

EVOLVE

TALENT ACQUISITION SUITE

Release Notes

April 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, May 8th. No major downtime is 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.

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ATS & Onboarding

No new feature releases or updates for April.

Recruitment Marketing

New Jobs User Experience Improvements

Job Filters (Enhancement)

- *Apply, Close, and Clear All* buttons are now locked on the screen, and the filters are opened.

Job Filters (Fix)

- The *expand* filter included a second title. This has been removed.

Manage Agencies (Fix)

- When selecting an agency and saving it in *Manage Agencies*, the user was redirected to legacy jobs. This has been resolved.

CRM Improvements

Email All Feature is Retired (Enhancement)

- Users with **Mass Email** privilege use the *Mass Email* feature (which has the same capabilities as *Email All*).

Feature to Prevent Sending Emails from CRM to Candidates with Refused Email Consent (Enhancement)

- Emails will only be sent to candidates with provided consent or when email consent is not collected.
- The feature is currently off for existing customers but can be turned on by submitting a Help Center ticket.

Other Enhancements and Fixes

Referrals – Assert Feature (Fix)

- When a candidate joined a talent network, an associated general referral was changed to *Applied*, and the applied notification was sent. This has been resolved, and the general referral to *Applied* is no longer updated.

Referrals – ATS Status Change (Fix)

- Ignore ATS status change on different jobs when the exclusivity model is job-specific, as this incorrectly changes the referral status. ATS status change on different jobs should only be considered when the model is candidate-specific.

Apply Workflow – Conditional Questions (Fix)

- Users were unable to load a workflow step when a question was deleted. This has been resolved. Users can now load a candidate workflow step when there is a deleted conditional question.

Integrations

Recruitment Marketing Job Board Integrations

No new Job Board Integrations happened in April.

Enhancements and Fixes

Auto Broadcast (Enhancement)

- ZipRecruiter – Dynamic category support has been added. The company can choose a job custom field to be the job category sent to ZipRecruiter.

Auto Broadcast (Fix)

- DirectEmployers – Sanitize the job description to remove some characters that DirectEmployers cannot import.

Recruitment Marketing Integrations

No new RM Integrations happened in April.

Evolve ATS Integrations

No new ATS Integrations happened in April.

Evolve ATS Partner Integrations

No new ATS Integrations happened in April.

Analytics

Workflow – Talent Network Performance (RM) Explore Improvements

Workflow – Talent Network Performance (Enhancement)

- The Candidate and Candidate – Custom Fields tables have been integrated into the Workflow – Talent Network Performance Explore within Analytics, enhancing the array of data analysis avenues available.

Profiles Report (RM)

Previously, the Profiles Report resided solely within the Recruitment Marketing module and was built off an application database utilized by outdated data logic and design standards.

In response to this issue, the [Profiles Report and](#) other reports in the Reports tab have been revitalized to foster innovation and efficiency for data analysis. The Profiles Report provides comprehensive insights into the composition and growth of profiles within RM. It aims to address critical questions, including the total count of profiles existing in RM and the growth rate of resumes/profiles being added over time.

Value

Through accurate metrics on profile counts and growth rates, coupled with detailed analysis of emerging trends and sources, customers can optimize recruitment strategies, allocate resources judiciously, and foster continuous improvement.

Engagement – Email Activity Model

Customers have asked for increased actionable drill-down features to delve deep and analyze candidate data comprehensively for email activities.

What Changed

Enhanced drill-down capabilities in *Reports* are provided using the [Engagement-Email Activity Model](#), such as the **Email Pipeline Report** and **Detail Email Performance Report**. This solution provides users with granular insights into *Recipient Name, Recipient Email, Event Date, Email Template, Campaign Name, Campaign ID, Job Title, Job Group ID, Sender Email, and Sender Name* on email event metrics such as clicked, opened, sent, etc.

Value

By adding these drill-down features into this model, users will gain the ability to navigate and interpret candidate data with precision, enabling informed decision-making and targeted optimization of recruitment campaigns. This solution not only meets the immediate needs of our customers but also provides more sophisticated and user-centric analytic capabilities for talent acquisition professionals.