needing to reach out to HR.

<u>For hiring teams</u>

- **A unified view of your employees' skills:** New to the dynamic talent profile (formerly the dynamic candidate profile) is an employee-centric view that gives insight to help inform career growth discussions. The new mobility-tab view shows the skills that the employee has added to their skills profile and AI-powered recommendations for best-fit opportunities. With iCIMS AI being a native technology across the iCIMS Talent Cloud, there's one consistent view of the employee's current skill set and potential upskilling opportunities. Within the mobility-tab view, hiring teams can gain insight into those matched opportunities and easily invite the employee to apply.
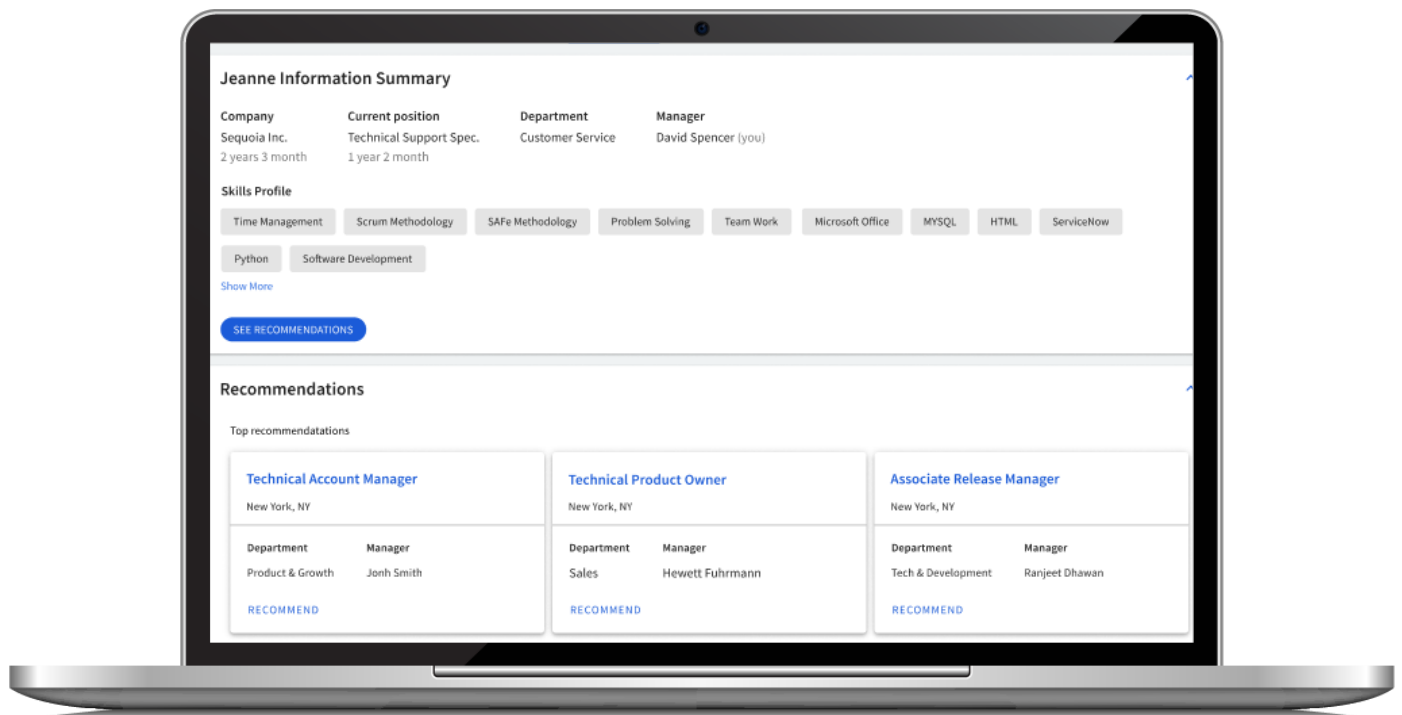

iCIMS Opportunity Marketplace Dynamic Talent Profile

Delivering a Single, Deeply Connected Talent Platform

A more simplified, secure login experience: Accessing the iCIMS Talent Cloud is now easier and more secure than ever.

- **For iCIMS ATS customers:** A new, streamlined login experience gives **iCIMS ATS** customers access to all of their iCIMS Talent Cloud applications with just a single set of credentials. Multi-factor authentication is now also a part of the login experience for ATS customers, ensuring even greater account security.

- **For iCIMS ATS customers and candidates:** iCIMS Talent Cloud candidates will now benefit from new personal device biometric login (fingerprint or facial recognition) and social login capabilities, enabling fast and secure authentication.
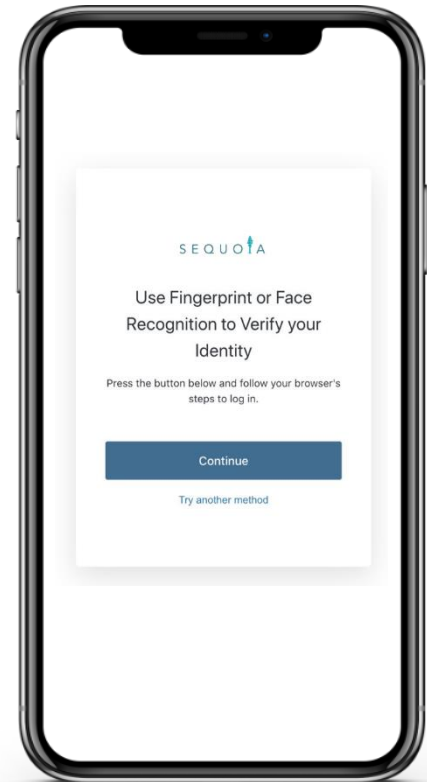
iCIMS Biometric Login

New ADP Vantage® integration to simplify hiring and internal mobility: You can now send new hires from **iCIMS ATS** into ADP Vantage® with just a few clicks. The new integration also keeps employee data synced between iCIMS and ADP® to simplify internal mobility, transfers, and re-hires for a more efficient hiring workflow.

Experience a simpler, faster interview workflow with redesigned candidate self-scheduling: It's now easier for candidates to choose a timeslot for a 1:1 interview that's convenient for them. All-new integrations power the revamped **iCIMS ATS** self-scheduling tool with Office365® and Google Calendar™ to help reduce scheduling errors and save time for recruiters. If a candidate schedules an interview and then cancels it within their Office365® or Google Calendar™, recruiters will be able to see the cancellation and better manage a 'no show.' Additional enhancements to the redesigned tool, such as support for scheduling panel interviews, may be available in future releases this year to gradually replace the legacy capabilities.

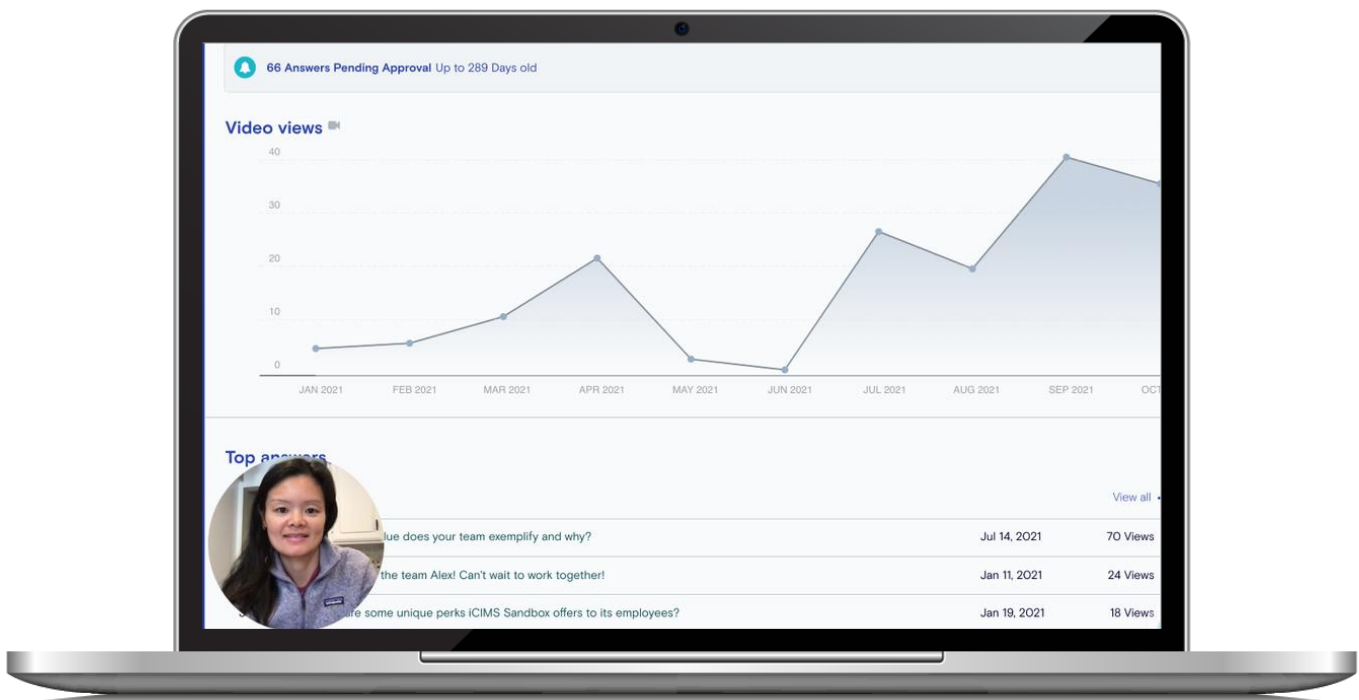**iCIMS®**
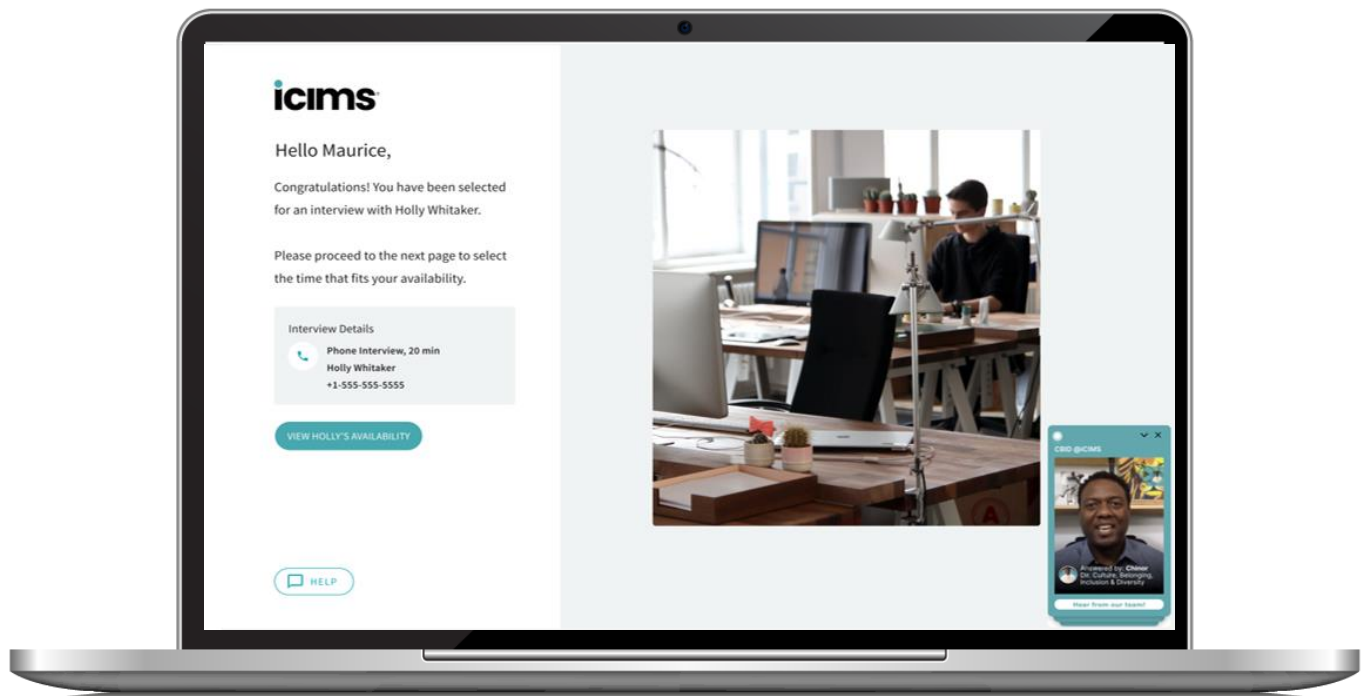
Candidate Interview Self-Scheduling

Creating Innovative, Hyper-personalized Experiences

Convert more applicants with intelligent job recommendations: Candidates can now better discover roles they haven't seen or considered with new AI-powered similar job matching. When candidates are on a job description page on your **iCIMS Career Site**, they'll now also see other recommended jobs that match their skills and experience. Job seekers will be exposed to another role they may be qualified for and interested in but may have previously overlooked, keeping them engaged on your career site longer.

Tell the right story at the right time with dynamic video content: iCIMS Video Studio can now dynamically show relevant video content on your internal and external career sites, based on a job seeker's browsing data. For example, **iCIMS Video Studio** will automatically serve up video testimonials from customer service employees to a job seeker viewing a lot of customer experience roles on your career site. It creates an engaging, relevant experience to help drive applicant conversion.

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Capture, share, and manage quick, informal content, directly from within iCIMS Video Studio:
Beyond employee video testimonials, **iCIMS Video Studio** now delivers a super simple way to record,
share, and manage screen recordings through a web browser. Talent teams, trainers, managers,
and others can bring quick tips and how-tos to life, such as pre-hire learnings, announcements,
knowledge sharing, and even social learning within iCIMS Opportunity Marketplace. With the iCIMS
Video Studio editing capabilities, you can easily save the recording to a curated library and share it
with a simple link or add it to your internal career site.

iCIMS Video Studio Screen Recording

Get more replies with automatic follow-up emails based on candidate engagement: What?! Yep -
you read that right. You can how automate how you engage with candidates based on their actions
(or inactions). With **iCIMS CRM'**s enhanced email marketing automation, you can now configure
your email campaigns to automatically send a more relevant follow-up email based on the
candidate's actions (or lack of interaction) with the previous email in the campaign. For instance, if
the candidate opens an email about open roles, a follow-up email can be sent asking the candidate
if they would like to contact a recruiter directly. It helps deliver talent experiences that better speak to
a candidate based on where they are in their job search journey.

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These are just the highlights of the innovations in our winter release. Visit the product updates in the iCIMS Customer Community for more details on all new features and enhancements.

More about iCIMS Talent Cloud releases

Our releases are quarterly (February, July, October) 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 about our programs.

ICIMS
The Talent Cloud

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 40 percent of the Fortune 100. For more information, visit www.icims.com.

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