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Contents

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1 FoxTaskForce Oracle Fusion Cloud Recruiting Implementation Guide

Oracle Cloud Recruiting, part of Oracle Cloud HCM, is a comprehensive talent acquisition solution designed to help organizations attract, engage, and hire top talent. It delivers a modern, mobile-first experience for both candidates and recruiters, streamlining the entire hiring process—from job posting to offer acceptance. With embedded AI and automation, it helps recruiters find the best-fit candidates faster, while giving hiring teams real-time insights to make better decisions.

Oracle Recruiting & Recruiting Booster enhance candidate experience, grow talent pools, boost mobility, and streamline hiring with AI, automation, and unified business processes. Booster builds on these capabilities by adding advanced features to help organizations create dynamic, engaging candidate experiences. It includes tools for hosting personalized career sites, managing recruitment events, and nurturing talent pipelines through targeted campaigns. Booster also supports internal mobility, helping employees discover new opportunities within their organization.

Together, Oracle Recruiting and Recruiting Booster help companies compete for top talent by delivering seamless, personalized, and proactive hiring experiences for candidates and recruiters alike.

Implementing Oracle Recruiting Cloud requires a strategic approach that aligns with your organization's specific recruitment goals and workflows. It's not just a technical deployment—it's a transformation of how talent is acquired. This Oracle Recruiting Cloud Implementation Guide walks you through the key phases of deployment, offering insights into planning, configuration, testing, and change management to ensure a smooth and successful go-live. Whether you're moving from legacy systems or upgrading your current Oracle setup, this guide will help you unlock the full value of ORC.

From Planning to Go-Live: Oracle Recruiting Cloud Implementation
Implementing Oracle Recruiting Cloud (ORC) is a strategic initiative that goes beyond just deploying a new software system. It involves reimagining and streamlining your end-to-end recruitment operations—from sourcing talent to onboarding new hires. This Oracle Recruiting Cloud Implementation Guide outlines a comprehensive approach to ensure a successful transition and long-term success with ORC.

1.1 Project Planning

A successful ORC implementation begins with solid planning. Clearly define your project's scope, timeline, objectives, and success metrics. Establish a cross-functional project team comprising HR leaders, IT professionals, system administrators, and key business stakeholders. This team will drive project governance, ensure alignment across departments, and mitigate risks.

Effective change management is also essential. Begin early communication with end users to prepare them for process changes and to build enthusiasm around the benefits of Oracle Recruiting Cloud.

1.2 Business Process Mapping & System Design

Before system configuration, conduct a thorough analysis of your current recruitment workflows. Identify pain points, bottlenecks, and opportunities for automation. Document your ideal future-state recruiting process and align it with the capabilities of ORC.

This phase sets the foundation for your Oracle Recruiting Cloud Implementation Guide by mapping existing practices to system functionalities like job requisitions, approval hierarchies, interview scheduling, and candidate communications.

1.3   System Configuration

With a well-defined design, configure ORC modules to reflect your recruitment goals. This includes setting up:

- Job requisition templates and approval chains
- Candidate application flows and career sites
- Offer letter templates and digital acceptance workflows
- Onboarding checklists and documentation processes
- Oracle Recruiting Cloud offers robust flexibility, allowing you to tailor the system to meet both local and global hiring needs while ensuring compliance with labor laws and data privacy regulations.

1.4   Integration with HCM and Third-Party Systems

A key component of this Oracle Recruiting Cloud Implementation Guide is system integration. Seamlessly connect ORC with your existing Oracle HCM Core module, payroll, ERP, and third-party tools like background checks, assessments, and job boards.

Establish secure and automated data exchange processes for key components like employee records, job catalogs, compensation data, and organizational hierarchies. Well-architected integrations enhance data accuracy and improve user experience.

1.5   Data Migration and Validation

Data is the lifeblood of any HR system. Cleanse and standardize your legacy data—such as historical job postings, applicant records, and interview feedback—before migration. This ensures a smooth transition and avoids clutter in your new environment.

Once the data is loaded into ORC, perform rigorous validation checks to ensure accuracy and completeness. As highlighted in this Oracle Recruiting Cloud Implementation Guide, having clean data is critical to system performance and user trust.

1.6   User Training and Change Enablement

To drive adoption, develop comprehensive training tailored to each user group—recruiters, hiring managers, HR administrators, and candidates. Create interactive guides, video tutorials, and quick-reference materials.

Leverage a train-the-trainer model and offer live training sessions during UAT and just before go-live. Effective change management and communication will reduce resistance and enable a smooth transition to the new system.

1.7 Testing and Quality Assurance

Testing is a core phase of any implementation. Conduct functional testing to validate that each module works according to your configuration. Follow this with User Acceptance Testing (UAT) to get feedback from actual end users.

Testing should also cover integrations, workflows, security roles, and mobile access. This Oracle Recruiting Cloud Implementation Guide emphasizes the importance of identifying and resolving issues early to avoid post-launch disruptions.

1.8 Go-Live Preparation

As you approach go-live, finalize your deployment strategy. This includes setting up user accounts, confirming integrations, ensuring data completeness, and preparing support channels.

Create a detailed cutover plan with a communication calendar, user readiness checklist, and contingency measures. Consider a phased rollout, starting with a pilot group to monitor early system behavior and address any last-minute issues.

1.9 Launch and Stabilization

During go-live, ensure your project team is available for hypercare support. Monitor the system's performance, track user issues, and communicate updates proactively. Provide real-time troubleshooting and establish a clear feedback loop with users.

This Oracle Recruiting Cloud Implementation Guide recommends documenting all known issues, assigning ownership, and resolving them swiftly to ensure a smooth stabilization phase.

1.10 Post-Implementation Support & Continuous Improvement

After go-live, shift your focus toward long-term adoption and optimization. Set up a support team for ongoing user assistance, system updates, and feature enhancements. Use built-in analytics and user feedback to monitor adoption, recruiter productivity, and candidate experience.

Regularly review performance against KPIs and adjust workflows or configurations as your recruitment strategies evolve. Oracle regularly releases updates—stay informed and consider adopting new features that align with your business needs.

1.11 Common Implementation Challenges & How to Overcome Them

Even the most well-planned Oracle Recruiting Cloud (ORC) implementations can encounter roadblocks. Understanding these common challenges early can help organizations proactively mitigate risks and ensure a smoother transition. Here are some of the most frequent issues—and proven strategies to overcome them.

1.11.1 Resistance to Change from Recruiters or Managers

The Challenge:
Recruiters and hiring managers may be hesitant to adopt a new system, especially if they are accustomed to legacy tools or manual processes. This resistance often stems from uncertainty, lack of training, or fear of additional workload.

How to Overcome It:
- Involve users early in the planning and design phases to gather input and build ownership.
- Appoint change champions within HR and business units to advocate the system's benefits.
- Offer role-specific training and showcase how ORC simplifies tasks like job requisition approval, candidate tracking, and communication.
- Celebrate early wins and share success stories to reinforce value.

1.11.2 Incomplete Data Migration or Messy Legacy Data

The Challenge:
Data issues can derail your implementation. Migrating candidate profiles, job history, and recruiting records from old systems often reveals inconsistencies, duplicates, or missing fields—leading to inaccurate reports or poor system performance.

How to Overcome It:
- Start with a data audit to identify gaps, outdated records, and duplication.
- Establish a data cleansing checklist—standardize fields, validate formats, and remove redundant entries.
- Perform test migrations in a sandbox environment before go-live.
- Assign a dedicated data steward to validate records during each phase of the migration process.

1.11.3 Delays Due to Unclear Requirements or Scope Creep

The Challenge:
Lack of well-defined business requirements or continuous addition of new features during implementation (scope creep) can delay timelines, strain resources, and increase costs.

How to Overcome It:
- Conduct requirement workshops with all stakeholders to document recruiting workflows and must-have features.
- Obtain formal scope sign-off before moving into configuration and development.
- Use agile sprints or phased rollouts to separate critical and future-phase items.
- Establish a change control board to evaluate and approve any out-of-scope requests.

Bottom Line
Implementing Oracle Recruiting Cloud is more than a technical project—it's a strategic opportunity to modernize and optimize your entire talent acquisition process. By following a structured implementation approach, addressing common challenges proactively, and aligning system

capabilities with your recruitment goals, organizations can unlock the full value of ORC. With the right planning, stakeholder involvement, and post-go-live support, your hiring teams will be empowered with a powerful, user-friendly platform that drives efficiency, improves candidate experience, and delivers long-term ROI.

Ready to Transform Your Recruitment with Oracle Recruiting Cloud?

End-to-End Oracle HCM Cloud Services

FoxTaskForce specialises in end-to-end Oracle Recruiting Cloud implementations tailored to your business needs. From strategic planning and system configuration to integration, training, and post-go-live support, our certified experts ensure a smooth transition and measurable results.

Whether you're moving from legacy systems or optimizing your current Oracle HCM environment, FoxTaskForce helps you get it right—right from the start.

Trusted Partner
Proven Delivery Methodology
Deep Expertise in Oracle HCM & Talent Solutions

1.12 Frequently Asked Questions (FAQs)

1.12.1 What is Oracle Recruiting Cloud (ORC)?

Oracle Recruiting Cloud is a modern, cloud-based talent acquisition solution that is part of the Oracle Cloud HCM suite. It enables organizations to attract, engage, and hire top talent through a unified platform with features like job requisitions, candidate management, offer creation, onboarding, and recruiting analytics.

1.12.2 Why should an organization implement Oracle Recruiting Cloud?

Implementing Oracle Recruiting Cloud helps streamline the hiring process, improve collaboration between recruiters and hiring managers, enhance the candidate experience, and provide real-time insights to drive smarter hiring decisions.

1.12.3 How long does it take to implement Oracle Recruiting Cloud?

The implementation timeline can vary based on the organization's size, complexity, and readiness. A typical ORC implementation may take anywhere from 10 to 16 weeks, including planning, configuration, testing, and go-live.

1.12.4 What teams should be involved in the ORC implementation process?

Key stakeholders include HR leaders, recruiters, IT staff, system administrators, and executive sponsors. Involving cross-functional teams ensures alignment, adoption, and accurate configuration of the system.

1.12.5 Can Oracle Recruiting Cloud be integrated with other systems?

Yes. ORC can be integrated with various systems including Oracle Core HCM, third-party job boards, background check providers, ERP systems, and payroll software for seamless data exchange and operational continuity.

1.12.6 What are the common challenges in ORC implementation?

Typical challenges include user resistance to change, poor-quality legacy data, unclear project scope, and delays in testing or training. These can be mitigated with strong change management, clear requirements, and early stakeholder involvement.

1.12.7 How do you ensure data quality during implementation?

A thorough data cleansing and validation process is critical. Organizations should audit legacy data, remove duplicates, standardize formats, and conduct test migrations to ensure clean and accurate records in the new system.

1.12.8 Does FoxTaskForce provide support after implementation?

Yes. FoxTaskForce offers comprehensive post-implementation support, including user training, issue resolution, system optimization, and periodic reviews to ensure your Oracle Recruiting Cloud continues to deliver value as your recruitment needs evolve.

2 Appendix 1 - Breakdown of Topics to Review and Implement for Oracle Fusion Cloud Recruiting

Here are links to the complete document Oracle Fusion Cloud - HCM - Talent Management - Implementing Recruiting:
(If the HTML link is outdated there will be a prompt to go to the latest version and from there download the PDF file.)

https://docs.oracle.com/en/cloud/saas/talent-management/faimh/index.html

https://docs.oracle.com/en/cloud/saas/talent-management/faimh/implementing-recruiting.pdf

2.1 Overview of Recruiting

Overview of Implementing Recruiting
Recruiting and Candidate Experience Offering
Recruiting Setup and Maintenance Tasks
Deep Links
Maintaining Oracle Search for Oracle Recruiting
Enable Oracle Search for Recruiting List of Values

2.2 Career Sites

Career Site
Create a Career Site
Configure a Career Site
Configure a Career Site Theme
Career Site Page Types and Layout
Configure Assets in the Asset Library
Create a Career Site Splash Page
Create a Career Site Search Results Page
Create a Career Site Job Details Page
Add Intelligent Assets to Job Details Pages
Translate a Career Site
Translate Default Career Site Labels
Translation of Career Site Labels
Quickly Create a Career Site Using Job Categories
How Language is Determined on Career Sites
Other Actions to Perform on a Career Site
Expose Job Requisition Fields in Job Descriptions for Career Sites
Expose Job Requisition Fields on Job Search Results Page for Career Sites
Add Job Requisition Flexfields as Search Filters in Career Sites
Add Job Requisition Flexfields to Job Details Pages in Career Sites and Agency Portals
Configure Career Site Tags
Display the Hot Job Tag in Career Sites
Configure the Trending Tag
Configure the Be The First to Apply Tag
Hide the Be The First to Apply Tag

Hide the Be The First to Apply Tag on a Custom Search Results Page
Configure Recommended Jobs Based on Candidate Resume
Import and Export Selected Career Sites
Example of Changing the Back to Career Site Button Color on a Career Site
Career Site Cookies
Configure Cookie Consent on the Career Site
Enable Cookie Preferences Link in the Header or Footer
Enable the Job Fit Metric Element
Enable hCaptcha
Enable a Site Display Name for a URL
Enable Vanity URL
Configure Search Engine Optimization
Configure Sitemap for Search Engine Indexing
Configure Career Site Search Filters
Searching Jobs on a Career Site
Configure Event Location Search
Configure Synonyms for Candidate Experience Keyword Search
Configure Alternate Location Names
Turn Off Keyword Search in Career Site Job Description Fields
Configure Career Site Location Search
Enable Autocorrect in Keyword Search
Enable Job Search on a Map
Display the Workplace on Career Sites
Add a Personalized Favicon to the Career Site
Manage Multiple Career Sites
Assign Access to Career Site Administration
Enable Social Sharing
Tracking Pixel Feature
Enable Tracking Pixel
Enable Keep Me Signed In
Enable Apply with Indeed
Enable Apply with LinkedIn
Configure the Optimized Indeed Job Application Experience
Enable LinkedIn Connections
Candidate Self Service
Display Third Party Links in Candidate Self-Service Pages
Career Site Session

2.3   Job Application Flows

What Are Job Application Flows
Which blocks can I add to job application flows?
Application Flow
Create an Application Flow
Enable Express Apply
Request Information Flow
Create a Request Information Flow
Ask Candidates to Fill in Additional Questionnaires
Ask Candidates to Fill in Additional Questionnaires Based on Their Answers
Ask a Question to a Candidate Based on an Answer
When to Delete or Inactivate a Job Application Flow
Set Fields as Required in Job Application Flows
Candidate Disability, Diversity, and Legislative Information

Configure Standard Fields to Collect Diversity and Disability Information
Configure Oracle-Delivered Flexfields to Collect Legislative Information
Configure Customer-Defined Flexfields to Collect Legislative Information
Collect Candidate Date of Birth and National Identifier
Collect Candidate Data Using Multiple Content Sections
Collect Additional Information Using Flexfields
Collect Additional Candidate Details Using Extensible Flexfields
Using the Address Block in a Job Application Flow
How do I configure the types of miscellaneous documents attached by candidates?
Configure Sections in Internal Job Application Flows
Configure Inline Assessments in Internal Job Application Flows

2.4   Candidate Selection Processes

Candidate Selection Process
Candidate Selection Process Template
Candidate Selection Process Phases and States
Modify the Name of Default Phases and States
Candidate Selection Process Actions
Create a Candidate Selection Process
Define Quick Move on the Candidate Selection Process States
How to Automate the Candidate Selection Process
Move Job Applications Automatically
Define Conditions for Actions to be Performed Automatically
Add Actions on Events to be Performed Automatically
Delayed Processing of Automated Actions at Beginning of a Candidate Selection Process
Define Conditions to Move Candidates
Trigger Automated Actions Based on Request for Information Status
Progress Job Applications Without Sending Notifications to Candidates
Edit Actions in an Active Candidate Selection Process
Use the Background Check Action for Job Applications
Use the Request Assessment Action for Job Applications
Use the Request Tax Credit Screening Action for Job Applications
Use the Send Notification Action for Job Applications
Automatically Initiate a Candidate Duplicate Check
Add or Remove Candidate Labels While Configuring the Candidate Selection Process
Reasons to Reject and Withdraw Job Applications
Define Reasons to Reject and Withdraw Job Applications
Define the Scope of Candidate Selection Processes Being Exported

2.5   Recruiting Content Library

Recruiting Content Library
Create a Content Item
Content Item Versions
Create a Version of a Content Item
When to Delete or Deactivate a Content Item Version

2.6   Notifications

Types of Notifications
Configure Automated Job Application Notifications
Configure Candidate Notifications
Configure Hiring Team Notifications
Configure Review Notifications
How to Display Site Logo in Candidate Notifications
Requirements for Images in Notifications
Notifications in Alerts Composer
Notifications for Unposted Job Requisitions
HTML Email Templates
Create an HTML Email Template

2.7   Candidate Messaging

Email and SMS for Candidate Identity Verification and Communication
SMS Communications
Email Communications

2.8   Job Requisition Templates

Job Requisition Template
Create a Job Requisition Template of Type Standalone
Info About Job Requisition Template Fields
Preview a Job Requisition Template
Apply the Values of a Job to a Job Requisition Template
When to Delete or Inactivate a Job Requisition Template
Job Requisition Template Multilingual Content
What happens when I edit a job requisition template?

2.9   Job Requisitions

Configure Job Requisition Creation Options
Profile Options Controlling Requisition Behavior
Enable Full Job Requisition Creation by Hiring Managers
Enable Job Requisition Creation When Requesting a New Position
Example of Controlling Job Requisitions Visibility for a User
Posting Descriptions for Job Requisitions
Configure Job Requisitions to Display a Work Requirements Section
Configure Job Requisitions to Display a Responsibilities and Qualifications Section
Configure Job Requisitions to Display a Skills Section
Configure Job Requisitions to Display a Metrics Section
How to Configure Job Requisition DFFs as Visible in Some Places and Not Visible in Others
Configure a Contextual Journey for Create Job Requisition
Force Users to Access Sections While Creating Job Requisitions
Configure the Automatic Unpost of Job Requisitions
Enable Managers to Initiate a Job Requisition to Direct Reports
How Locations and Work Locations Work Together
Configure the Organization Tree List of Values
Define Collaborator Types
Set Up Pipeline Job Requisitions

Create an Approval Rule Using Job Requisition Flexfields
Configure the Management Hierarchy for Job Requisition Approvals
Where Can Users See Recruiting Representatives

2.10 Prescreening Questionnaires and Questions

Prescreening Questionnaire
Disqualification Question
Create a Disqualification Question
Prescreening Question
Create a Prescreening Question
Guidelines for Scoring Questions
Prefill Responses of Prescreening Questions in External Candidate Job Applications

2.11 Candidate Interviews

Create a Candidate Interview Schedule Template
Interview Schedule Settings
Candidate Interview Notifications
Create an Interview Scheduled Notification and Correctly Display Interview Location
Candidate Interview Time Zones
Configure the Candidate Selection Process to Automatically Send Interview Invitations
Configure Candidate Interview Durations
Configure Double Booking of Interviewers
Microsoft 365 Calendar Integration in Interviews
Enable Microsoft 365 Calendar Integration in Interviews
Set Up National Clouds
Configure the Content of Calendar Events for Candidate Interviews
Enable Microsoft Teams Integration in Interviews
Enable Zoom Integration in Interviews

2.12 Interview Feedback Questionnaires and Questions

Create Interview Feedback Questionnaires
Create an Interview Feedback Question
Create an Interview Feedback Questionnaire Template
Create an Interview Feedback Questionnaire
Add Interview Feedback Questionnaires to Job Requisitions and Job Requisition Templates
Add Feedback Respondents to the Hiring Team

2.13 Candidates and Candidate Job Applications

Supported Candidate Types
Enable Candidate Autoconfirmation
Enable Email Authentication and Email Reuse
Enable Candidate Phone Number Reuse
Set Candidate Phone Legislation Code as Required
Create a Candidate Without Email, Phone, or Both
Process Contingent Workers as External Candidates

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Update the Address of External Contingent Workers
Enable Job Type Lookup Values for Contingent Hiring
Allow Candidates to Apply to Multiple Jobs Before Verifying Their Identity
Allow Candidates with Withdrawn Job Applications to Reapply
Save Draft Job Applications
Configure the Job Application Print Feature
Enable Advanced Job Application Filters
Display Candidate Flexfields in Extra Info Tab
Display Job Application Flexfields in Extra Info Tab
Prefill Legislative Info in Job Applications
View National Identifier Data of Contingent Workers
Job Alert for New Job Opportunities
Enable Job Alert for External Candidates
Enable Job Alert for Internal Candidates
Double Opt In for Job Alerts and Marketing Communications
Enable Double Opt In
Configure Candidate Security for Candidate Search
Create Labels to Tag Candidates
Use Fast Formulas to Calculate Job Application Computed Fields
Email Validation
What Candidate Email and Phone Types Are Necessary?
What Happens if I Don't Define the Candidate Phone Type?
What Happens if I Don't Define the Candidate Home Email?
How is The Candidate Name Format Defined?
What Happens if I Need to Remove Any Content Items From the Overall Talent Profile?

2.14 Candidate Pools

Set Up a Candidate Pool
Candidate Pool Process Phases and States
Provide Access to All Pools
Configure the Candidate Pool Print Feature
Remove Candidates from Candidate Pools When They Move to the HR Phase
Assign Follow-Up Task Privileges

2.15 Talent Community

Talent Community
Set Up a Talent Community

2.16 Candidate Sources

Candidate Source Tracking
Edit Default Candidate Sources
Add a Candidate Source
Source Tracking Information for Candidate Selection Process Fast Formulas

2.17 Candidate Referrals

Collect Candidate Referral Information Using Flexfields

2.18 Recruiting Campaigns

Set Up an Email Marketing Campaign
Create Campaign Email Templates
Add Assets to the Campaign Media Library

2.19 Recruiting Agencies

Agency Hiring
Agency Portal
Create a Recruiting Agency and Add Agents
Hide Candidate Data to Recruiting Agents
Enable Agent Actions
Allow Internal Candidate Search by Recruiting Agencies
Run Scheduled Processes for Agency Hiring

2.20 Job Offer Letter Templates

Job Offer Letter Template
Create a Job Offer Letter Template
Upload the Job Offer Letter Template in the Content Library
Versioning of Job Offer Letter Templates
Job Offer Letter Templates for Multiple Languages
Add Language-Related Conditions in the Job Offer Letter Template
Methods to Adjust the Content of an Offer Letter
Configure E-Signature on Accepted Offer Letters

2.21 Job Offers

Job Offer Actions and Privileges
Provide Access to Job Offers to Users Not Part of the Offer Team
Configure Job Offers When and Why Section
Configure Job Offers to Respect Requisition Headcount
Configure Job Offers to Respect Positions
Configure Job Offers with a Payroll Section
Populate Job Offer's Salary from Grade Ladder
Configure Job Offers with an Other Compensation Section
Configure Job Offers with Delayed Compensation
Force Users to Access Sections While Creating Job Offers
Configure Job Offer Flexfields
Configure Job Offer Assignment Flexfields
Configure Job Offer Flexfields to Get Default Values
Make the Job Offer Letter Visible in Documents of Record
Configure Job Offer Approval Rules
What Can I Do When a Job Offer is Approved but Shows as Pending Approval
Configure the Management Hierarchy for Job Offer Approvals
Configure Notifications for Job Offer Approvers
Configure Collaborator Types Defaulted in Job Offers
Automatically Extend Job Offers to Candidates

Bypass Extending Offers to Candidates
Configure the Candidate Selection Process to Bypass Extending Offers
Keep Active Job Applications Upon Move to HR
Define Reasons to Decline Job Offers
Cancel and Redraft Job Offers Using a One-Step Process
End Dating Offer Assignments
Restrict Candidates to Respond to Job Offers After the Expiration Date
Enable Copy Job Offers
Streamlined Internal Candidate Processing for HR Specialists
Configure Streamlined Processing of Internal Candidates by HR Specialists
Candidate Duplicate Check and Merge After Job Offers
Configure the Candidate Duplicate Check for Candidates Moving to the HR Phase
Configure the Automatic Processing of Internal Offers
Remove Hired Candidates from Consideration
Move Candidates Automatically to HR Phase
Hire Date Filter on the Manage Job Offers Page
Revisit the Offer and Lifecycle After a Candidate is Merged with a Duplicate
Understanding Job Offers and Journeys

2.22 Grid Views

Enable Grid View
Default Summary View in Grid View

2.23 Recruiting Activity Center

Recruiting Activity Center
Activities in the Recruiting Activity Center
Set Up the Recruiting Activity Center

2.24 Recruiting Features Configuration Report

Set Up the Recruiting Features Configuration Report

2.25 Oracle AI Apps in Recruiting

Welcome to Oracle AI Apps for Talent Management
Activate Oracle AI Apps for Talent Management
Set Up Matching Features: Suggested Candidates, Similar Candidates, Similar Jobs, Recommended Jobs
Data Used for Suggestions in Matching Features
Hide Suggested Candidates in Job Requisitions
Set Up Time to Hire

2.26 Dynamic Skills in Recruiting

Overview of Dynamic Skills
Enable Skills Advisor for Candidates and Job Requisitions
Public Skills Content Section
Configure Public Skills Content Section

2.27 Opportunity Marketplace

What Is Opportunity Marketplace
Enable Opportunity Marketplace
Hide the Current Jobs Menu Under Me
Configure Job Segmentation
Configure Job Alerts for Opportunity Marketplace
Configure Manager Approval for Gigs
Notifications for Gigs
Enable Skills Advisor for Gigs
Display Custom Content in a Content Card
Configure Gig Segmentation
Configure Descriptive Flexfields as Search Filters and Facets
Configure Descriptive Flexfields as Filters and Facets

2.28 Lookups

Recruiting Lookups

2.29 Geography Hierarchies

Using Geography Hierarchies and Geography Hierarchy Structure
Geography Hierarchy Structure
Edit a Geography Hierarchy Structure
Deactivate Countries in a Geography Hierarchy Structure
Geography Hierarchy
Create a Geography Hierarchy
Displaying the Correct Location Filter Values in Candidate Search
Optimize Obsolete Geography Hierarchies

2.30 Fast Formulas for Recruiting

Overview of Recruiting Fast Formulas
Fast Formulas for Candidate Selection Processes
Fast Formulas for Job Requisitions

2.31 Candidate Data Archiving and Disposal

Archive Candidate Search
Set Up Candidate Data Disposal
Summary of Candidate Data Being Disposed
Purge Recruiting Campaign Data

2.32 Third Party Integration

Integrating Third Party Services
Set Up Partner Enablement
Set Up Partner Integration Provisioning
Fields to Complete for Partner Integration Configuration
Profile Import: Fields Imported from LinkedIn and Indeed
Set Up Background Check Package Selection Within Recruiting
Send Additional Requisition Flexfields to Screening Partners
Send Additional Screening Results Using Job Application Flexfields

Integration with Direct Apply
Send Status Notifications to Direct Apply Partners
Integration of Direct Apply with LinkedIn Apply Connect
Set Up Direct Apply with LinkedIn Apply Connect
Set Up Direct Apply with LinkedIn Apply Connect in Non-Recruiter Mode
Integration with LinkedIn Recruiter System Connect
Enable the Integration with LinkedIn Recruiter System Connect
Enable the LinkedIn Embedded Candidate Search
Enable Chatbot

2.33 Scheduled Processes for Recruiting

Scheduled Processes in Oracle Recruiting Cloud

2.34 Security for Recruiting

Security in Oracle Recruiting Cloud
Recruiting Roles
Security Profiles Used in Recruiting Roles
Job Requisition Security Details
Job Requisition Template Security Details
Job Application Security Details
Job Offer Security Details
Candidate Security Details
Candidate Pool Security Details
Campaign Security Details
Approval Security Details
Reporting Security Details
Oracle BI Publisher Security Details

2.35 Personalization Using Transaction Design Studio

How You Configure Recruiting Pages Using Transaction Design Studio
Create a Rule to Configure a Page in Recruiting

3 Appendix 2 - Breakdown of Topics to Review and Implement for Oracle Fusion Cloud Recruiting Booster

Here is a link to the complete document Oracle Fusion Cloud Talent Management - Using and Administering Recruiting Booster:

https://docs.oracle.com/en/cloud/saas/talent-management/faarb/using-and-administering-recruiting-booster.pdf

3.1 Overview of Recruiting Booster

What's Recruiting Booster

3.2 Use Hiring Events

What's Hiring Events
Event Phases
Create an Event
Format an Event
Translate an Event
Preview an Event
Post an Event
Unpost and Repost an Event
Complete an Event
Cancel an Event
Invite Candidates to Events
Candidate Registration and Self-Service for Hiring Events
Confirm Event Registrations Manually
Copy an Event Check-In URL
Candidate Check-In
Record Candidate Interactions
View Candidate Question Responses
Filter Candidates by Answers to Prescreening Questions
Send Personalized Messages to Audience Members
Event Success Metrics
Match a Candidate to a Requisition
Shortlist Event Candidates

3.3 Use Candidate Interviews

View and Manage My Interviews
Oracle Fusion Cloud Talent Management
View Scheduled Interviews for My Requisitions
Candidate Schedule Based on Interviewers Availability
Request Preferred Availability From Interviewers
Set My Preferred Availability for Interviews
Request Interviews to be Scheduled for Candidates

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Change Duration and Interviewers When Sending an Interview Invitation
Coordinate Interviews
Manage Shared Interview Schedules

3.4   Use Two-Way Candidate Messaging

What's Two-Way Candidate Messaging
Have Conversations with Candidates Using Email and SMS
Compose an Email
Compose a Text Message
Notifications for Candidate SMS Replies
Notifications for Candidate Email Replies

3.5   Use Recruiting Assistant

What's Recruiting Assistant
External Candidates
Internal Candidates

3.6   Configure Recruiting Booster

Opt in to Recruiting Booster
Recruiting Booster Setup and Maintenance Tasks
Scheduled Processes for Recruiting Booster
Enable RChilli for Resume Parsing

3.7   Configure Hiring Events

Set Up Hiring Events

3.8   Configure Candidate Interviews

Set Up the Coordinate Interviews Work Area
Configure the Visibility of the Interviewers' Availability Interview Schedule Setting
Add a Shared Interview to a Job Requisition Template
Oracle Fusion Cloud Talent Management
Using and Administering Recruiting Booster
Notifications for Candidate Interview

3.9   Configure Two-Way Candidate Messaging

Configure Two-Way Candidate Messaging
Set Up Two-Way Email Communications
Set Up Two-Way SMS Communications
Set Up Email Notifications for Candidate SMS Replies
Run the Scheduled Process for Inbound Messages

3.10 Configure Recruiting Assistant

Set Up Recruiting Assistant
Set Up Answers for Internal Candidate Questions

Use AI Assist to Answer External Candidate Questions
Enable Attachments in the Chat Interface
Setup Required for Generating Work Summary
Create the Profile Option for AI Assist
Configure the Profile Option for AI Assist
Generate and Download a QR Code
Manage QR Codes