

EVOLVE

TALENT ACQUISITION SUITE

Release Notes

February 2024

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, February 13th. There is no major downtime anticipated during the release process. Still, there may be minor interruptions to service as system components 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 for 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.

Disclaimer

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ATS & Onboarding

No feature updates/changes happened in February.

Recruitment Marketing

New Jobs User Experience

The Jobs List and Jobs Search pages for recruiters and sourcers have been very limiting. The page had a slow search and response and was not intuitive for users, which led to poor user experience and frustration. Filters were also very limiting and only allowed searching on a known job title or external ID and status (active or archived). This was inadequate for users looking to find past applicants for similar jobs to re-engage to apply for current roles or pipelining.

What Changed

The [Jobs List](#) and [Jobs Search pages](#) have undergone a redesign and a user experience update to include additional filters (location), full keyword search, org/division filters, and customer fields.

Job Filters

- Users can search for jobs by full keyword.
 - Any keyword typed in the search box now searches Job Title, External ID, and Job Description.
 - Useful to find jobs that contain a particular skill, certification, or license requirement (to be used to support sourcing candidates with those requirements).
 - Users can filter jobs by:
 - Title – An open text box with a job title searches only in the Job Title field. This can be words starting with specific letters or entire phrases. *NOTE: You can still use the overall search text box.*
 - External ID – An open text box searches only in the External ID or Group ID fields for Job IDs starting with the text typed in. *NOTE: You can still use the overall search text box.*
 - Region – The dropdown for *State* will show all states/provinces/regions where there is at least one job with that region.
 - City – The dropdown for *City* will show all cities where there is at least one job with that city.
NOTE: The City, Region, and Country filters all work independently.

The screenshot displays three filter sections stacked vertically. Each section has a title, a search input field, and a 'Clear' button. The 'Title' section has 'Nurse' in the input field. The 'External ID' section has '123' in the input field. The 'Region' section has 'a' in the input field, and a dropdown menu is open showing a list of regions: Alabama AL, Alberta AB, California CA, and Jalisco JAL.

The screenshot shows a filter interface with two sections. The top section is labeled 'Region' and has a 'Clear' button and an upward arrow. Below it is a dropdown menu with 'Ontario ON' selected. The bottom section is labeled 'City' and also has a 'Clear' button and an upward arrow. Below it is a dropdown menu with 'Toronto' selected and a close button (X) on the right.

- Filters are sorted by *Name Ascending* order.

Other Enhancements and Fixes

- (Enhancement) Job Broadcast Engine Report tab
 - If the user has access to Broadcast Reports and the Job List has Broadcast *Enabled*, the New Manual Broadcast Report tab will display the **Broadcast Engine** reports.
 - Option for *Job Board Contracts* report
 - Option for the *Transaction* report

*NOTE: Existing reports are still available under **Reports > Jobs > Broadcast Engine**. These will be removed from the menu in Q2 2024.*
- (Fix) Manual Broadcast tab – Users could not *Unbroadcast* jobs from the Manual Broadcast tab. When they selected the **Unbroadcast** action, no action occurred.

Value

- **Improved Usability** - Intuitive *Next Generation* user experience provides accurate and complete candidate results, helping users find candidates and jobs efficiently.
- **Improved Performance** – Job search and filter results return quickly, saving the user time.
- **Expanded Capabilities** – Additional standard filters better pinpoint past roles with similar attributes or pipeline jobs.

Campaign Usability Improvements

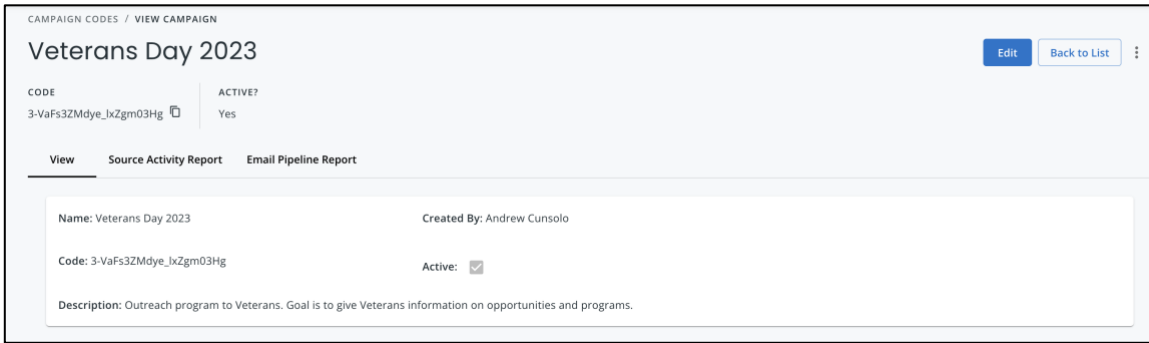
Campaign pages for recruiters and sourcers have been very limiting. The pages were not intuitive for users and had limited capabilities, leading to poor user experience and frustration. The available filters were also limiting. Sorting was unavailable; some pages didn't have pagination and would perform poorly when a company has 100s of items.

What Changed

Additional **features**, **filters**, **sorting**, and **pagination** make these pages easier for recruiters and sourcers.

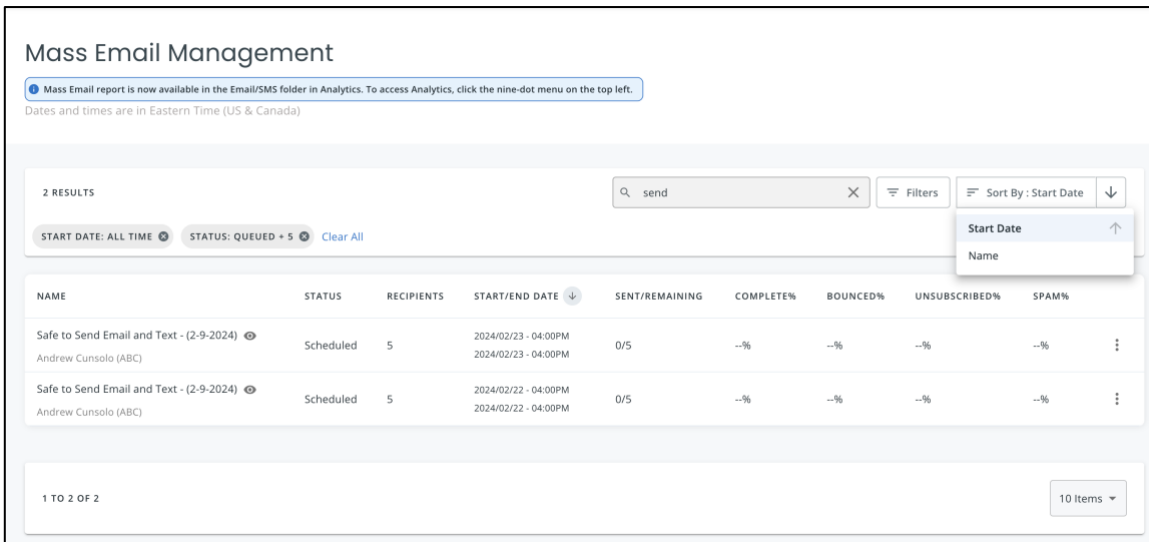
Campaign Codes Page

- (Enhancement) View Campaign Code Page
 - Replaces the default *Edit Campaign Code*.
 - Displays the tab for the **Source Activity Report** and **Email Pipeline Report** (previously was only available on the *Edit Campaign Code* page).



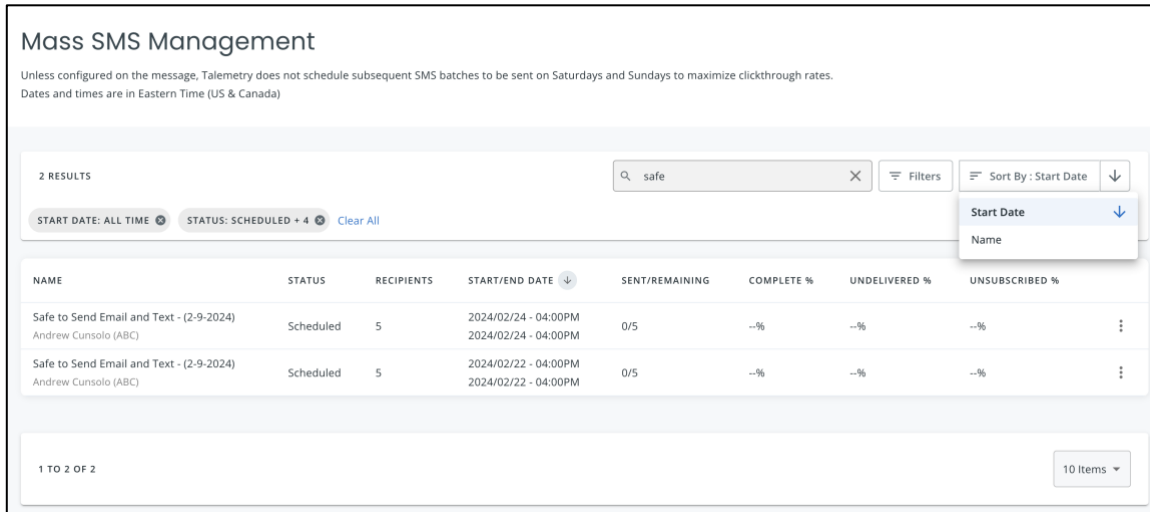
Mass Email Page

- (Enhancement) Users can search for Mass Email based on the *Name* or *Sender*.
- (Enhancement) Users can sort Mass Email by *Name* or *Start Date* (Ascending or Descending).



Mass SMS Page

- (Enhancement) Users can search for Mass SMS based on *Name* or *Sender*.
- (Enhancement) Users can sort Mass SMS by *Name* or *Start Date* (Ascending or Descending).



Other Enhancements and Fixes

- (Fix) Mass Email, Mass SMS – *Reschedule*, *Pause*, *Resume*, and *Cancel* were not working in the new UI while logging in as a recruiter.
- (Fix) Attachment was not shown in a received email when the email was scheduled for a later date.

CRM Improvements

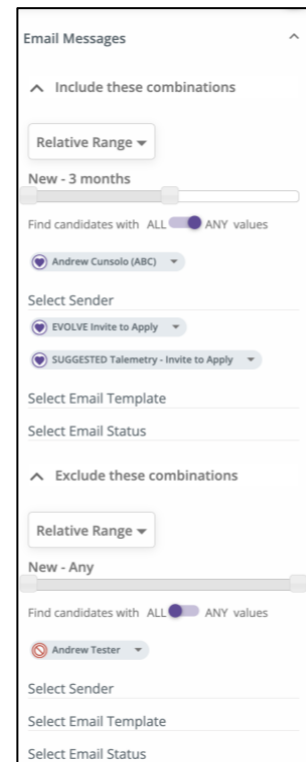
Email Messages Filter

- (Enhancement) Recruiters can filter candidates by *Email Messages*.
 - Filter by *Include* and/or *Exclude* conditions
 - Within each Include or Exclude, the user can filter by combinations of:
 - Date Range (relative, specific range, before, after)
 - Sender
 - Email Template
 - Email Status

NOTE: Requires data reindexing.

Other Enhancements and Fixes

- (Enhancement) The last SMS filter now finds candidates with text messages added via *Messages API*.
- (Fix) Edited SMS status was not updated on a candidate's summary view.
- (Fix) Last Emailed, Last SMS, and Last Viewed Filters – Filter by a specific date range did not include *End Date*.
- (Fix) New Import Dialog – The *Finish* button was not disabled upon click. This has been resolved and now prevents multiple imports from being queued.
- (Fix) Consent Filter – Using only the *Date* control returned an error.



Other Enhancements and Fixes

Conditional Questions

- (Enhancement) A company admin can define a conditional parent question on a single answer to have multiple children.
 - Candidates will see multiple conditional answers when they choose a specific answer to a parent question.
- (Enhancement) A company admin can configure conditional questions on *Language Apply Workflow* steps.
 - The candidate can answer conditional questions configured on the *Language Apply Workflow* steps.

Other

- (Enhancement) Jobs > Mapping Groups – Import from CSV
- (Fix) Career Sites – There was an error with *Preview* career site links due to the Content Security policy.
- (Fix) Apply Workflow – Removed legacy *Self-identify* option on the final page.
 - Implementation and the customer must use ATS-mapped candidate questions.
- (Fix) Apply Workflow – Removed legacy *Self-identify* setting on the Standard Workflow final step.
 - Customers were not using this.
 - Implementation has steps to configure Self-identify questions depending on jurisdiction and ATS.

Integrations

Recruitment Marketing Job Board Integrations

No new Job Board Integrations happened in February.

Enhancements and Fixes

- (Enhancement) LinkedIn (slots) (Auto-Broadcast) – Configuration option for Job Poster Email custom field has been added.
- (Fix) Broadcast Engine – Indeed Sponsored – Displayed the RM date (must match Date Sent in Auto-Broadcast).

Recruitment Marketing Integrations

No new RM Integrations happened in February.

Evolve ATS Integrations

No new ATS Integrations happened in February.

Evolve ATS Partner Integrations

Pipplet – Language assessment provider

Orange Tree – Background check provider

Analytics

Other Enhancements and Fixes

ZCIS Performance Dashboard

- (Enhancement) Date Range did not filter the ZCIS Performance Dashboard metric Avg Days to Hire. This will now filter when the Date Range filter is applied.