ORACLE

Oracle Recruiting

Product Overview & Roadmap

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Senior Vice President
HCM Product Development, Oracle Recruiting
September 2022

Safe Harbor

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

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Our Vision for Oracle Recruiting: A Complete Solution

Oracle Recruiting

Oracle Cloud HCM	Oracle Cloud ERP	Oracle Cloud SCM	Oracle Cloud CX	Custom Built Apps

Oracle Cloud Infrastructure

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Internal Mobility Across Cloud HCM

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Key Differentiators

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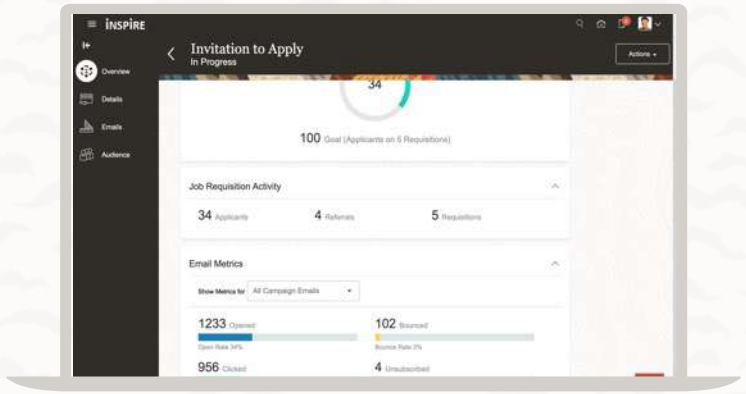
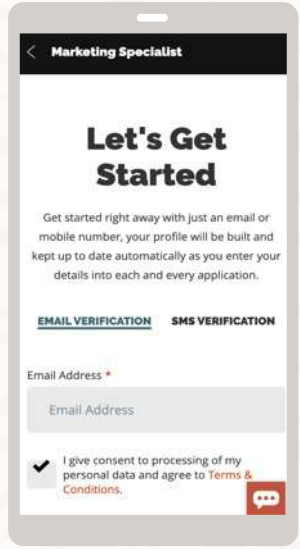
Key Differentiators

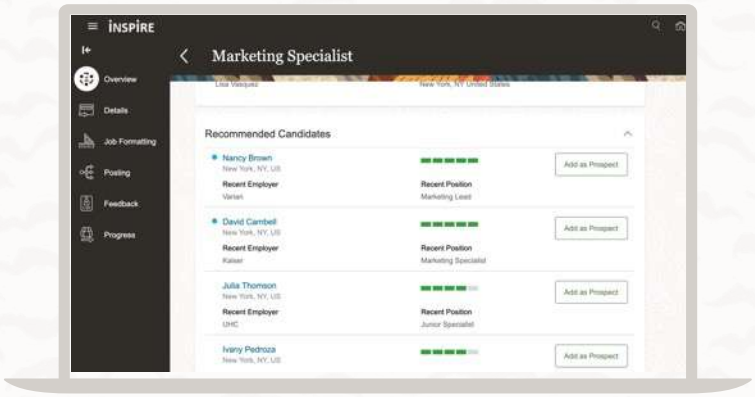
Branded Candidate Experiences



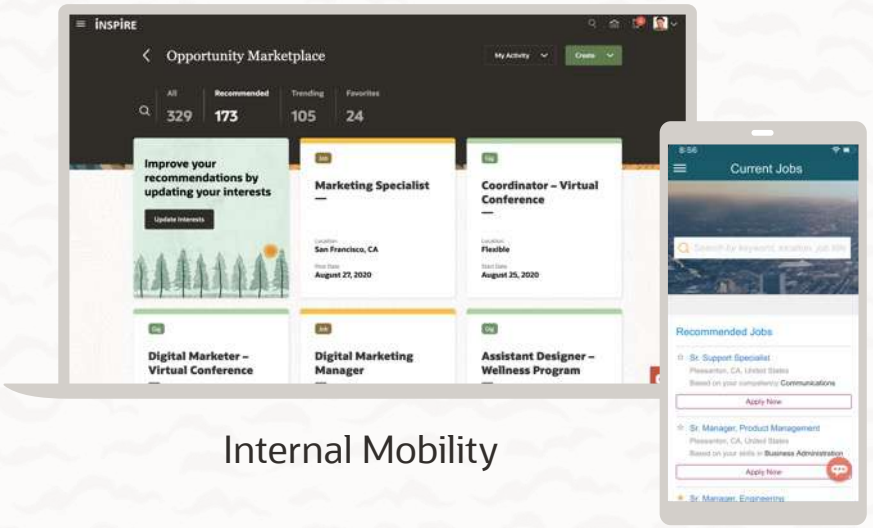
Candidate Relationship Management & Campaigns



Digital Assistant & Frictionless Apply



AI/Automation & Skill Recommendations



Internal Mobility

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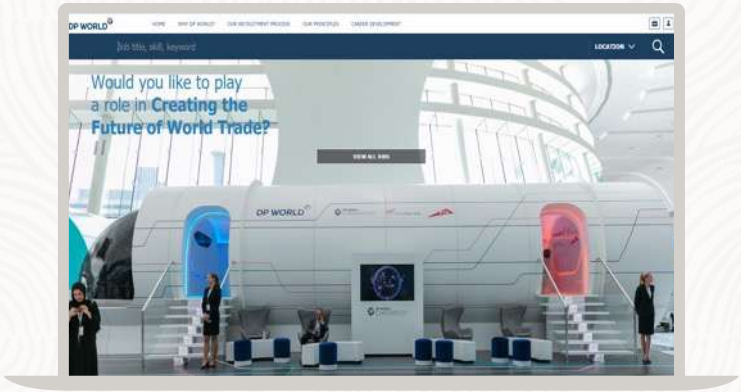
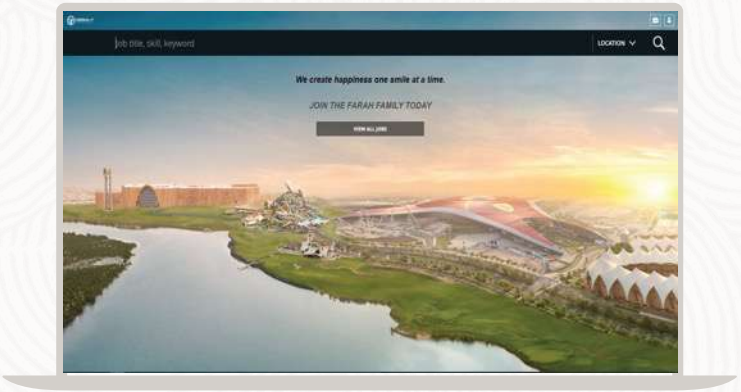
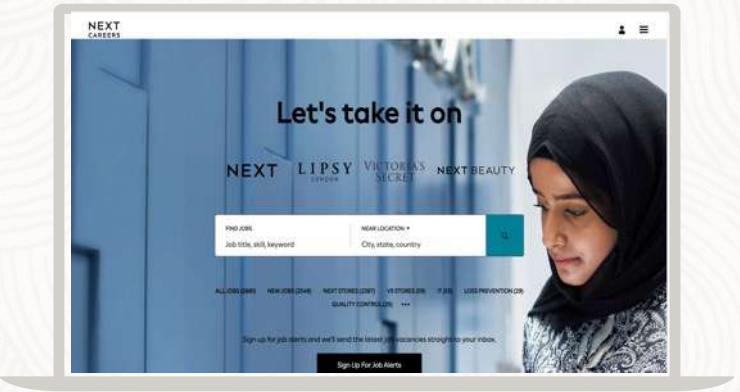
Branded Candidate Experiences







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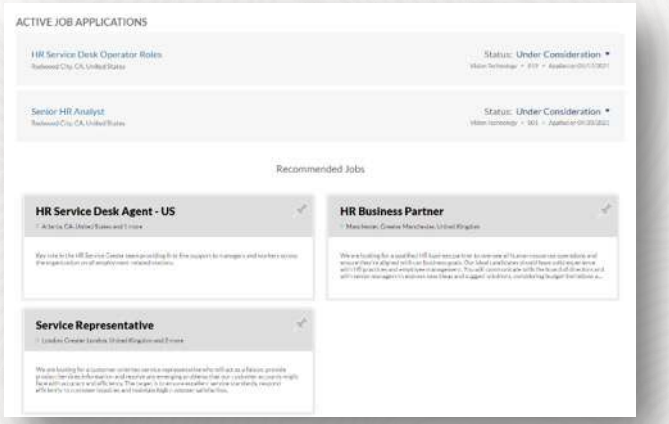
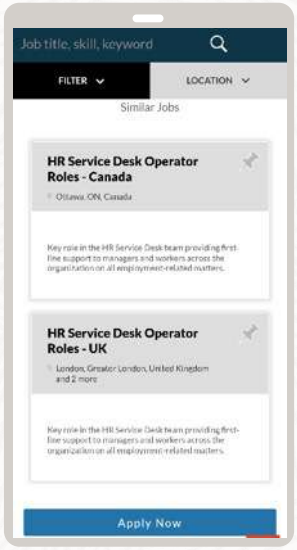
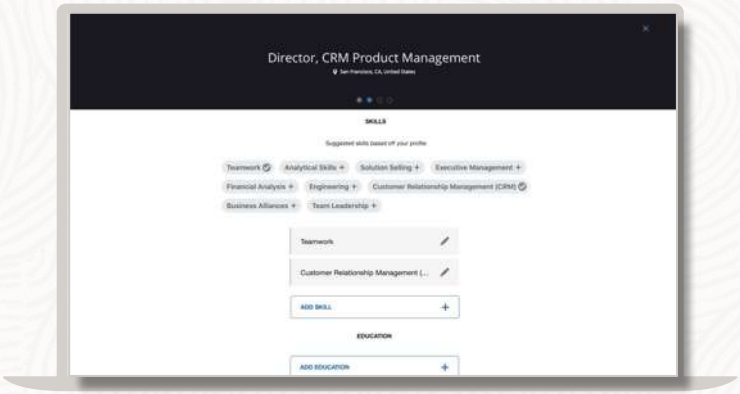
AI for Oracle Recruiting



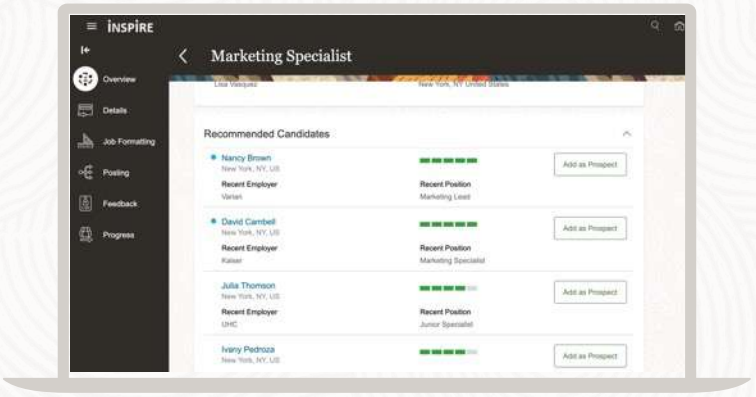
Similar Jobs for Candidates



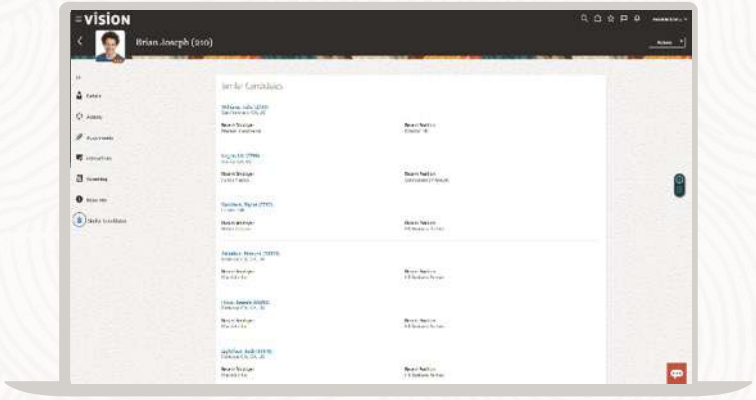
Recommended Jobs



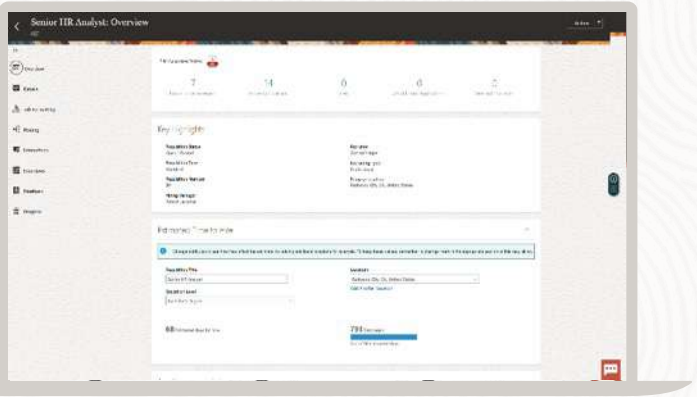
Skills Recommendations for Candidates & Requisitions



Best Candidates & Smart Ranking



Similar Candidates



Time to Hire

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Recruiter Efficiency & Automation

Current

- Auto-req Creation from New Position
- Auto-complete for Req Creation Defaulting
  - Simplifies self-service processes
- Auto-posting of Reqs
  - Reduces time to posting upon approval
- Auto-unpost of Reqs
  - Based on FastFormula to un-post reqs based on complex criteria, including # candidates at certain phases
- Request for More Candidate Information Based on Reaching New Phase/State
- Auto-progression
  - Based on Apply details
  - PSQ scoring
  - Assessments
  - Through Interview Request
  - Enables automation from req creation through candidate showing up for interview
  - Movement based on receipts of RMI and Feedback Requests
- Auto-prevention of Progression
  - Ensures compliance with processes such as attaining BGC results prior to making offer
- Bulk Selection Process Movement/Actions
- Grid View w/ End User Personalization
  - Control to show critical information to make rapid decisions, without drilling into each application
- Sourcing Campaigns w/ Automated Follow-ups
- Auto-complete in Offers
  - Minimized data inputs by automating field inputs, reflecting complex business logic where possible
- Batch Offers
- Auto-convert of Internal Transfer Scenarios
- Auto-convert of Pending Workers
  - Automates process of creating work assignment upon offer acceptance

Future

- Automation of Req Creation from Position Adjustments/Incumbency Changes
- Interview Scheduling Focused on Automation and High-volume Scenarios
  - Auto-schedule generation, centralized calendars, etc.
- Automated Offer Generation
  - Completes automation cycle through Offers

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Oracle Recruiting: Roadmap & Investments

Identify & Engage Top Talent

Enhance Productivity of Recruiters & Managers

Consumer Grade Candidate Experience

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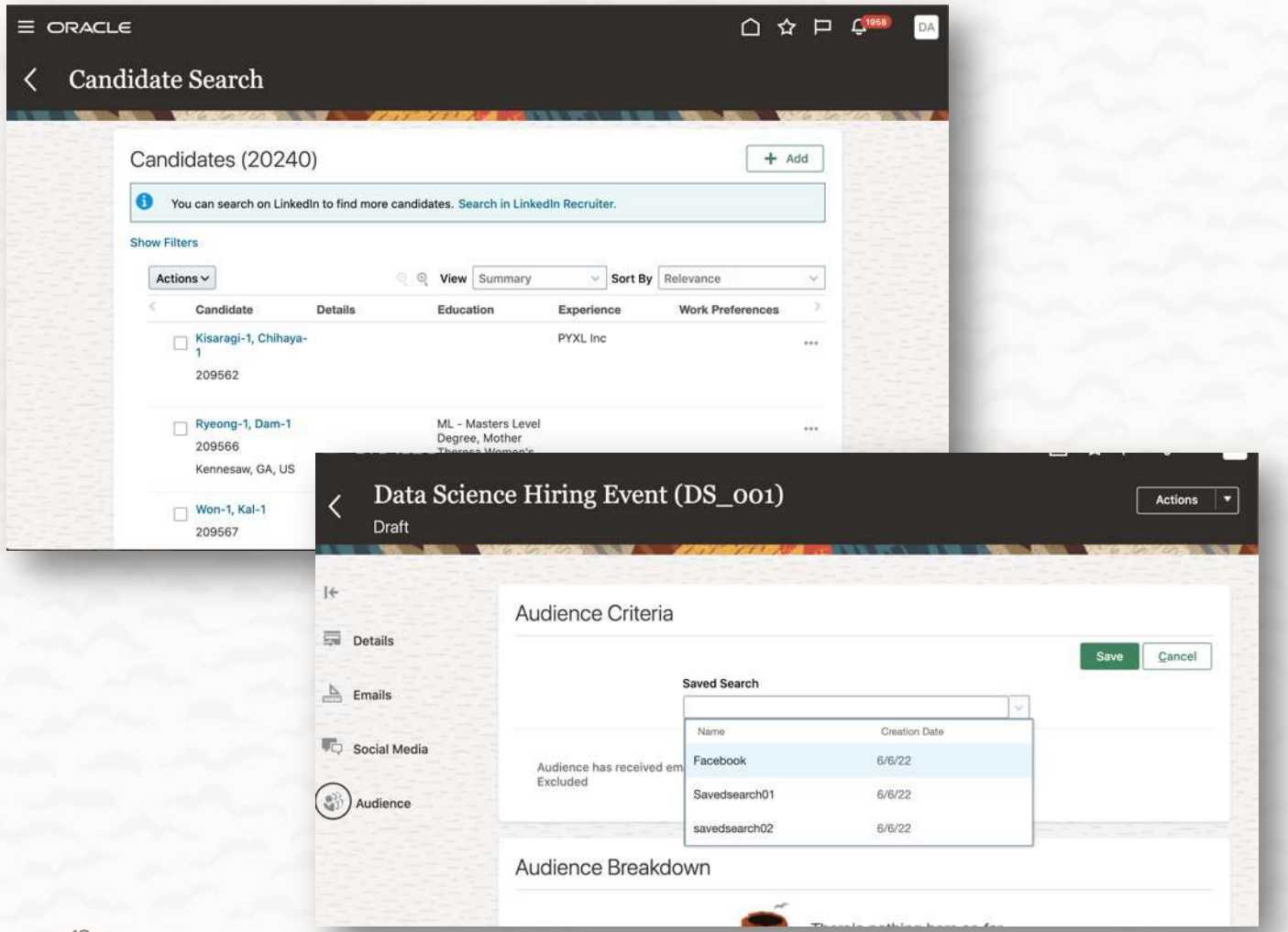
Identify and Engage Top Talent



Search Candidates by Labels, Skills*

Surface Job Application data in Candidate search results

Search results display with "grid view" customizable by each user

Manage Follow-up Candidate Actions

Skills/Saved Searches as Targeting Criteria in Campaigns*

SMS/Continuous Campaigns

* Available Now

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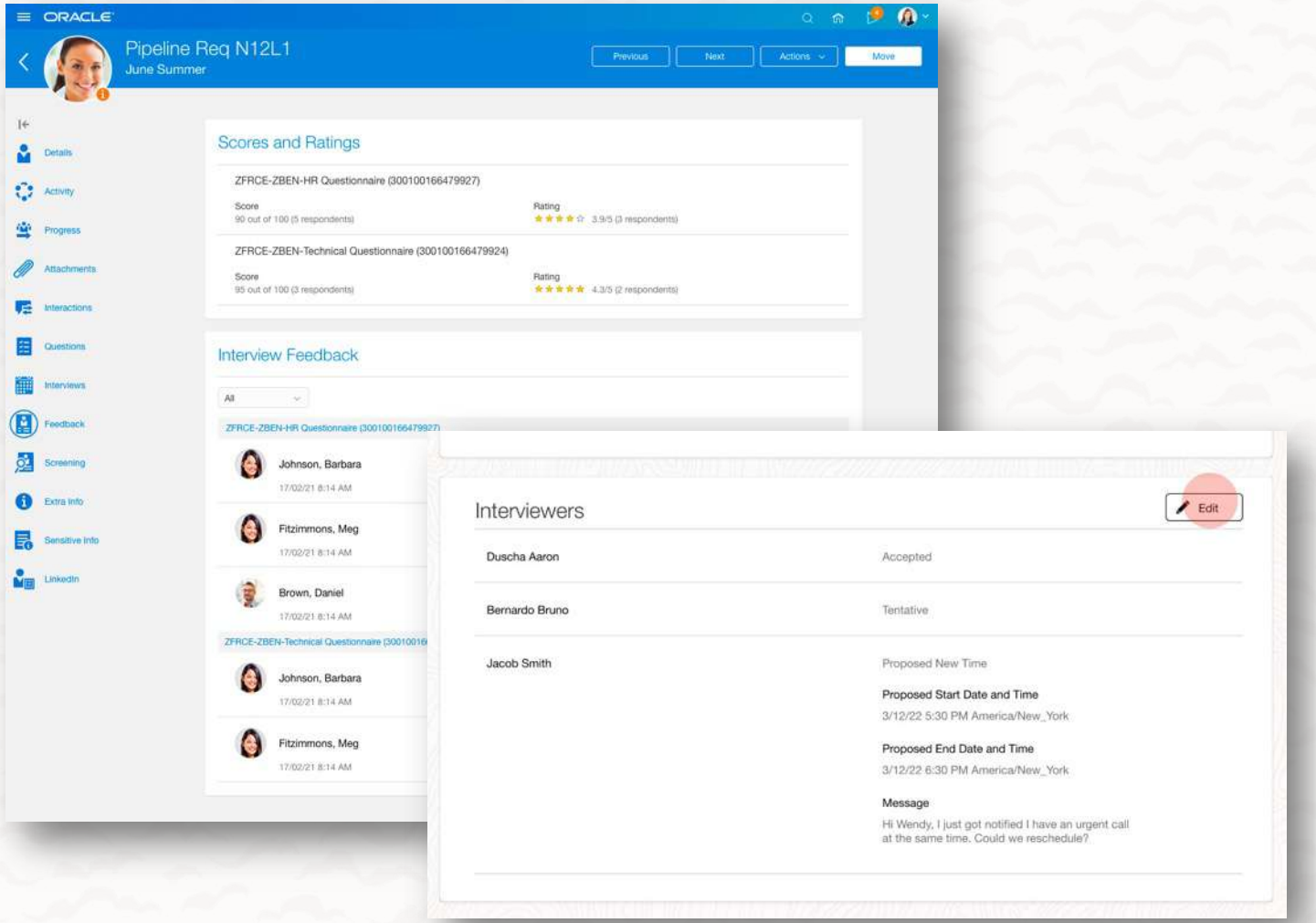
Enhance Productivity of Recruiters & Managers



Requisitions Skills Advisor*

Automated Hiring Team Notifications*

Computed Fields in Job Grid View*

Intelligent Decision Support - DE&I metrics of applicant pool

Share Job Applications

Two-way O365 Integration

Interview Feedback Scoring

* Available Now

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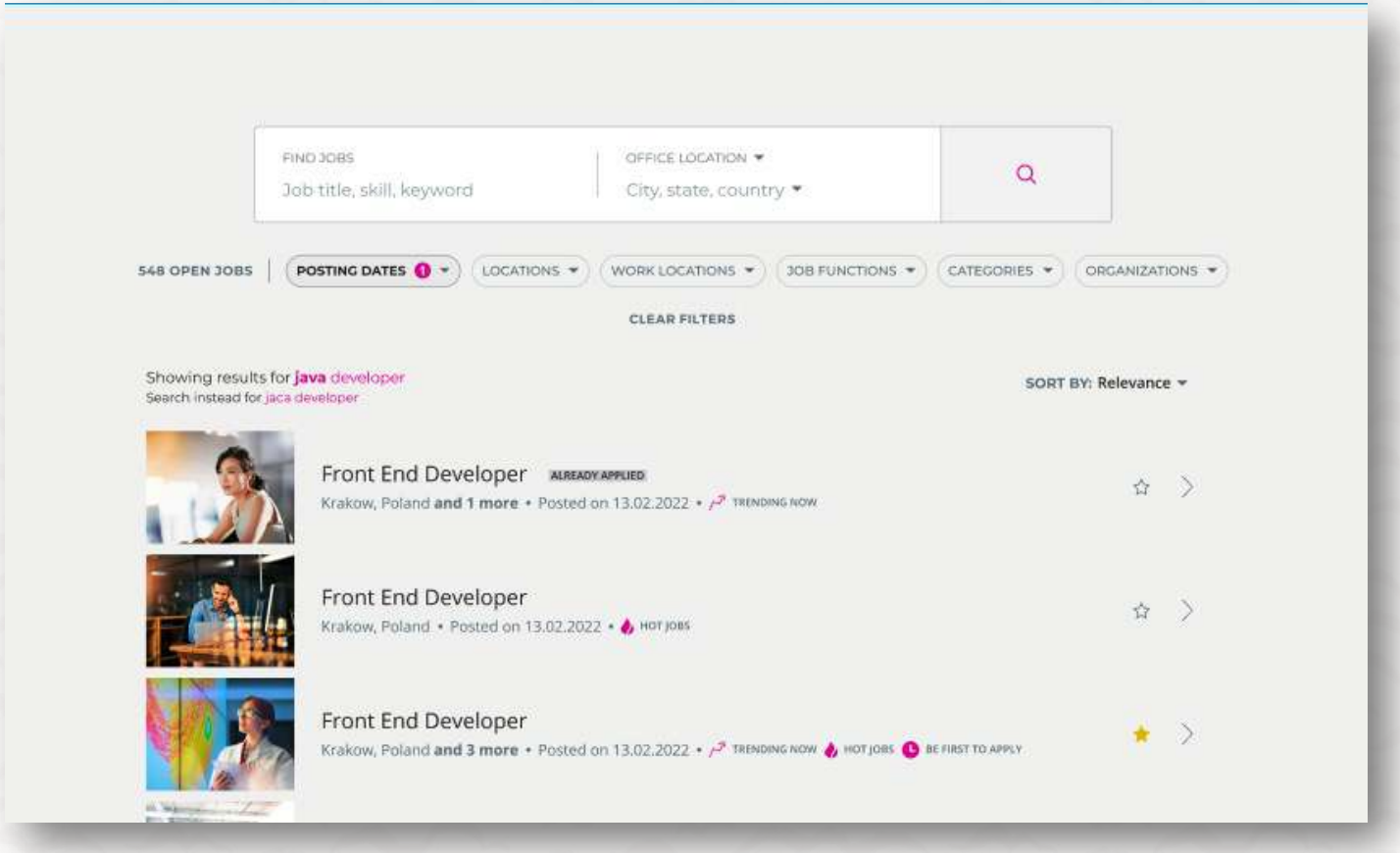
Consumer Grade Candidate Experience



Explore jobs by Recruiting Locations*

Autocorrect Job Search Terms

Job Tags - Trending, Hot Jobs, Early Applicant

Brandable Job Results*/Detail Page

Internal Job Segmentation (Oppty Marketplace)

Saved Search (Oppty Marketplace)

* Available Now

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Opportunity Marketplace

Develop Skills & Foster Mobility

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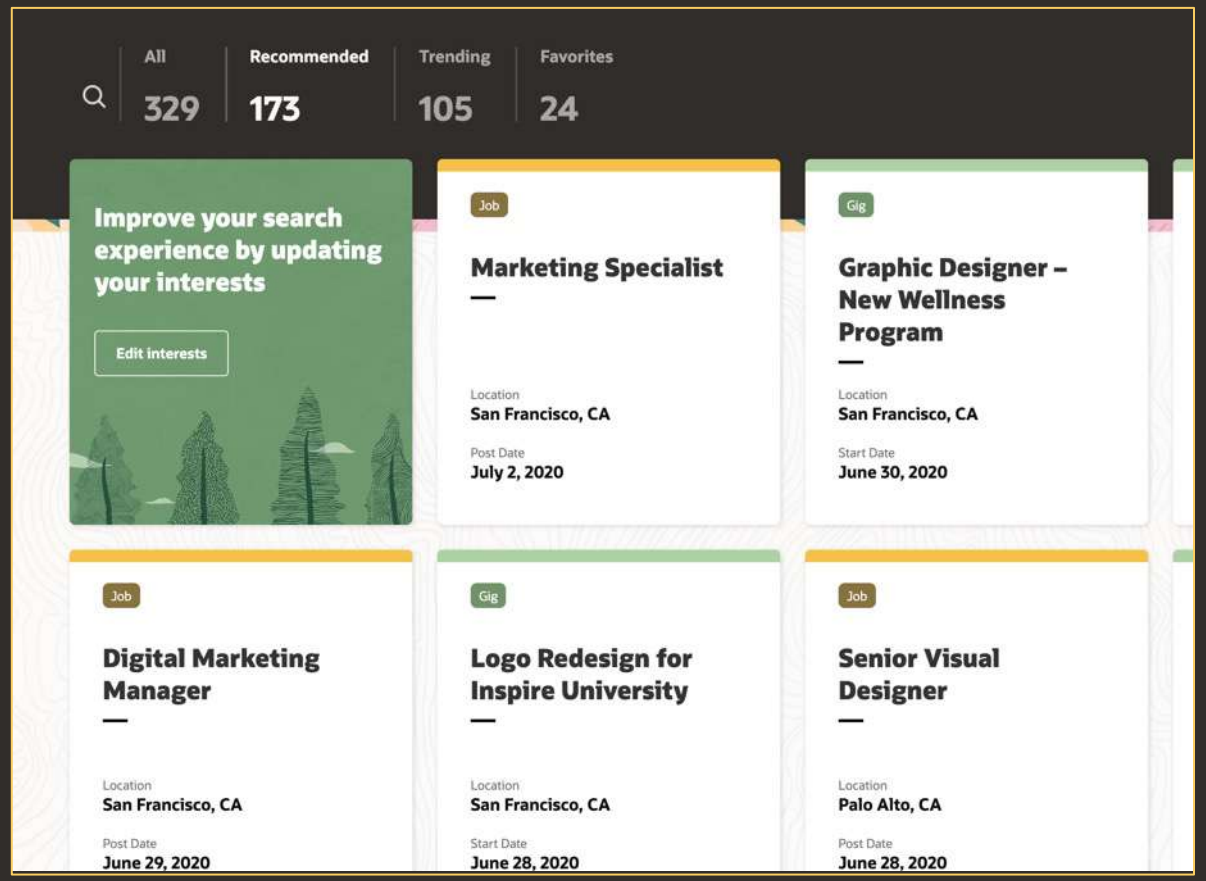
Opportunity Marketplace



- Explore Growth Opportunities
- Gain New Experiences, Build Skills
- Supports organizations in fulfilling short term needs
- Innovation Engine

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Oracle Dynamic Skills
Key Components

Skills Nexus
Understand the skills of your organization

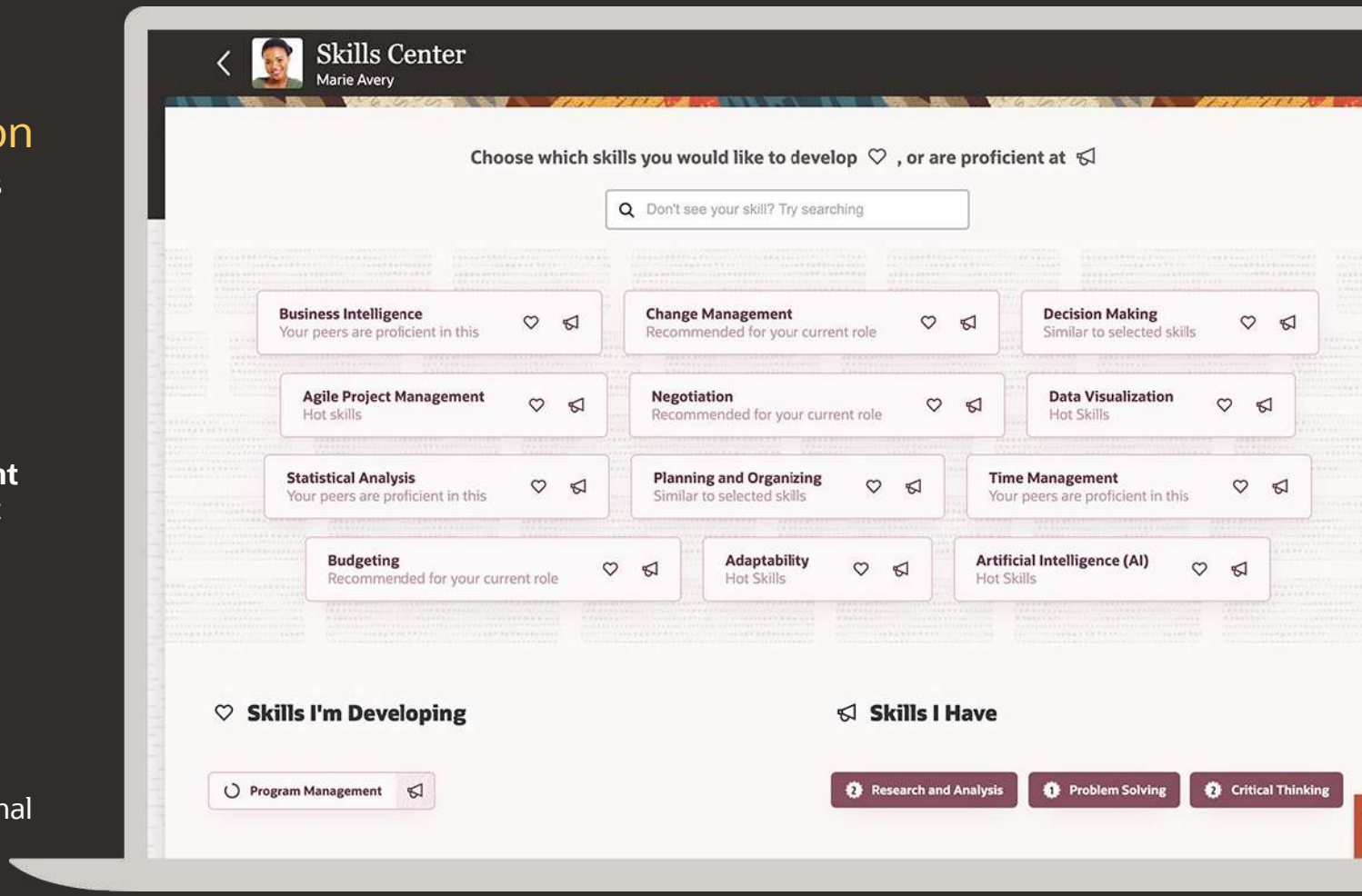
Automatically capture and understand your organization's unique skill landscape to confidently plan, hire, and leverage talent to meet business needs.

Skills Advisor
Unlock the power of skills

Connect skills with people, jobs, and resources at the right time with AI-powered recommendations that improve talent processes.

Skills Center
Unleash your talent potential

Provide a centralized place for HR, managers, and individuals to manage skills and the actions to drive personal and organizational growth.



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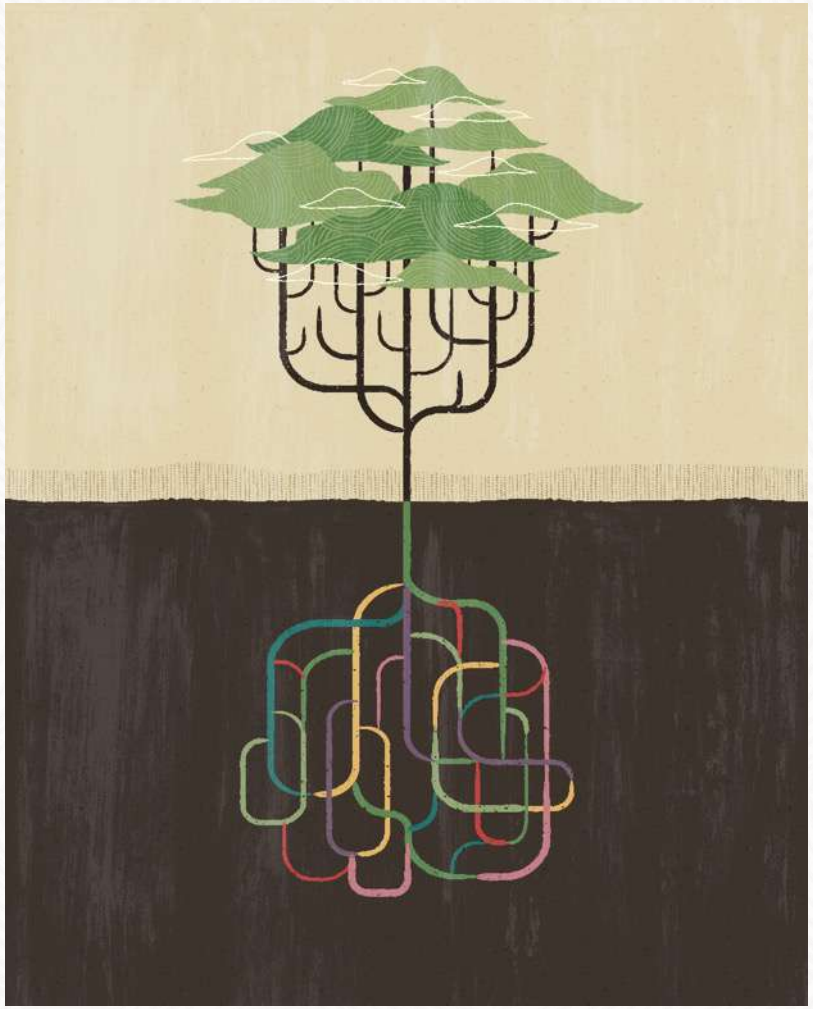
Oracle Recruiting: Comprehensive Feature Set



Compelling Candidate Experience

Native Web Design Framework. Mobile & Accessible.
No Password Required.

Robust Sourcing

CRM. Landing Pages. Dynamic Talent Communities & Candidate Pools. Campaigns.

Comprehensive Recruiting

Requisitions. Automated Screening. Intelligent Matching. Workflows. Interviews. Offers. Onboarding.

Suite Experience

Workforce Planning & Modeling. Internal Mobility. Embedded Learning. Succession & Career Development.

Innovative Design

Digital Assistant. AI & ML. Automation. Text & Email-based Recruiting.

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Oracle ME

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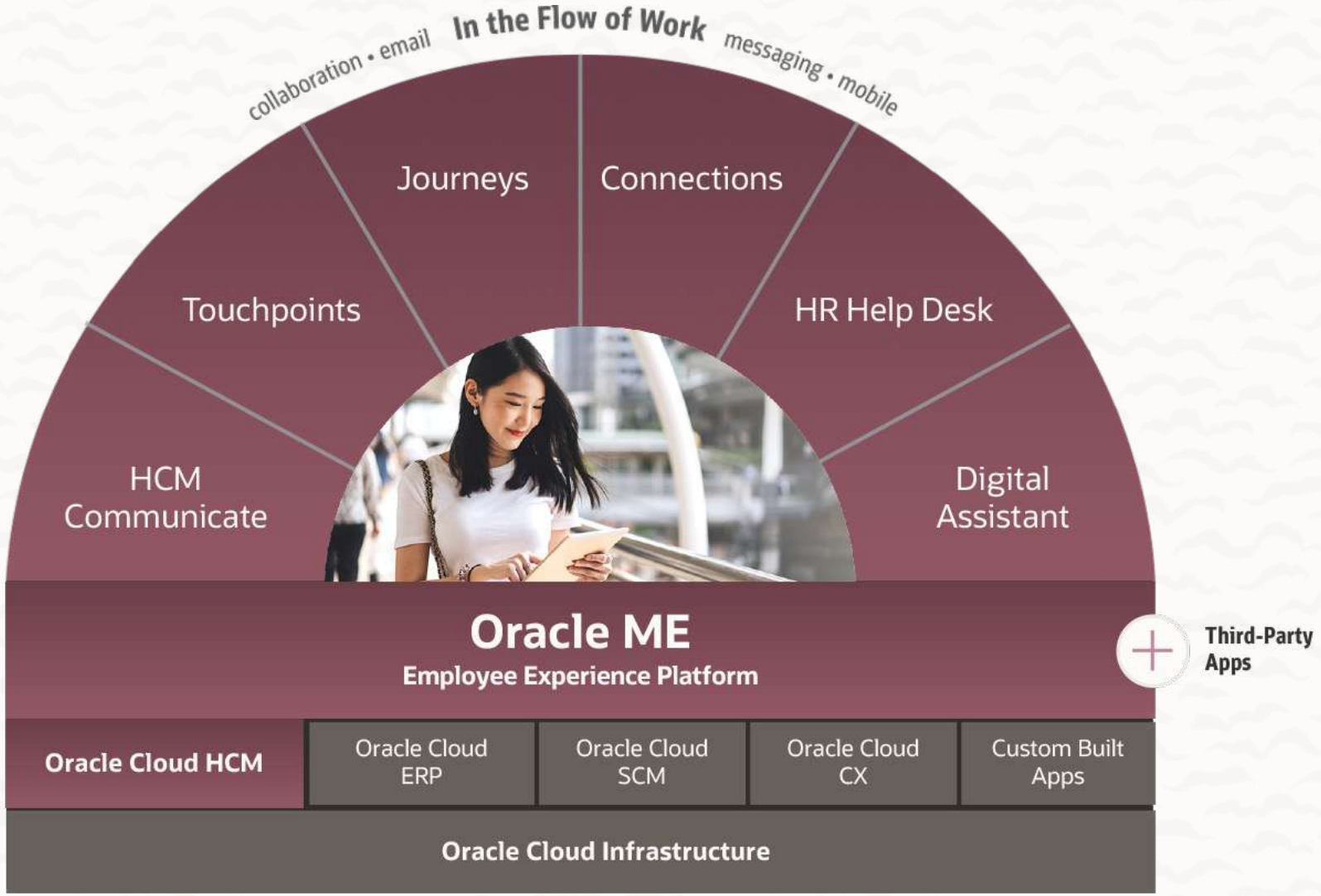

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josh bersin

“Employee communications is a mission-critical, CEO-connected effort that has to reach everyone fast, effectively, and accurately.”

Josh Bersin

The New, COVID-Changed World of Employee Communications

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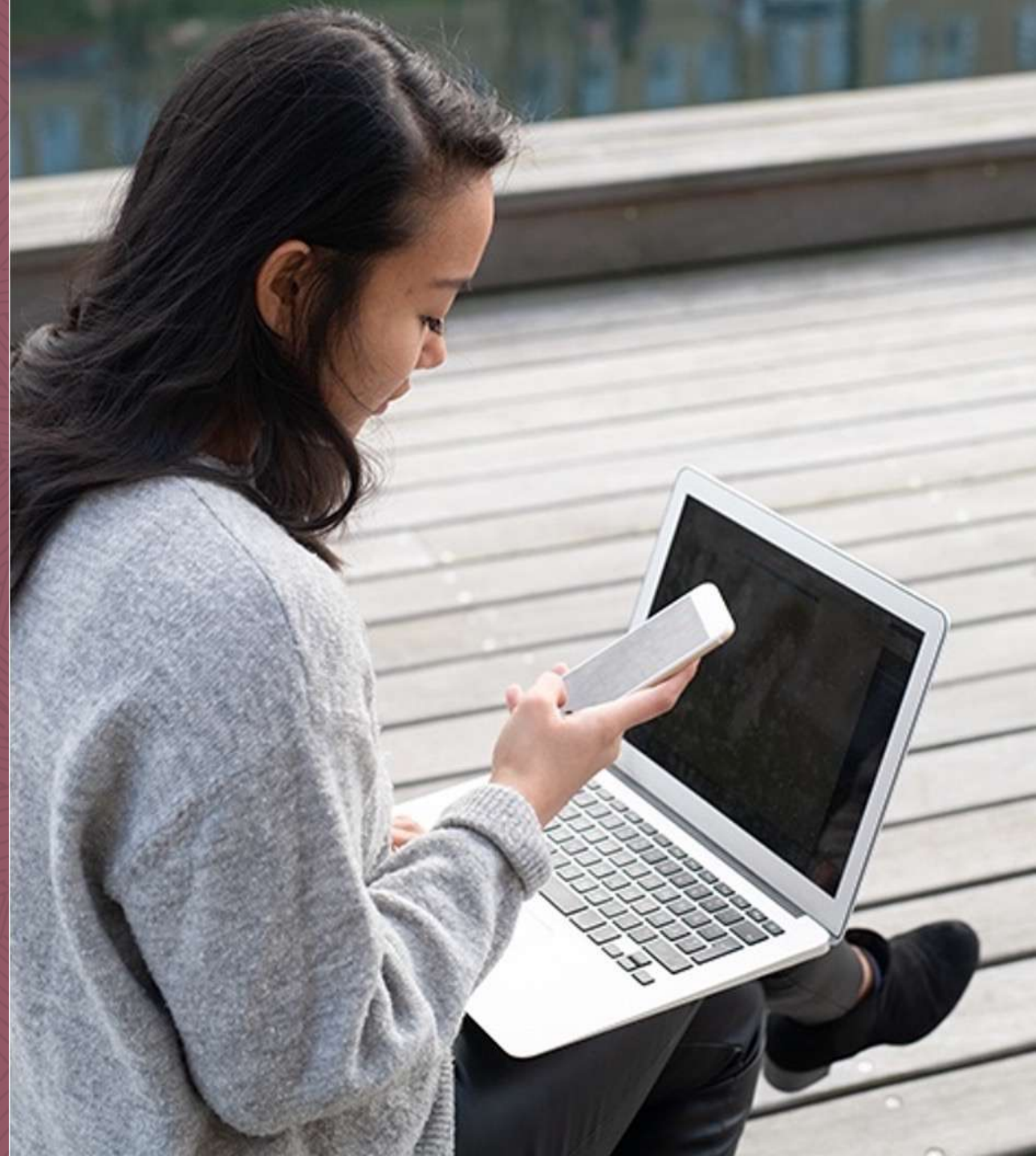
Employee communications require a new approach

- HR managed platform built to connect entire workforce.
- Personalized emails that speak to each employee.
- Informative and engaging communications designed to drive specific behaviors.



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Oracle HCM Communicate enables you to...

Own your audience with every communication, know your impact and drive the behaviors that matter most to your organization.

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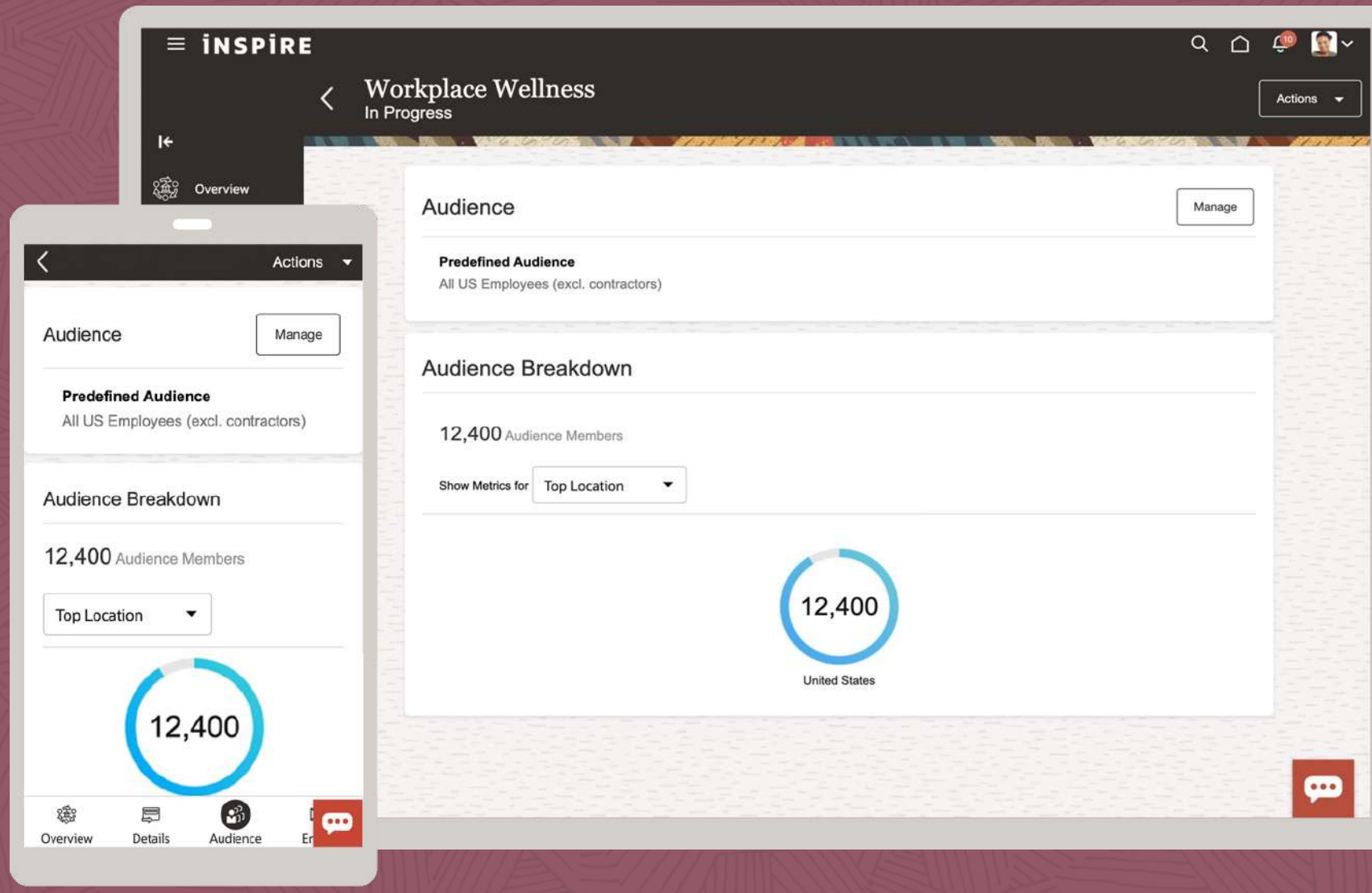
Own your audience

Reach workers across your organization

- Own your audience, content and timing of every message without relying on other teams.
- Send targeted communications based on employee attributes.
- Execute and manage email communications from a comprehensive dashboard.



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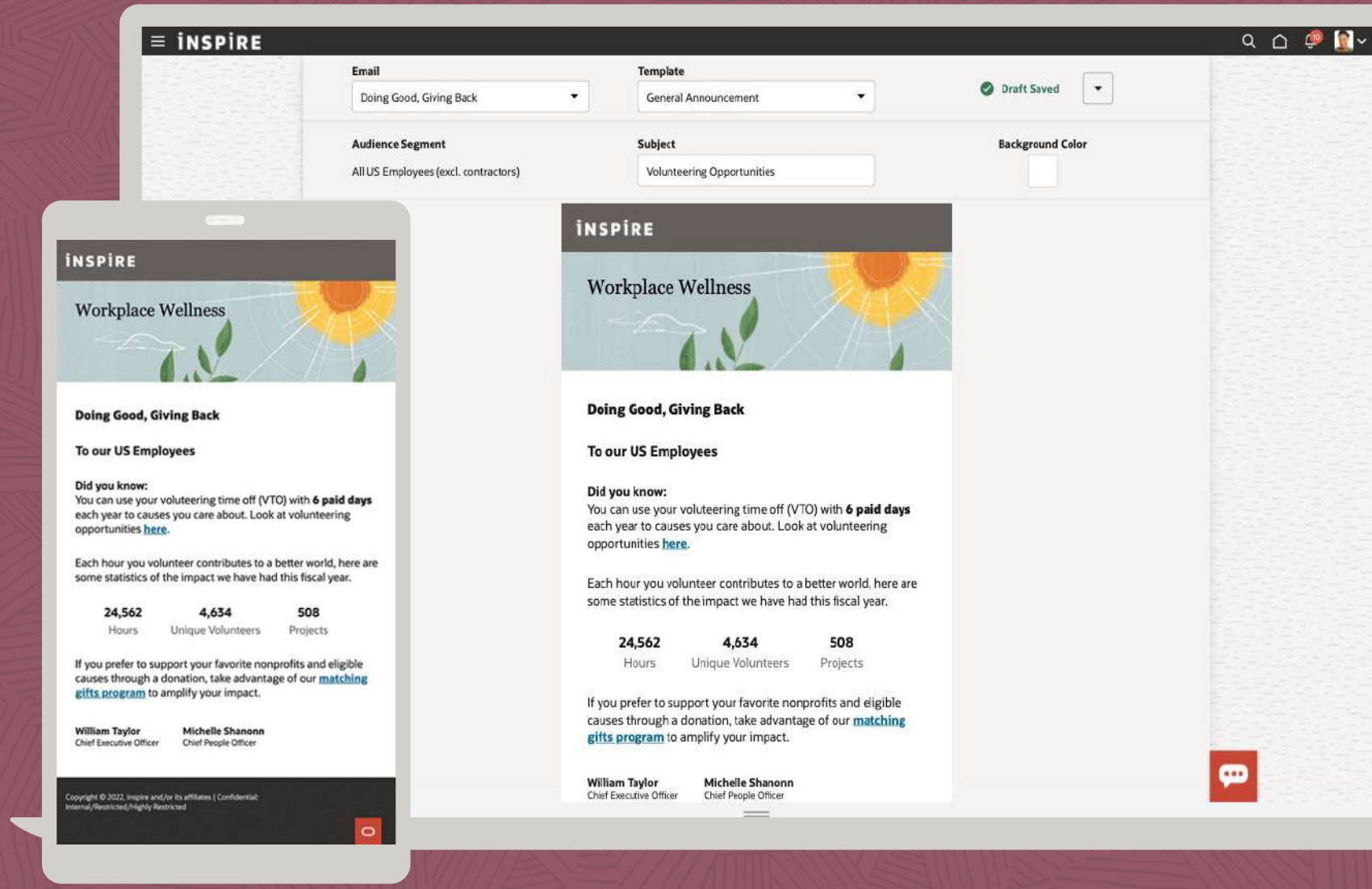
Drive behavior

Go beyond engagement

- Create dynamic media-rich communications that drive behaviors and outcomes that matter to your organization.
- Automate emails tailored to a specific audience or personalized based on a particular response.
- Leverage templates to guide employees through cross-organizational initiatives.



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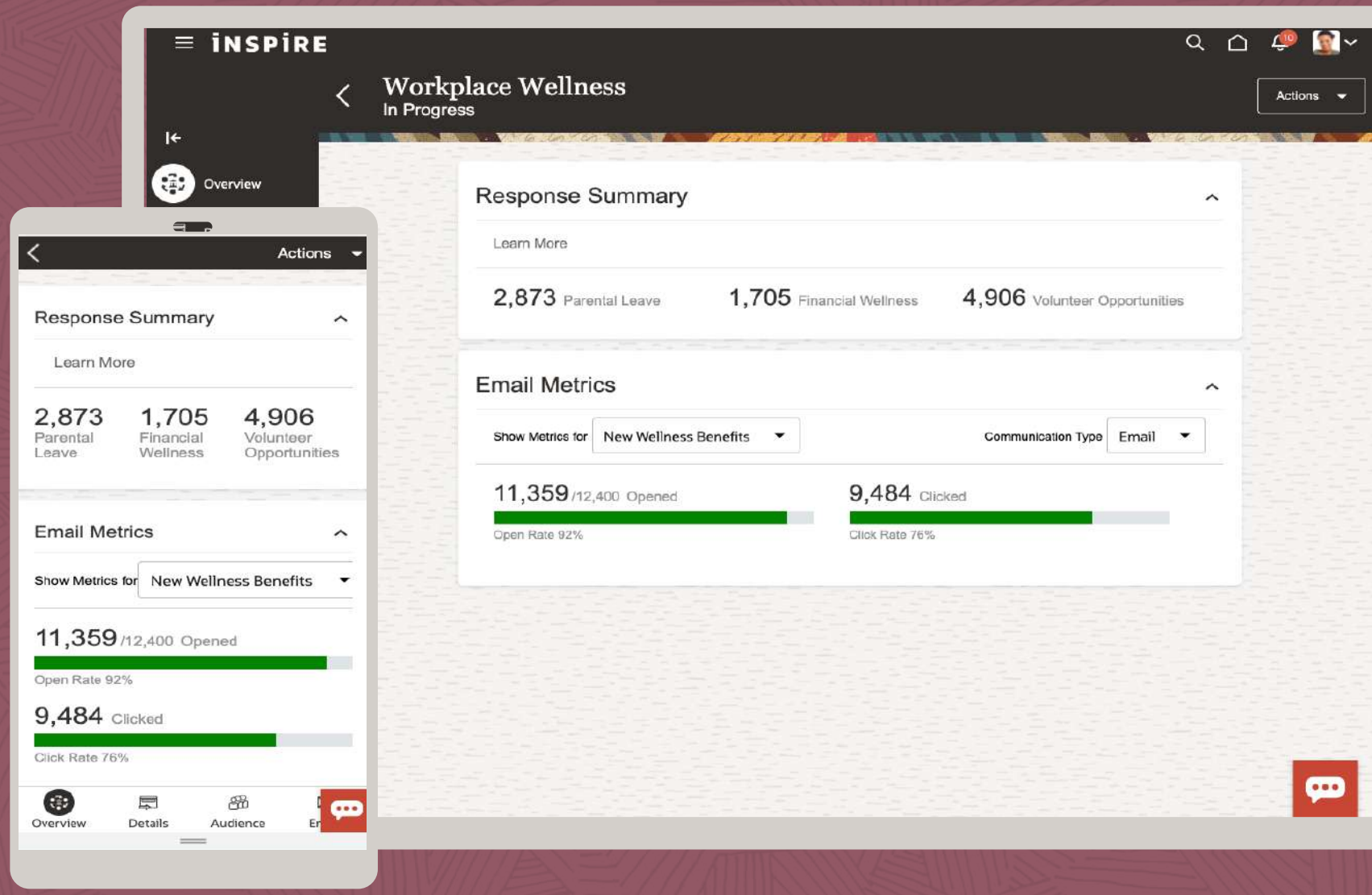
Know the impact

Measure the response

- Track who is reading, responding, and acting on communications.
- Use embedded HCM data to identify groups that need to take action, and drive overall response rates with targeted follow-ups.
- Analyze responses in real-time, retarget messages as needed, and make better business decisions.



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