Fall Release Highlights

Q4 2021

New iCIMS Talent Cloud Innovations to Help You Compete in Today's Talent Market

Job openings are now up over 85% from the start of year, yet applications continue to lag, leaving employers to figure out how to bridge the gap (iCIMS, October Insights, 2021).

Our 2021 fall release focuses on new innovations that help organizations compete in today's candidate-driven market – with incredible hiring experiences, hiring speed, and fairness.

Here are the key innovations to know:

- **Empower candidates to drive the hiring process forward.** Candidates can now move along the screening process all in one conversation, on one device with a new iCIMS Digital Assistant and iCIMS Video Interviews integration.
- **Better assess the effectiveness of your talent community sign-ups.** New iCIMS CRM analytics help your team better identify traffic and conversion trends of your talent community sign-up forms so you can continue to grow your talent network.
- **Help reduce the risk of unconscious bias with resume redaction.** Redact personal identifiers (such as name, address, education, etc.) at the resume review stage to help move historically underrepresented candidates through the hiring funnel.
- **Enable accelerated hiring when you collaborate with hiring managers in the flow of work.** Hiring managers can now approve or deny jobs — as well as provide feedback on pending jobs and jobs descriptions — directly within Microsoft Teams.

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

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Creating a Unified iCIMS Talent Cloud Experience

Empower candidates to drive the hiring process forward: Candidates now have the power to move along the application and screening process in one conversation, on one device (via mobile or desktop). Through a new integration between iCIMS Digital Assistant and iCIMS Video Interviews, applicants can now quickly record a video interview after they're finished applying. Candidates can record their answers to preselected questions, such as "Tell us about your most significant professional experience relevant to this role?" or, "What is your availability?". It delivers an incredible candidate experience and helps recruiters speed up screening and selection, so they spend more one-on-one time with talent further along in the hiring funnel.
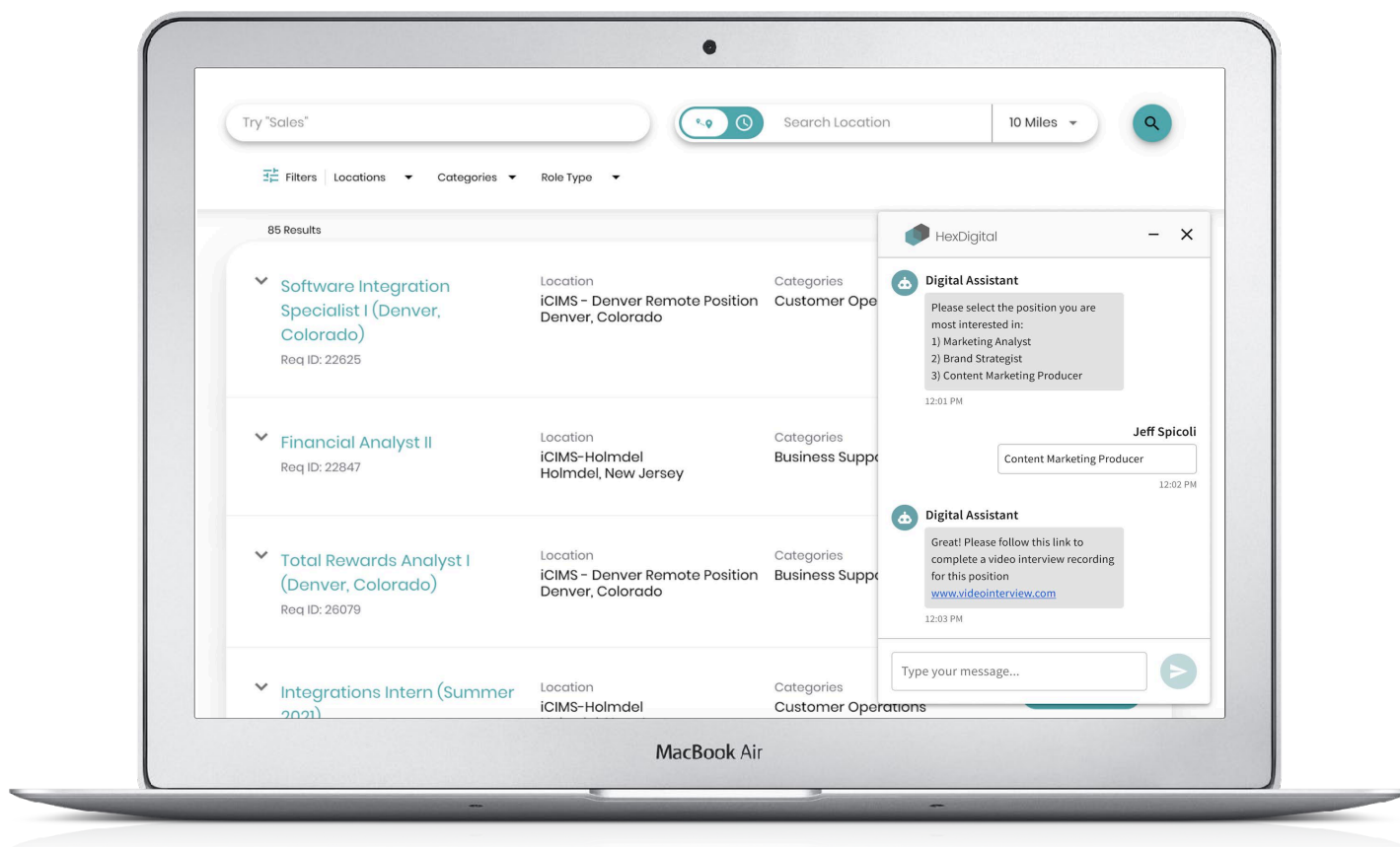
iCIMS Digital Assistant with iCIMS Video Interviews

Career Sites

Stop the guesswork and find out which jobs candidates are really interested in: With new iCIMS Career Sites job alert analytics, you can now quickly identify what opportunities internal and external

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candidates are searching for —by department, location, brand, and role. Accessible on the iCIMS analytics dashboard, recruiters can easily see if there are specific roles appearing in alerts more than others, and how those alert emails are performing, so they can get closer to their pipeline goals.

iCIMS Career Sites Job Alerts

Video Studio

Capture more authentic employee stories, with less effort: You can now expand your employee video testimonials library easily and without your hiring team needing to step away from engaging talent to set up recording prompts. Employees can now log into iCIMS Video Studio to view and record their answers to questions such as, "What's on your mind?", or "How has the company made you feel comfortable bringing your true self to work every day?". Help improve candidate (and employee) engagement while providing more employee video testimonials to give you an opportunity to increase both the quality and quantity of your testimonial video content.

Candidate Relationship Management

Better assess the effectiveness of your talent community sign-ups: Following the innovations in our summer release, which made it easier for candidates to add their specific skills and experiences to the talent community sign-up form, recruiters and sourcers can now better assess the effectiveness of those sign-up forms. Located right within the iCIMS analytics dashboard, the new analytics help your team better identify traffic and conversion trends to grow your talent network.


iCIMS CRM Talent Community Analytics

Speed up and refine your talent search with new search parameters: Talent teams can now leverage new search parameters, by region/country, tags, person folders, and more, to serve up a more relevant search. For example, your recruiters can now refine their search criteria so they don't source candidates located in faraway regions or countries – giving organizations with large talent networks the ability to source faster and with more precision.
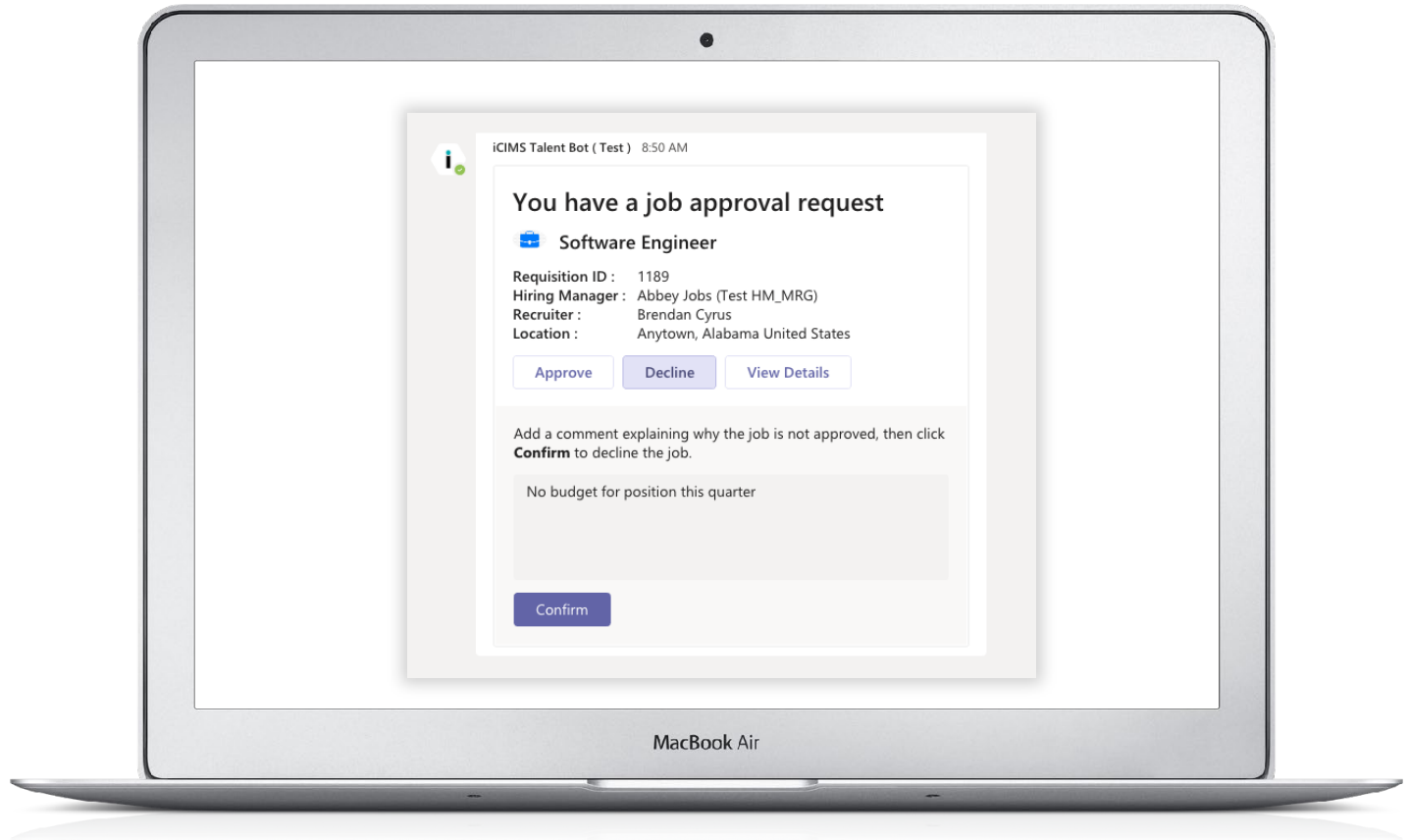
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Applicant Tracking

Help reduce the risk of unconscious bias with resume redaction: Resume redaction is now available in iCIMS ATS to help hiring managers and recruiters assess candidates based on skills and experience. Redacting personal identifiers (such as name, address, education, etc.) at the resume review stage may help hiring teams reduce unconscious or conscious bias, helping to create a more equitable hiring process that moves more historically excluded candidates from screen to hire. Building a more diverse workforce not only helps you support organization and government requirements, it also increases business performance by 35% (McKinsey, 2020).
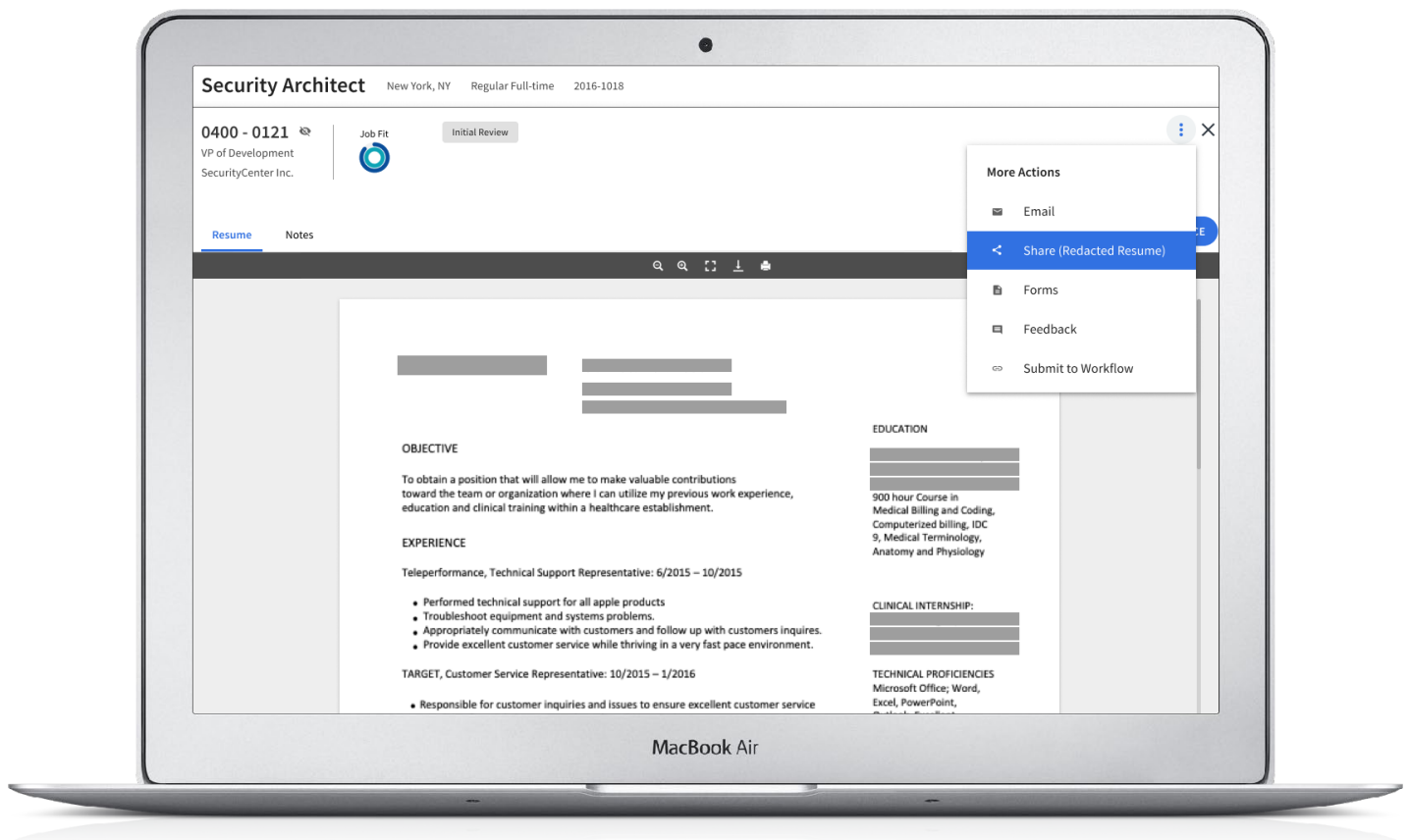
iCIMS ATS Resume Redaction

Enable accelerated hiring when you collaborate with hiring managers in the flow of work: Hiring managers can now approve or deny jobs — as well as provide feedback on pending jobs and jobs descriptions — directly within Microsoft Teams. With this new capability in iCIMS for Microsoft Teams,

recruiters can help accelerate job postings and time-to-fill so you can continue to build your winning workforce.

iCIMS for Microsoft Teams Job Approvals

Simplify interview scheduling with a new Google Meet integration: Recruiters can now quickly book Google Meet interviews and meetings right within iCIMS ATS. Create and add a Google Meet meeting link within an email, access calendar availability, and view or book other team members for interviews.

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

Plus, introducing iCIMS Opportunity Marketplace!

We recently announced iCIMS Opportunity Marketplace to help better connect employees to internal job opportunities and empower talent to build a long-term future with your organization.

The new solution, which will be introduced in our Q1 '22 winter release, will help employees move beyond 'opportunity identification' to 'opportunity inspiration,' and will help you and your team improve your internal talent mobility programs and agile talent deployment.

In the meantime, learn more at our virtual event INSPIRE!

More about iCIMS Talent Cloud releases

Want to get involved?

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Our releases are issued quarterly (February, April, July, October). Each one includes new features, enhancements, product launches, and integration updates.

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.

Hear more about our latest and future innovations at INSPIRE

INSPIRE, iCIMS' virtual conference for talent and tech innovators, returns this year on November 16 and 17. Connect with other talent innovators, get support and best practices, and see what's in store for the future of the iCIMS Talent Cloud.

Register here.

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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