# EVOLVE

## TALENT ACQUISITION SUITE

## Release Notes

*July 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, July 19th. 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 July 2023 release has several exciting features including:

- Social Sharing for Jobvites
- Intelligent Messaging Widget Updates

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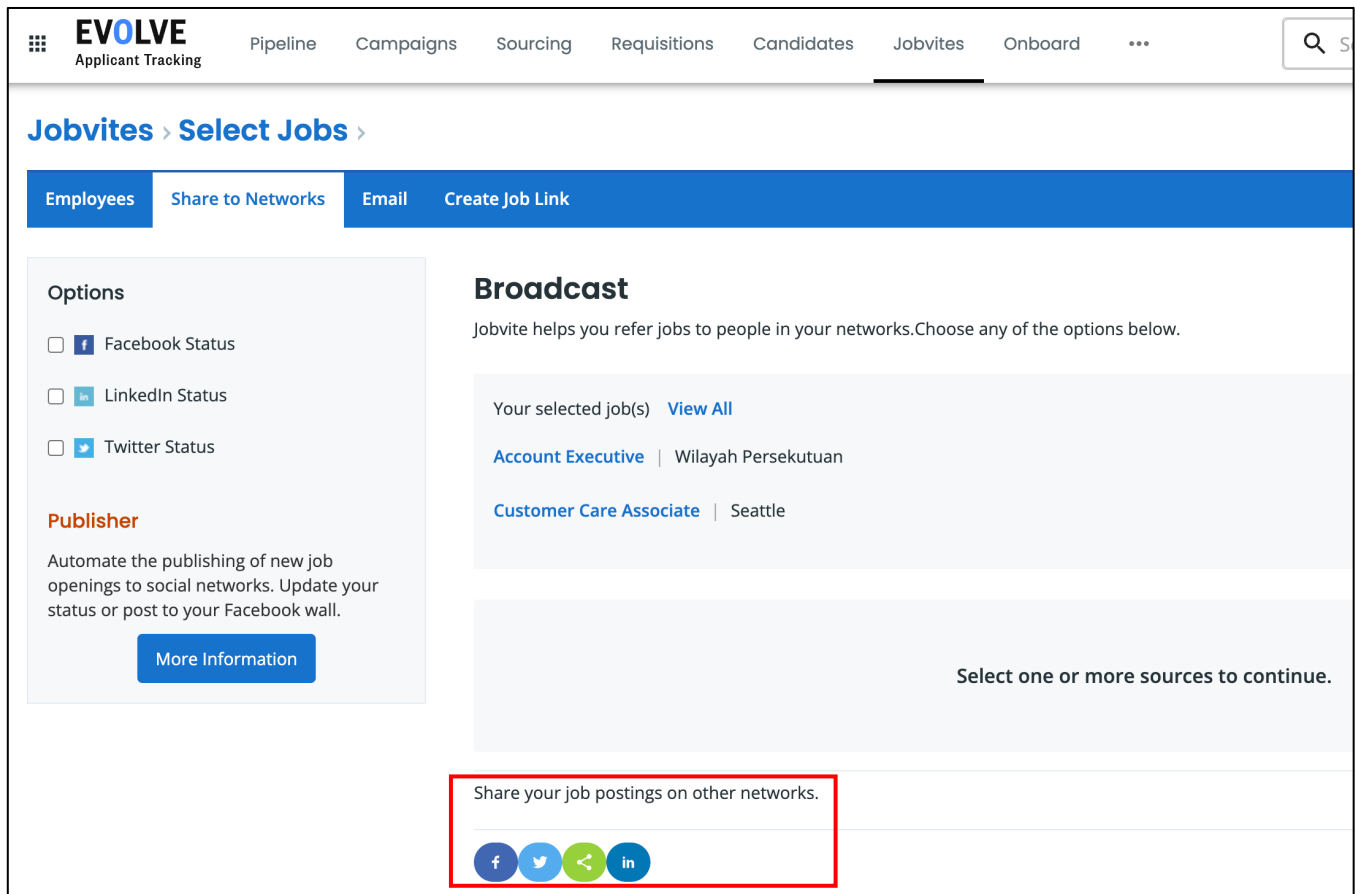
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# ATS

## Social Sharing for Jobvites

In order to share Jobvites, users needed to create a job link and navigate to the relevant social channels where they wanted to share and post jobs.

**What Changed**

The **Share to Networks** functionality under the Send Jobvite option now includes 50 channels that the user can share Jobvite links directly to, all within the Evolve ATS application. Some of the key social channels include LinkedIn, Facebook, Twitter, Whatsapp, WeChat, Outlook, and Gmail.



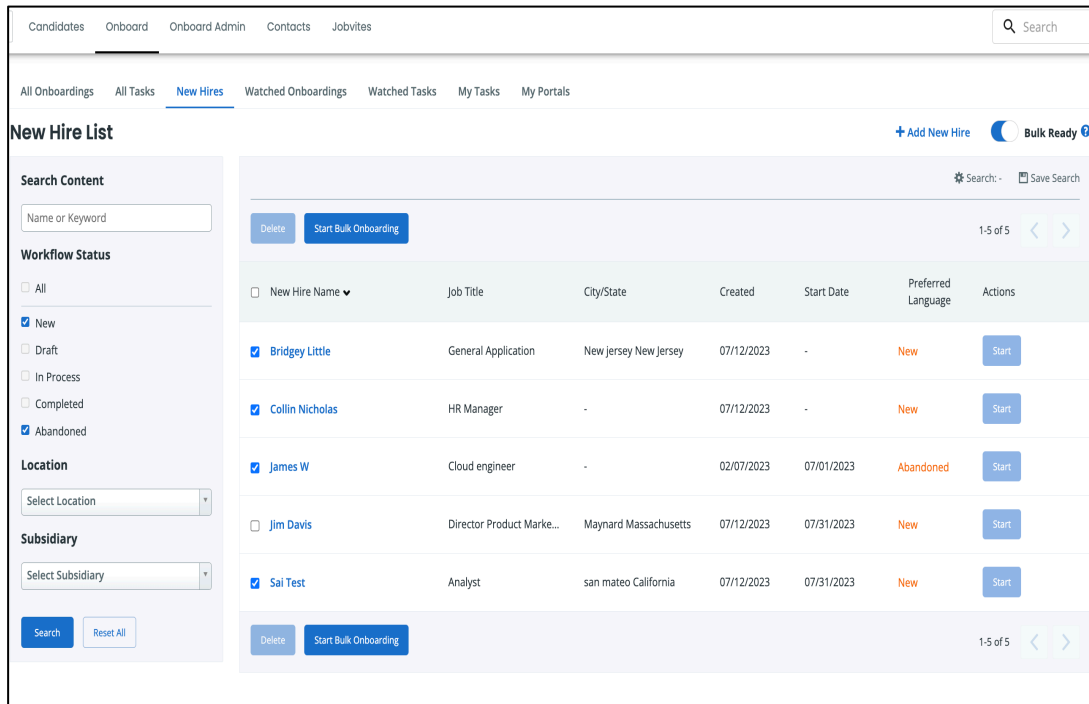*NOTE: The upgraded social sharing has been enabled for all customers.*

# Onboard

## Bulk Onboarding

This feature allows Onboard orchestrators to onboard multiple new hires at once, saving time and eliminating manual processes, as opposed to enrolling each new hire individually.

**What Changed**

Onboard Admin now has the option to create Bulk Ready Task Templates, Task Group Templates, and Process Templates with the simple Bulk Ready switch. Bulk Ready Templates ensure that all required fields at the time of onboard kickoff are entered at the time of creation itself. This removes all the blockers at the final kick-off time and ensures smooth onboarding.

Onboard Orchestrator has the option to select multiple new hires at once from the New Hire List screen, select one process template for all and start the Bulk onboarding process in one click.



# Recruitment Marketing

## Referrals in Recruitment Marketing Platform Improvements

**Referral Administrator Self-Service**

- (Enhancement) New User Experience to match Next Generation designs:
  - o Improved layout of details on the Referral log.
  - o Improved filter layout.
  - o Click **Apply Filters** to filter the referrals by the chosen filters.
  - o Click **X** on any filter item to remove it from the filters.
  - o New Table View option with columns. Click **Date Created** or **Date Updated** to sort ascending/descending.

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- (Enhancement) Company Admin can create a historical referral record.

  - Example: A missing referral record assertion because the candidate applied with a different email address; correction for missing data.

  - Specifies all the data required for a referral, including name, email, date/time of referral, employee, job, status, eligible.

  - Referral record created, including audit log of who created the record.

  - Treated like regular referrals for calculations, eligibility incentives, etc.

- (Fix) Referral Log

  - Event Log – Application Status Sent was always showing *Yes*. This is now correctly showing when the email has been sent or not.

**Other Enhancements and Fixes**

- (Enhancement) Candidate Consent to Share Updates with Employee – Only show *Consent* question to candidates when they apply and are related to a referral.

- (Enhancement)  Apply Launcher – Allow Employee Application without a job.

- (Fix) Candidate Consent to Share Update with Employee – Fixed to collect and record consent on Pre-apply.

- (Fix) Gamification Leaderboard is no longer showing blank values.

# CRM Improvements

**CRM Sort**

- (Enhancement) Sort by First/Last name has secondary order by the Last/First name accordingly.

**Email Campaign**

- (Enhancement) Email Campaign – New Exit Criteria: The candidate is moved to a selected CRM stage.

  - 3 new rules are available – Selected Stage in Folder, Selected Stage in Job/Event, and Selected Stage in Talent Network.

  - Select the associated Stage.

  - When a candidate is moved to that Stage in any Job/Folder/Talent Network (as configured) they are removed from that Emai Campaign.

**CRM Filters and Search**

- (Enhancement) Filters with All/Any toggle allow filtering by All Excluded options in the following fields:

  - Audience

  - Candidates in Folder

  - Candidates in Job

  - Candidates in Talent Network

  - Candidates in Import

- o Candidates in Agency

- o Email Campaign

- o Engagement Category

- o Recent companies

- o Specific Source

- o Tags

- (Enhancement) Relative Date Range slider has an option for 23 months.

  - o This is to support GDPR re-engagement with a data retention policy of 24 months (send re-engagement at 23 months)

  - o This applies to the following filters:

    - ▪ Age of Resume

    - ▪ Date Profile Added

    - ▪ ATS Job Application date

    - ▪ Custom Date filters

- (Fix) Exclude attachments from the CRM search index.

## Other Enhancements

- (Enhancement) User Provisioning API – support for country_code lookup instead of country name.

- (Enhancement) Career Sites – Content – Page Edit improvements for Photos when working with large numbers of photos.

  - o Pagination for Available Photos section

  - o Search option for Available Photos section

- (Enhancement) User API – Update call to look up a user by External ID for the upsert call

- (Fix) Apply Workflow – Brand edits not saving for Alternate and Secondary Contrast Text color have been resolved.

- (Fix) Campaign – Duplicate Campaign names were previously allowed, they no longer are.

- (Fix) Career Sites – No error message was being shown when a user was trying to publish a site with the same domain name. An error message will now display if this happens.

- (Fix) Career Sites – Users were able to create, edit, or delete a Workflow Launcher Key when the Career Site was in unpublished mode. Now these actions are only allowed when it's published.

- (Fix) Apply Workflow – When WH/EH Start Date is later/greater than the End Date in Apply Workflow, it will provide the correct error message.

- (Fix) Apply Workflow – Removed the incorrect State Codes from Country - USA.

- (Fix) Email Templates could not be edited if the template creator is deleted. This has been resolved.

# Integrations

## Recruitment Marketing Job Board Integrations

**New Job Board Integrations**

- *No new integrations happened in July*

**Other Enhancements and Defect Fixes**

- (Enhancement) Auto Broadcast – LinkedIn – Added *Experience Level* field.
- (Fix) – Auto Broadcast – Indeed – Now includes RemoteType logic for non-US jobs.
- (Fix) – AutoBroadcast – When a Job List is created, it now defaults to the ATS/Configured URL.

## Recruitment Marketing Integrations

**Enhancements and Defect Fixes**

- (Fix) Employee CSV – Issues were arising with country_code and country_name mapping. This has been resolved and now Country Code mapping can be used for both users and CRM employee profiles.

## Evolve ATS Integrations

*No new integrations happened in July.*

## Evolve ATS Partner Integrations

**Vervoe Assessment**

- AI-Powered Job Simulation Platform – Vervoe's job simulations and skills assessments use an intuitive machine learning AI to grade and rank candidates so you can see the best rise to the top in minutes, not hours.

# Analytics

## Other Enhancements, Fixes, and Updates

**Enhancements and Fixes**

- (Enhancement) Mass Email Report in Looker
    - Customers are now able to see mass email activity and performance in Platform Analytics under the Recruitment Marketing → Email/SMS folder.

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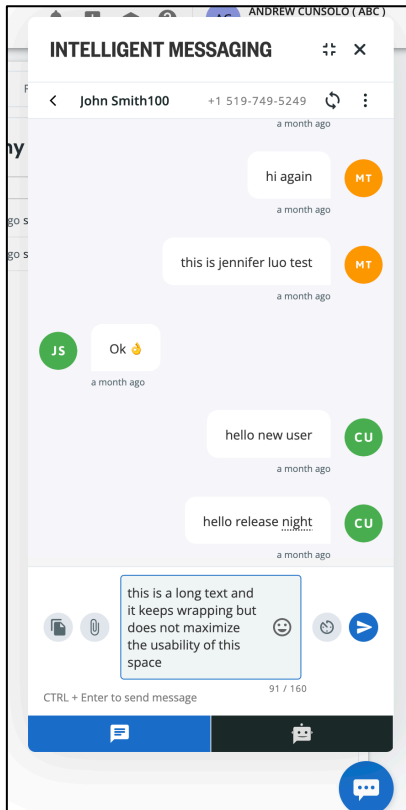**Talent Acquisition Suite**

# Intelligent Messaging

## Intelligent Messaging Widget

**Enhancements and Fixes**

- (Enhancement) Layout Improvements
    - o Expanded texting area. Automatically expands as a user types.
    - o Improved the layout of the action buttons.
    - *NOTE: Improvements impact Evolve ATS and Recruitment Marketing, Lever, and JazzHR*

*Before*                                                                                              *After*