RECRUITIFI

Oracle Taleo Integration Guide

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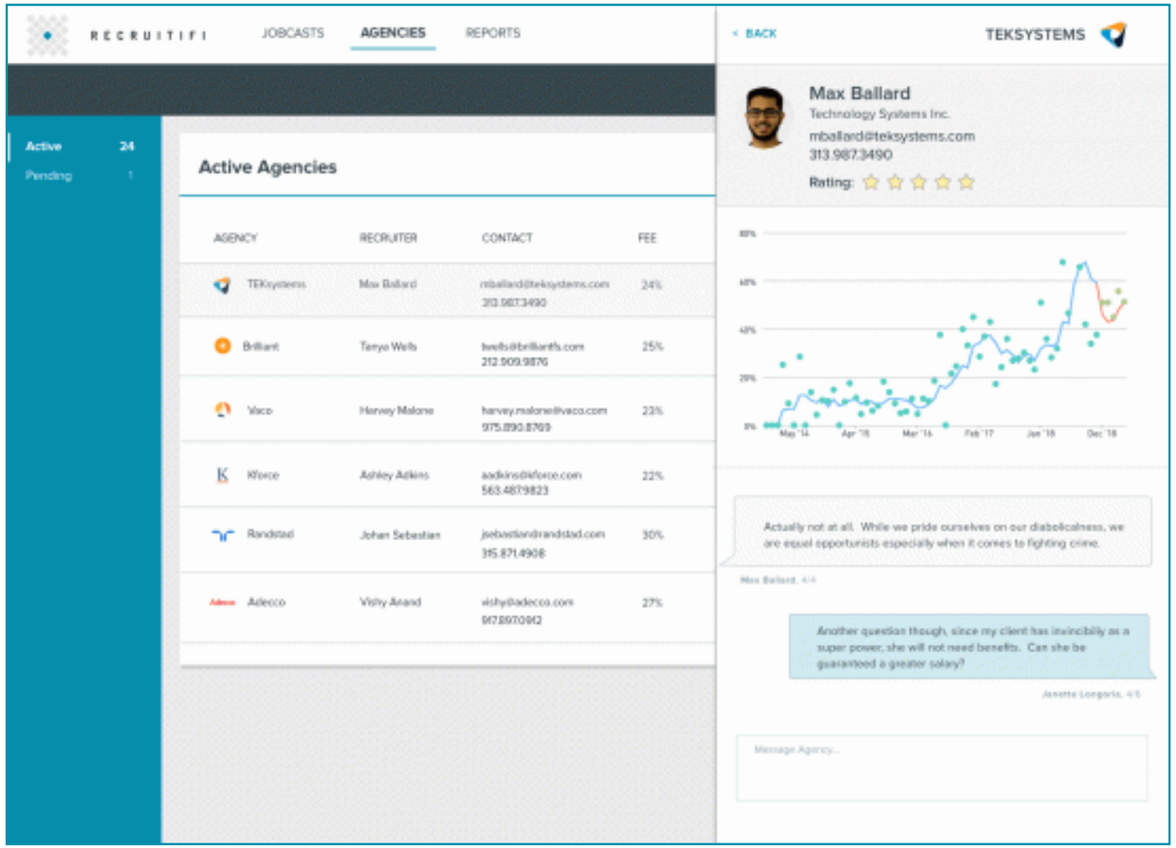
Using RecruitiFi with Taleo

You have three options for how you use RecruitiFi in conjunction with Taleo. Our Client Success team is ready to work with you to determine which option is right for your organization.

1. Stand Alone [page 3]
The turn-key way to use RecruitiFi immediately.

2. Taleo Quick Setup [page 4]
Candidate tracking and ownership in your ATS which takes less than an hour to set up.

3. Integration [pages 5-10]
A customized integration that provides a technically seamless workflow between the two systems.



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Option 1: Stand Alone

RecruitiFi can be used independently to manage agency searches and every step of the hiring process. Most employers begin with this option.

Standard tools within RecruitiFi like job libraries, templated company-wide fields, and cloning tools make posting jobs a breeze.

Candidates are submitted through RecruitiFi, where you can review them, schedule interviews, share their profile with hiring managers, disposition them, or mark them as hired.

All reporting is available in real time, including EEOC/ OFCCP data. All records are kept in accordance with federal and international guidelines should you need to legally review the search at a later date. When you hire your candidate in Taleo, they can be invited to apply directly, or their agency can submit their profile.

Benefits: With this option, you can start using the platform immediately. It requires no additional set-up, and captures all the necessary data you need for reporting and regulatory compliance.

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Option 2: Taleo Quick Setup

RecruitiFi provides a simple in-platform setting to seamlessly invite candidates into Taleo at any stage of the hiring process that you choose.

Setup time and effort is minimal—just a few minutes of time for your ATS/HRIS administrator to add RecruitiFi as a source in Taleo. Upon posting each job on RecruitiFi, your TA team will add the URL of the job posting from Taleo, and our system will append the URL with RecruitiFi as the source for all applicants that come through that link.

Benefits: Maintain your candidate workflow in Taleo, while keeping the control and benefits of managing your agencies through RecruitiFi.

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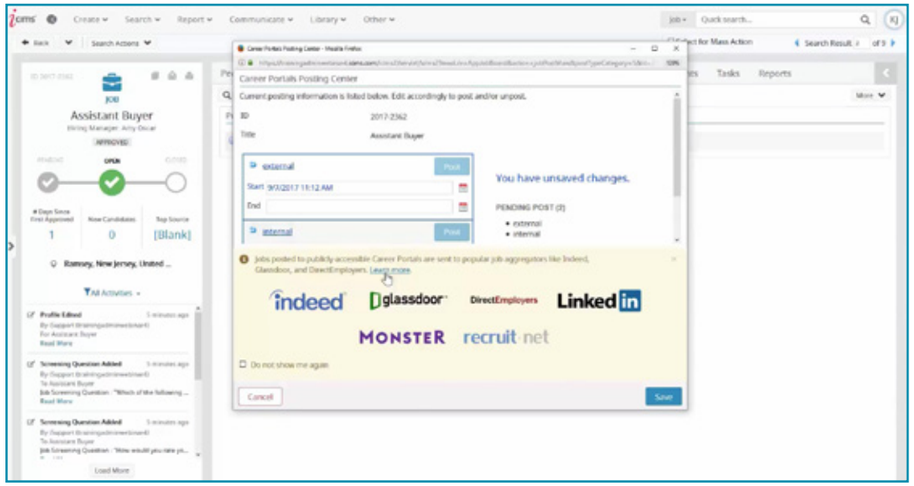
Option 3: Integration

RecruitiFi will integrate with your Taleo instance at no cost. The Oracle open API enables us to integrate with great flexibility and does not require an Taleo partnership or their resources.

Integration generally involves building a mechanism for posting jobs from Taleo to RecruitiFi and to auto-push candidates back to Taleo. The full scope of the project will be mapped out by RecruitiFi in conjunction with your TA, HRIS, and IT teams, with the engineering work to be done entirely by RecruitiFi's tech team.

Keep in mind that every integration is customized to fit the needs of the employer, so the time-frame for completion can range from a few weeks to a few months.

Benefits: You have the flexibility to maintain your full workflow for requisitions, evaluating candidates, and hires in Taleo, while gaining the benefits of agency management through RecruitiFi.



The following pages lay out a typical integration plan.

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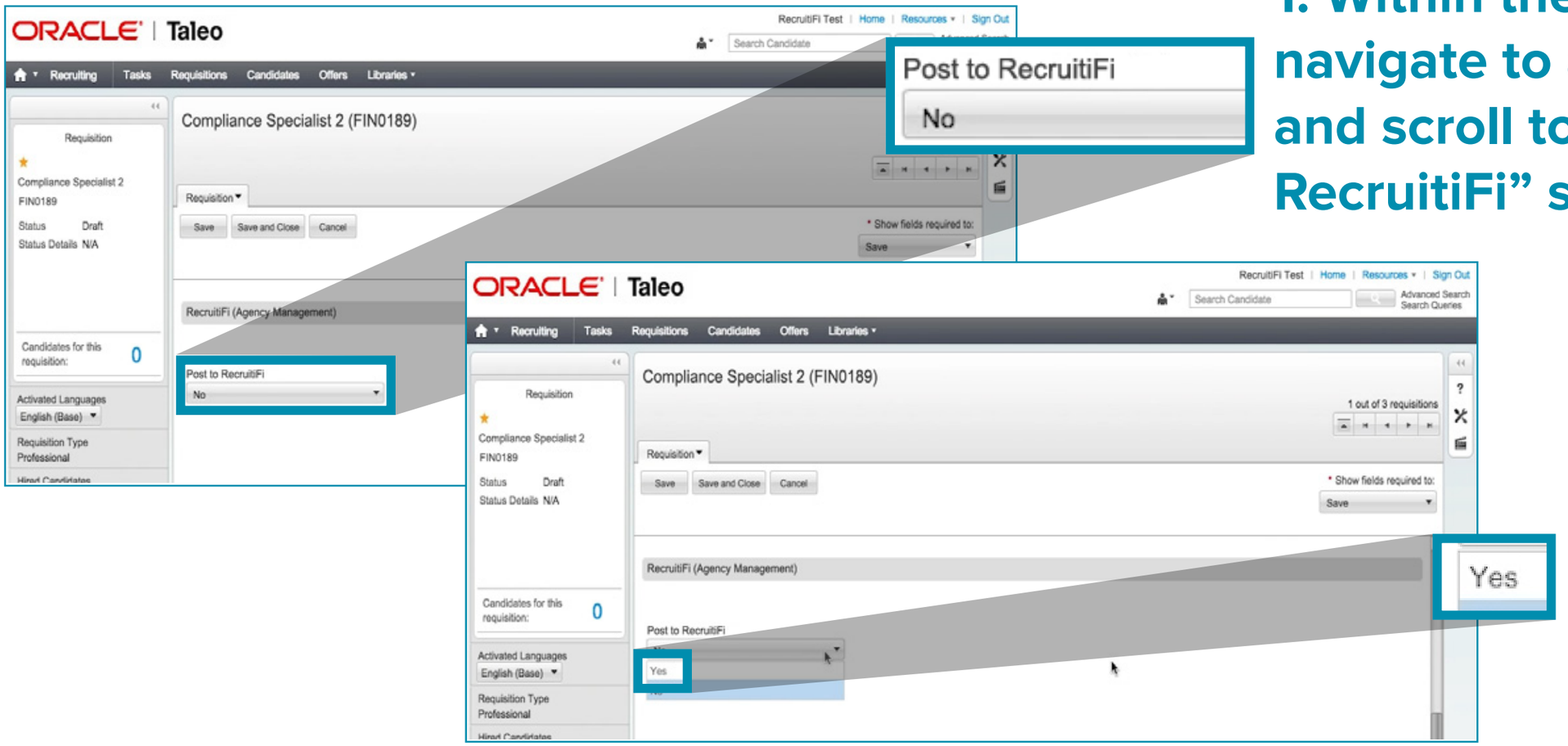
Option 3: Integration - Posting Requisitions



1. Within the Taleo app, navigate to a job requisition, and scroll to the “Post to RecruitiFi” section.

2. Select “Yes” from the drop down menu.

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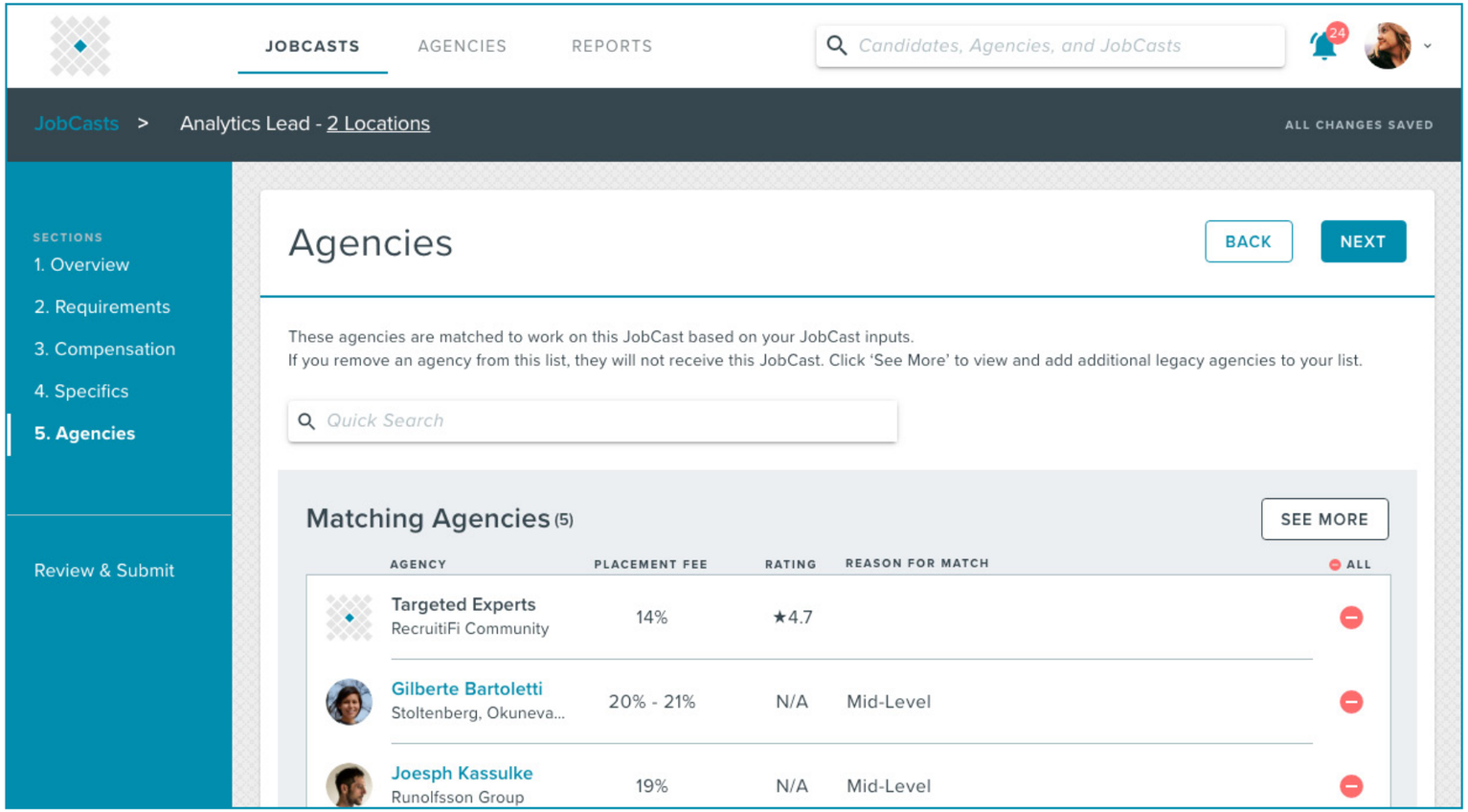
Option 3: Integration - Posting Requisitions

Congratulations!

You just posted your job to RecruitiFi with a few clicks of a button! At this point, you have two options for how we set up your organization.

1. Send from Taleo: You can choose to send the job straight from Taleo without ever going to RecruitiFi. Our algorithm will select agencies to receive the job, and you're good to go. Note that this does not allow for the flexibility of manually selecting the agencies. Also, certain unique fields on RecruitiFi will remain blank, so your agencies will have less information to source candidates.

2. Send from RecruitiFi (recommended): You are seamlessly linked to RecruitiFi to complete the additional fields and have the option of manually selecting the agencies. Of course, our algorithm will still make the relevant agency suggestions.



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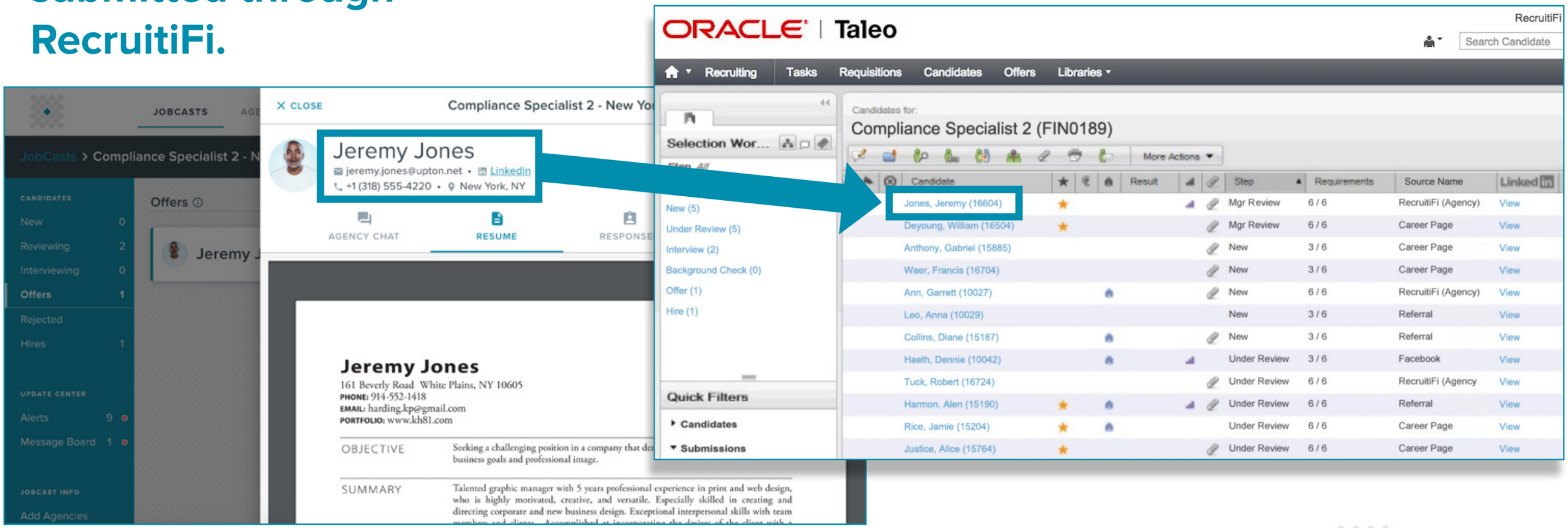
Option 3: Integration - Candidate Syncing

1. Candidates are submitted through RecruitiFi.

2. All candidates are automatically synced to Taleo.



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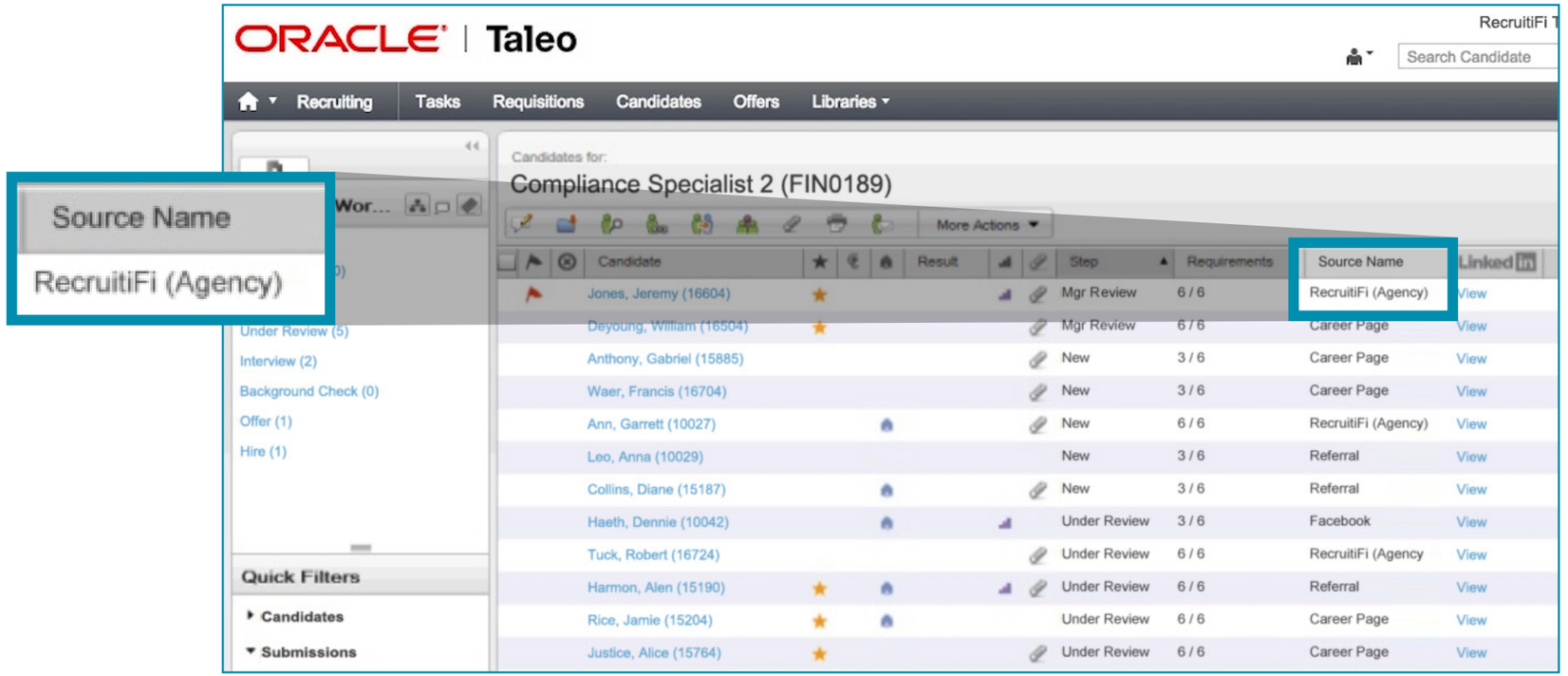
Option 3: Integration - Candidate Syncing

3. Candidates are tagged in Taleo with “RecruitiFi (Agency)” as the source.



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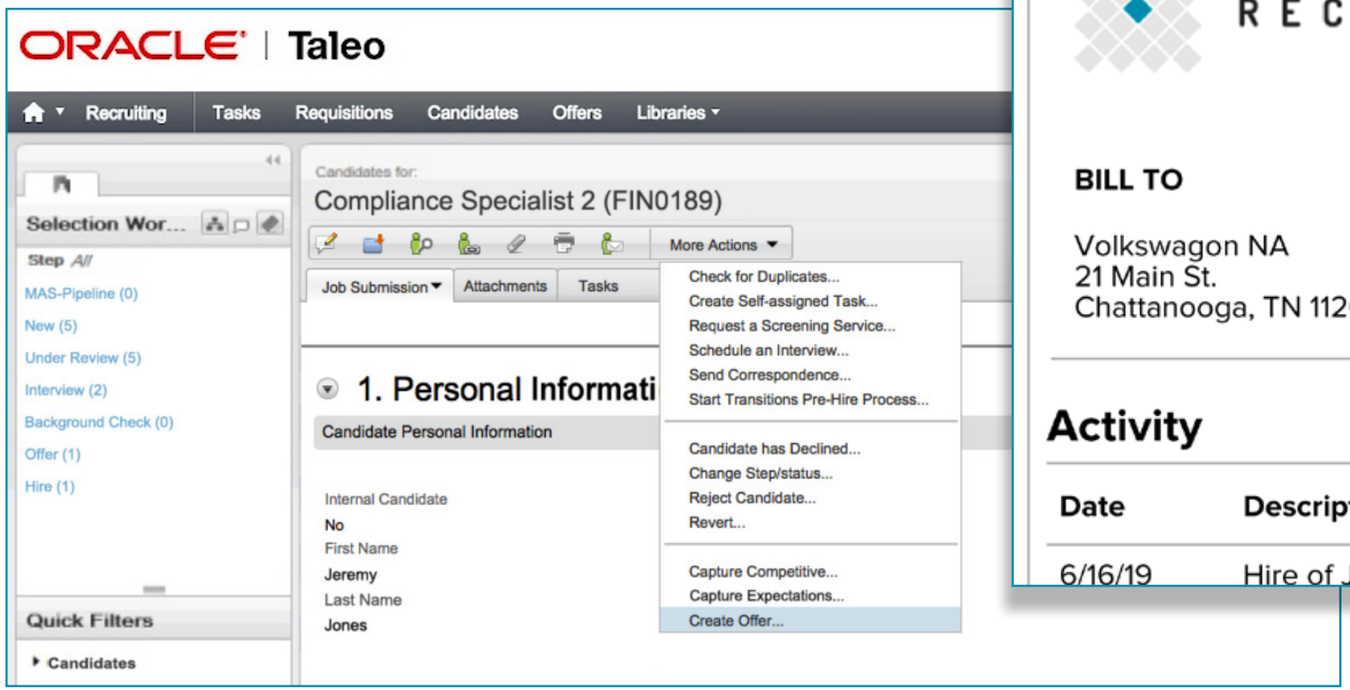
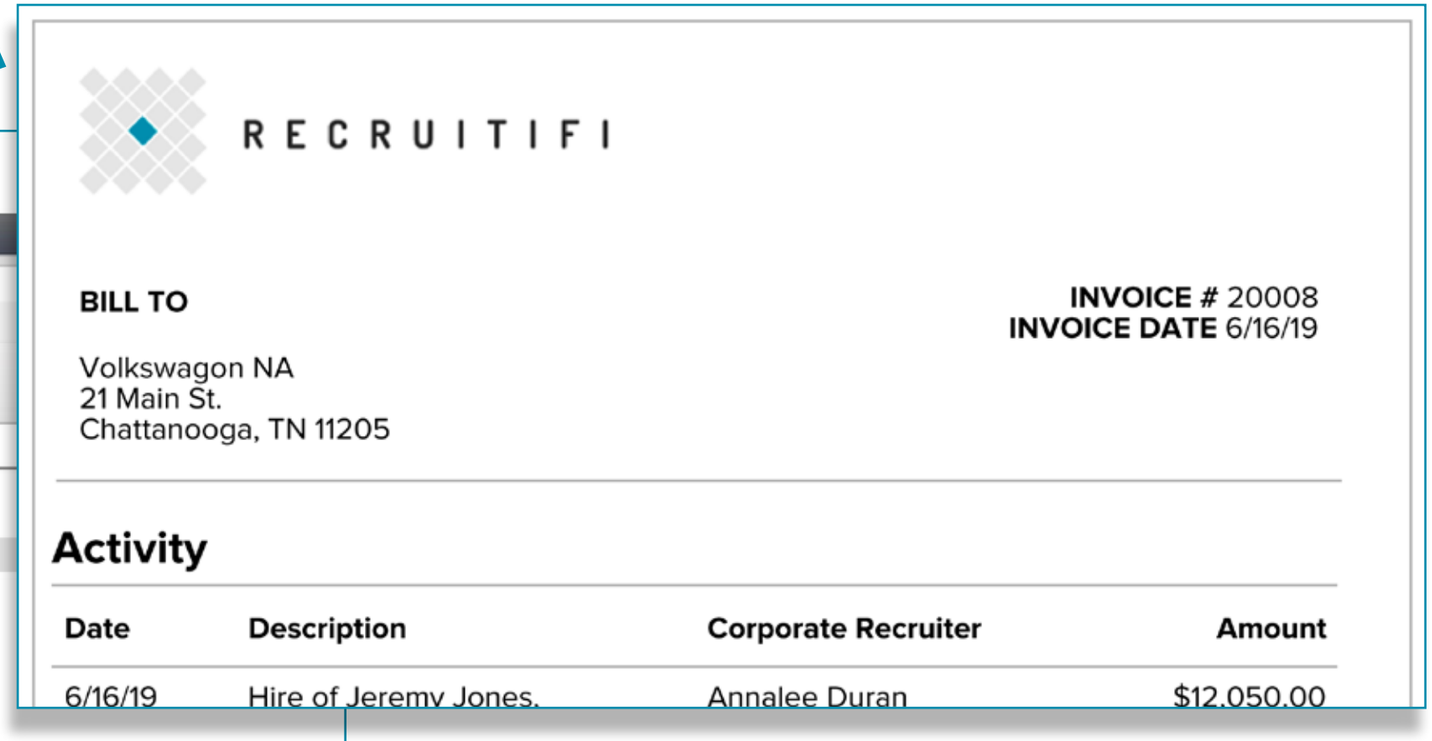
Option 3: Integration - Hires, Billing, and Payments

1. Mark the hire through Taleo.

2. RecruitiFi automatically generates an invoice. You remit payment to RecruitiFi, and we pay the agency.





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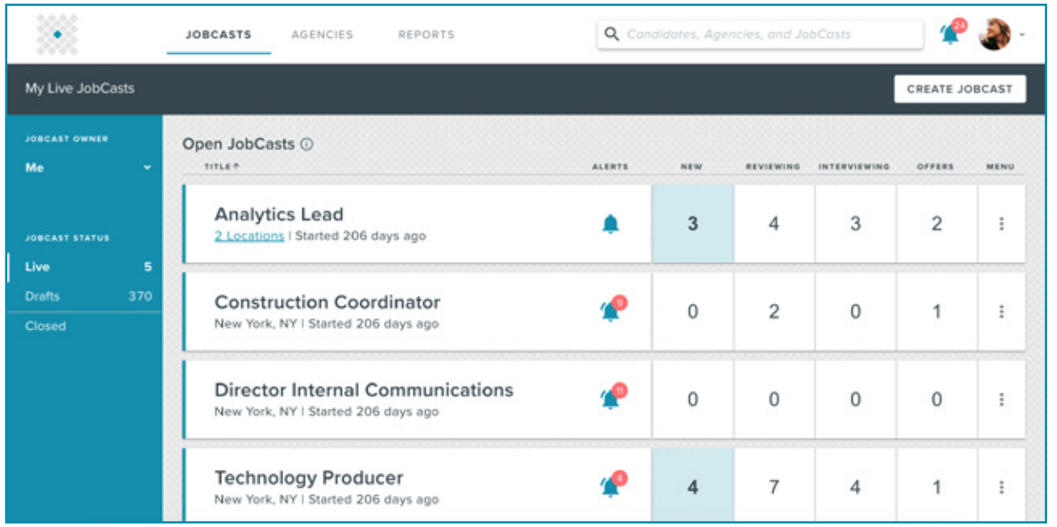
Using RecruitiFi with Taleo

Simple, Elegant, Flexible

Regardless of whether you choose to use RecruitiFi as a stand-alone product, use the native ATS quick setup, or opt for a full Taleo integration, RecruitiFi provides a number of elegant options to adapt to your organization's workflow. Our team is happy to consult with you to choose the right option for you.

Should you choose a full Taleo integration, the one depicted in this guide is our general recommendation, but by no means is it the limitation of possibilities. Every integration is customizable and is subject to your individual organizational needs and the current possibilities afforded by the Oracle API.

We look forward to working with your team to provide an effective solution to streamline your agency process, reduce costs, and provide insights and visibility.



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