iCIMS®

Release Highlights

# Putting Talent in the driver's seat with the iCIMS Summer 2023 Release

The 2023 Summer Release lights a new path forward for recruiting teams and their talent, giving them more freedom to create and work their way in the iCIMS Talent Cloud. Talent acquisition teams benefit from new capabilities that deliver more control over the candidate experience and increased productivity, while internal talent is empowered with new features to help them grow and discover new career paths.

Here's a look at what's new in the 2023 Summer Release:

- **Build exceptional candidate experiences:** Easily edit and manage content on your iCIMS Career Site with a new content management system (*Note: this first release is only available for new implementations of iCIMS Career Sites*).

- **Personalize your internal mobility experience:** Empower your employees to build their future within your organization with new dynamic career pathing capabilities in the Opportunity Marketplace.

- **Get more done in your flow of work:** Maximize recruiter productivity and efficiency within the iCIMS ATS with embedded SkillSurvey reference checks and a new, unified job overview.

- **Deliver deeper insights:** Offer and Onboard data are now available in iCIMS Advanced Analytics, giving you even more insight in your hiring effectiveness

Get more details on the full Summer Release and visit the iCIMS Community to discover training, join discussions with our product team, provide feedback, and more.

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Build exceptional candidate experiences
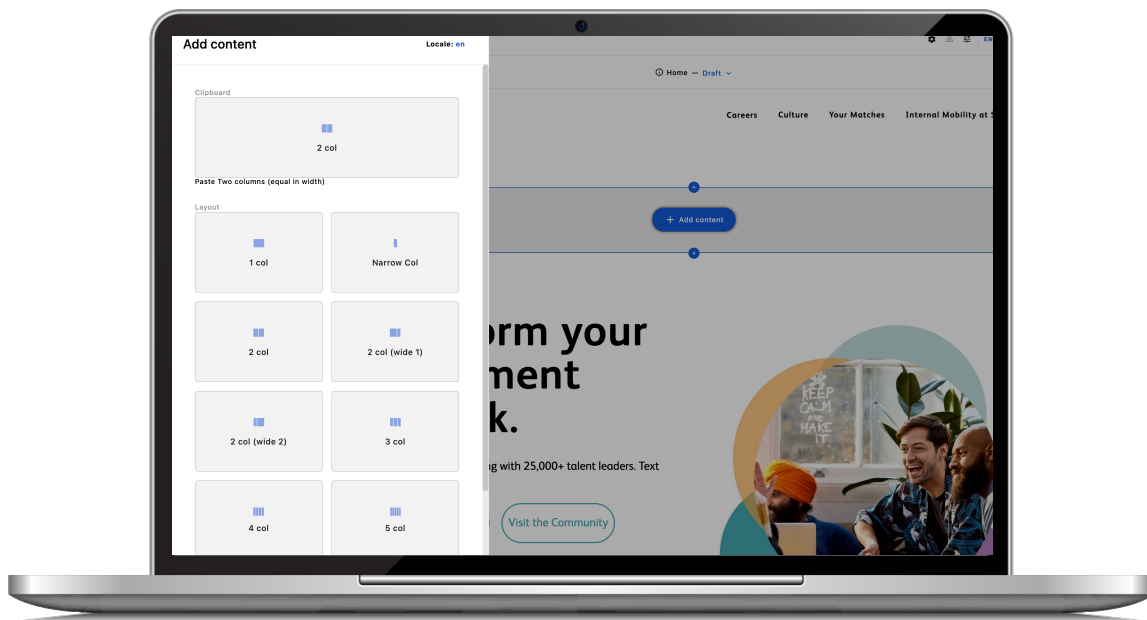
Content Management System for iCIMS Career Sites

A content-rich career site remains one of the most powerful tools for creating and nurturing your employer brand and sourcing applicants. In fact, almost 200 million unique visitors have flowed through iCIMS customers' career sites in just the last six months alone[1].

We built the new Content Management System (CMS) for iCIMS Career Sites to give you more control over how you adjust and manage your content, helping you deliver better candidate experiences — faster — based on data to boost engagement on your career site.

With the new CMS for Career Sites, you'll be able to quickly customize, add, and edit content on your Career Site pages — from copy and imagery to videos and page layouts — with the help of an easy-to-use visual editor. Best of all? No technical resources or developers are required, meaning you have the flexibility to make changes to iCIMS Career Site pages on the fly and continuously optimize performance.

Note: migration to the CMS platform is required for current Career Sites customers and will begin in 2024; new Career Sites customers will gain access to the CMS upon activation.

1. Aggregate iCIMS data

Retain talent and accelerate career development
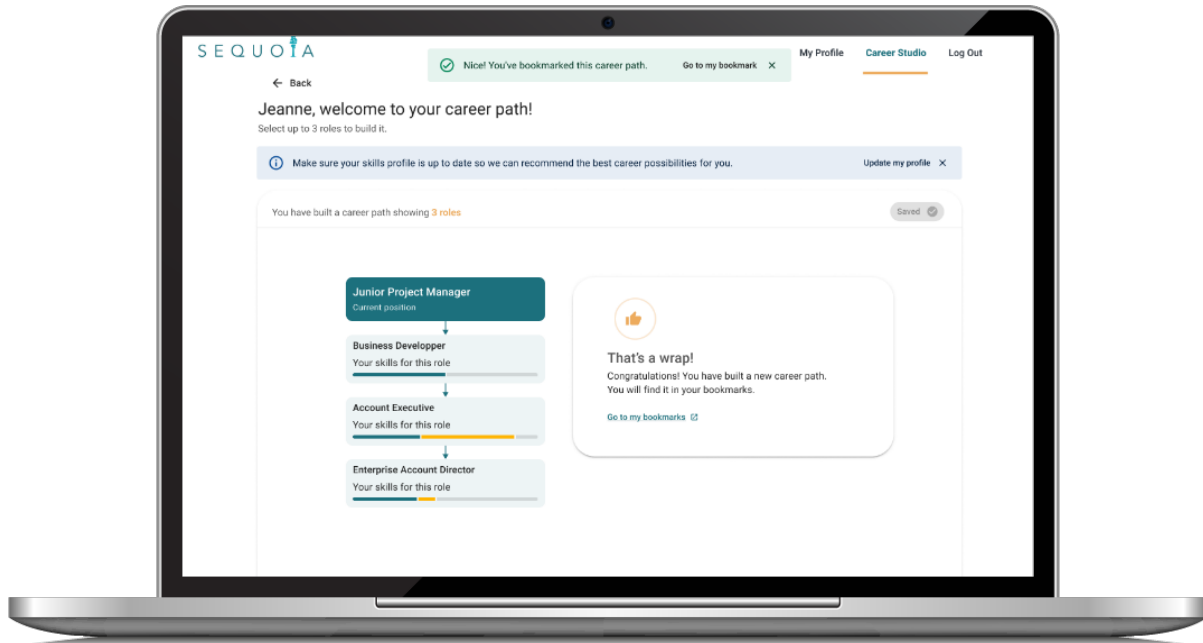


Career pathing in iCIMS Opportunity Marketplace

With growing resource constraints and looming economic headwinds, companies can't afford to lose their best talent. That makes internal mobility and advancement initiatives all the more important right now, especially when you consider this fact: the adequacy of career development and advancement opportunities remains the number one predictor of employee attrition, even more so than compensation[2].

iCIMS is launching a new dynamic career pathing tool in the Opportunity Marketplace that gives your employees more visibility and awareness into where and how they can grow within your organization. With the new career pathing feature, employees can:

- Receive tailored career path recommendations powered by iCIMS Talent Cloud AI that analyzes current role, job history, skills profile, and market data to suggest roles that exist within your organization's job taxonomy.

- Feel empowered with the option to search and select roles for a career path that aligns with their own aspirations or interests.

- Get a clear understanding of both the skills they have, as well as the ones they need to develop, to qualify for roles that become available in the future.

- Save and bookmark their career paths to help enrich career discussions with managers and HR.

2. McKinsey & Company

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

Get more done in your flow of work
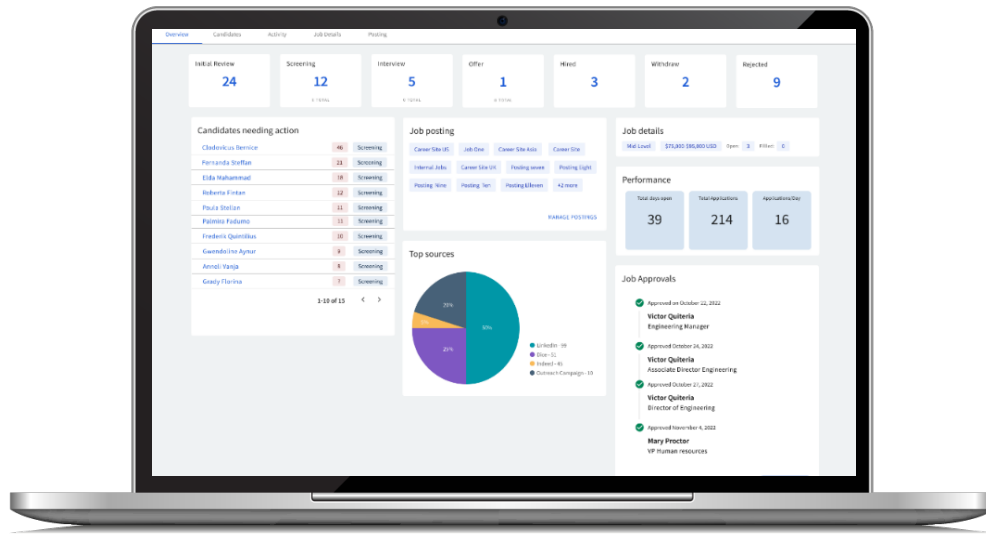
iCIMS ATS Job Overview

Level up recruiter productivity with centralized open job insights in the ATS

Less context switching, more productivity. That's the name of the game when it comes to the new job overview in the ATS. Now, recruiters can identify key actions to take to move their requisitions from open to filled, all in one place.

The job overview consolidates important information that recruiters can quickly action on to get their job filled faster, including:

- A view into where the job stands in the approval process
- A list of candidates who require attention based on how far along they are in the hiring process, or how long since they've advanced to a new hiring stage
- Performance data such as total days open and number of applications received
- A consolidated view of the number of candidates in each hiring stage (e.g., screening, interviewing, etc.)

Embedded reference check results in the ATS

It's now easier to view SkillSurvey reference check results in the iCIMS ATS. SkillSurvey results — including summary results, overall rating category range and percentile ranking — will now be available to view from the activity tab within the ATS. You'll also be able to click into each summary to view the full, detailed report of each reference check directly within SkillSurvey.

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Deliver deeper insights
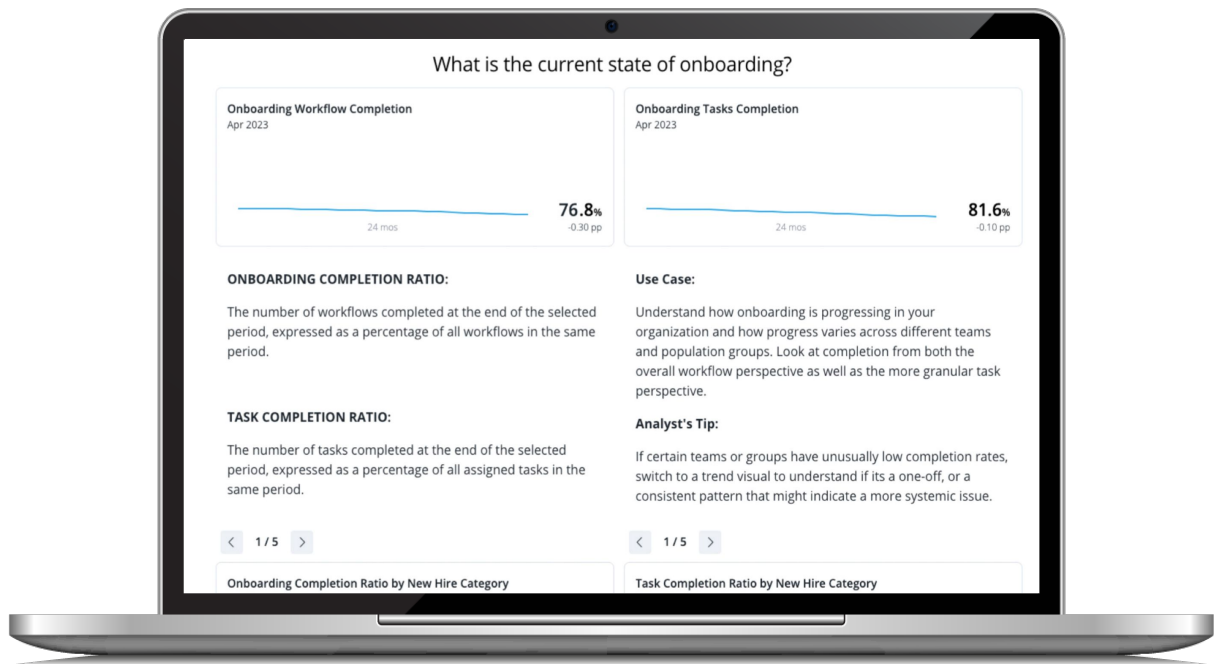
Offer & Onboard data in iCIMS Advanced Analytics

Gain a better understanding of your offer efficiency and onboarding effectiveness with an enhanced data feed into iCIMS Advanced Analytics that now includes iCIMS Offer and Onboard data. By incorporating this data into Advanced Analytics, you'll be able to answer important questions like:

- Are there bottlenecks in the offer process?
- How do offer negotiations impact the overall application process?
- What is the relationship between salary and acceptance rates for different roles?
- Are new hires engaging with our onboarding program and completing tasks?

Plus, additional enhancements to iCIMS ATS, CRM, and Career Sites:

Multi-lingual support for artificial intelligence tools in iCIMS CRM and Career Sites

Talent Cloud AI goes global with this summer release, expanding its multilingual capabilities within the CRM and Career Sites[3]. For those hiring internationally, iCIMS Career Sites now come equipped with AI-powered job matching for candidates that supports

French, Italian, German, Portuguese, Dutch, and Spanish. For recruiters, the AI-powered talent discovery and talent match features in the CRM will also support those same languages.

3. Early access release

Streamlined job advertising experience for recruiters and admins

It's now easier to manage the process of adding funds to your VONQ job advertising wallet within the ATS. Admins have the ability to designate specific users or login groups with privileges to add funds to your organizations' job advertising wallet. This gives recruiters the ability to purchase job advertising campaigns on the fly, while minimizing admin workload on the backend.

New interview reporting and communication enhancements

Candidates go through an average of 2-3 interviews before being hired[4]. With enhanced communication methods during the interview process, recruiters will spend less time scheduling interviews, while also improving the candidate experience through more personalized and inclusive communication methods, with the ability to:

- Communicate with candidates where they are by inviting them to interview via SMS/text
- Gain more insight into why candidates are rescheduling through new cancellations reasons in the candidate portal
- Create custom reporting for interview scheduling that provides more visibility into your hiring activities

4. 2023 iCIMS Workforce Report

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

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More about iCIMS Talent Cloud releases

Our releases are seasonal (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 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 6,000 customers, including 40 percent of the Fortune 100 that collectively employ more than 34 million people around the world. For more information, visit www.icims.com.