EVOLVE

TALENT ACQUISITION SUITE

Release Notes

April 2023

EVOLVE
Talent Acquisition Suite

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Overview

Release Date

The Evolve Applicant Tracking System (ATS) and Recruitment Marketing (RM) Releases are scheduled during the maintenance window on Wednesday, May 3rd. There is no major downtime anticipated during the release process, but there may be minor interruptions to service as components of the system are upgraded across our server farms and hosting facilities.

Release Impact

This release impacts Evolve ATS and Onboarding, Recruitment Marketing, Platform Integrations, Analytics and Reporting, with improvements across all areas of the system.

Technical Requirements

The release will be delivered to all Evolve customers automatically. There are no IT, project, or end-user requirements to receive the upgrade. The interface overhaul will occur for all users of the Evolve systems as part of the release. All previous configurations will be maintained as part of the release process.

New features that require configuration will be released in the 'off' position to allow our customers time to evaluate, configure, and test the features for rollout in an organized timeframe.

Recruiter Productivity Takes Center Stage

With this release, Evolve delivers significant functionality to support the productivity of your recruiting team. In the challenging recruiting environment we all face, Evolve is committed to providing tools and solutions to help teams effectively and efficiently source, attract and hire the best available talent. To support this objective the April 2023 release has several exciting features including:

- Portuguese Language Support (ATS)
- Salary Transparency Support (ATS)
- Email Drip Marketing (RM)

Some features included in this release are Early Access. Early Access Programs provide our customers a sneak peek into the new and exciting product features Evolve has been working on over the past weeks and months, and a chance to provide direct feedback on products that are actively under development. If you are interested in participating in any Early Access Program listed in this document, please contact your Customer Success or Account Manager.

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ATS and Onboard

Portuguese (Brazil) Language Support

Customers who have presence in multiple countries require the Evolve ATS and Onboard to be accessible by differenct users with different locale and different language preferences. Specifically, customers who have a larger presence in Sourthern America require support for Portuguese.

What Changed

This new enhancement allows Evolve ATS and Onboard to be fully accessible in Portuguese.

How to Use

- Admin Navigation: Enable this feature by navigating to *Admin → Configurations → Regional Settings → Edit Language*

- User Navigation: Enable this feature by navigating to your *User Menu → Profile → Regional Preferences → Language*

NOTE: This feature needs to be enabled in Track company settings and the user's My Account settings.

Salary Transparency Support

Customers with U.S.-based jobs are seeing increasing requirements to post salaries for job in certain states. Each job board also has different requirements and may post a *range* for a job posting, even when no salary information is provided by the customer.

What Changed

Four new fields have been added for Requisitions to support our fcustomer's efforts to provide salary transparency.

- Salary Min

- Salary Max

- Salary Frequency

- Salary Currency

These standard fields allow a customer to provide all relevant information in the requisition to be used to provide external transparency. We have mapped the fields to match each Job Board's specifications, ensuring the customer has maximum control over what data is being posted to external job boards.

How to Use

Admin Navigation: *Admin → ATS → Requisition Templates*.

Edit the template to add Salary fields to the desired Requisition templates.

NOTE: These fields must be added to the Requisition templates by a Evolve ATS user, as they may not be used for every template, depending on the location.

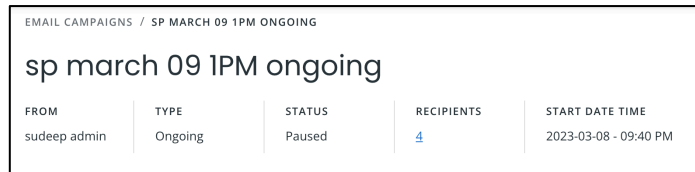# Recruitment Marketing

Email Drip Marketing

Email Drip Marketing is an automated sequence of emails sent to an audience at specified intervals influenced by actions the recipients take or by changes in their status.

Key Highlights

- Increase Engagement
    - Increase Engagement of dormant audiences automatically
    - Re-engage with past applicants, talent network candidates
- Improve Recruiter/User Efficiency
    - Setup and re-use email campaigns, clone to make new campaigns
    - Add candidates to email campaigns easily
    - Increased (automated) sourcing activity without additional effort
- Measure Success and Refine
    - Measure and optimize engagement
    - Consistently measure CTA success
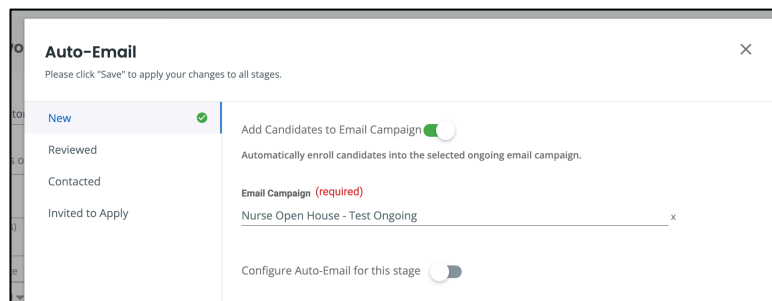   - Optimize message content, frequency, and steps to gain the best results

Enhancements

- Recipient List
   - User can open Recipients list from Email Campaign

- Auto-email – Add to Email Campaign
    - User can define an auto-email to add to an Email Campaign
    - Indicator on Email Campaign list that is used in auto-email

- Email Campaign Exit Rules

  o User can define exit rules on a campaign

  o Exit rules can include Join Talent Network, Apply to Job, or Change Lifecycle to a selected value

  o When one of the exit rules is met on a candidate, the candidate will not receive subsequent emails from the campaign

  o A *Removed* event is recorded for campaign analytics
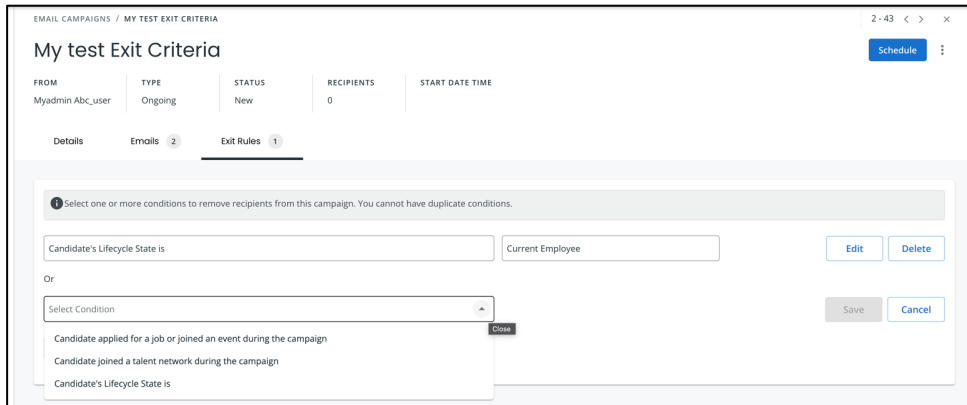
- Analytics

  o Email Campaign Report tab shows *Removed* candidate count

  o Drip Email Campaign dashboard report in *Analytics → Talemetry*

- Fixes

  o Sporadic database connection error affects sending mass emails

NOTE: The Email Drip Marketing features will be generally available to all Evolve Recruitment Marketing (Talemetry) customers May11th. Please contact your Account Manager or Customer Success Manager for more information.

Referrals in Recruitment Marketing Platform Enhancements

Talent acquisition teams around the world are using employee referrals to drive employee engagement and attract the highest quality talent. We help organizations streamline their referral program and harness their social capital – bringing talent acquisition in line with today's social and connected world. Now you can manage your Advanced Employee Referral Program on the Evolve Recruitment Marketing Platform.

Key Benefits:

Delivering capabilities of Advanced Employee Referrals to manage your program on the Recruitment Marketing platform.

- Reduce the cost of hiring (Referrals are less costly than external hiring)
- Decrease time to hire by leveraging Referrals
- Referrals have a higher conversion rate
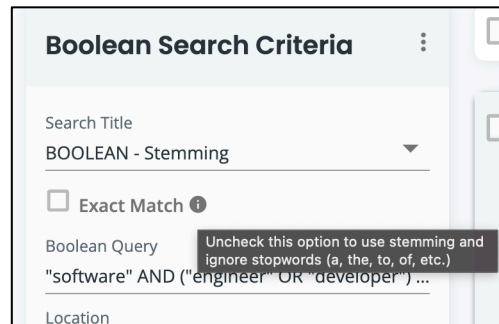- Referral hires stay at the company longer

Enhancements and Fixes

- Custom Eligibility Rules
    - (Enhancement) Company Admin can set up eligibility rule based on past applications
        - Use Case – exclude candidates who previously applied to same job (or any jobs)
        - Rule includes date range of ATS job application date
        - Can be query based on other properites, such as Job ID, Job Title, Status
- Administrator Override
    - (Enhancement) Company Admin can override the candidate name and email
        - Allows correction of typos
        - Allows fixing email address used by applicant (vs the referred email address)
    - (Enhancement) Improved Filter usability and layout
        - Slide out from side to make better use of screen space
        - Added Date Range selector (From, To)
    - (Fix) Improved Perfromance of Employee filter when there were many users in company
- Other
    - (Fix) Improved Performance of Status update from ATS applications – faster after ATS sync, more reliable, improved monitoring
    - (Fix) Duplicate referral record (same job/candidate/employee) when candidate applies for a job (1 referred record and 1 applied record) when Ineligible
    - (Fix) Text-to-Refer – referrer_email (and referrer_external_id) lookup was case sensitive, fails to create referral record

CRM Improvements

Improved Boolean Search

- (Enhancement) Boolean search supports stemming
    - Option "Exact Match" (on by default on each Boolean search) can be unchecked to enable searching to include stemming words (i.e. manager → also matches on management, manages)

Boolean Search Criteria

Search Title
BOOLEAN - Stemming

☐ Exact Match ⓘ

Uncheck this option to use stemming and ignore stopwords (a, the, to, of, etc.)

Boolean Query
"software" AND ("engineer" OR "developer") ...

Location

CRM Enhancements and Fixes

- (Enhancement) New API to Update Lifecycle of a Candidate in CRM
- (Fix) Editing Candidate Notes in RM

Other Enhancements and Updates

Career Site Improvements

- (Enhancement) Agency Portal – Translations for Agency login in 42 languages/locales

Other Enhancements

- (Fix) System Audit – *Update User* has been fixed

Integrations

New Job Board Integrations

Per Post/Selective Broadcast

- PracticeMatch
- PracticeLink
- Magnet
- ZBP
- karriere.at

Other Enhancements and Defect Fixes

- (Fix) Indeed Apply – fix for handing blank question values
- (Fix) Job Board Apply – improved handling of question lookup submissions to prevent missing questions

Recruitment Marketing Integrations

CSV Employee Export

- (Enhancement) Add Lifecycle support for inactive employees

Evolve ATS Integrations

- Verified First (Background check provider)
- Alva Labs (Candidate assessments)

Analytics

Referrals Analytics

Enhancements and Fixes

- (Fix) Referral Report Generating Duplicate Rows + Referral ID Field

Other Enhancements, Fixes, and Updates

Enhancements and Fixes

- RM Reports
  - o Job Marketing Report
  - o Drip Campaign Report