RIZING

10 Must-Haves of a Great Recruitment Management System

Your cheat sheet of the key features your RCM system needs to have.

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Digital Disruption and HR Transformation

01

Technology is disrupting every aspect of our personal and professional lives. And, our workforce isn't immune to the effects of this digital revolution.

More and more, companies, both large and small, are being forced to transform their dated talent acquisition processes, adopting new technologies in the quest to attract, hire, engage, and retain talent.
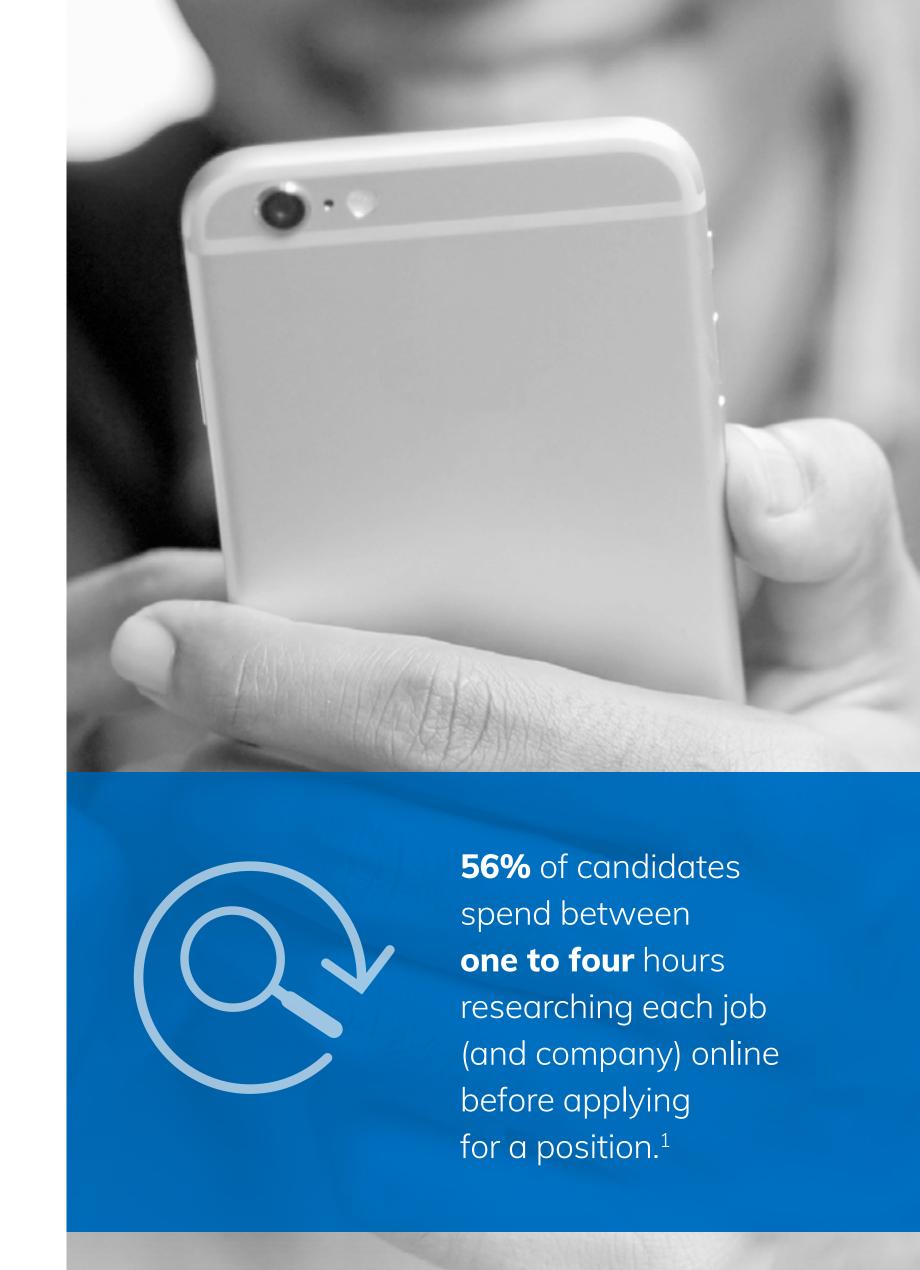
It takes real courage to honestly look at how your team works and open up the big questions... Are we following best practices? Does the team believe in a unified vision? Do we have the right tools?

As SAP® SuccessFactors® specialists, we've been having these conversations with our customers and helping them drive their HR digital transformations for many years now.

This is why we created this e-Book. To help you determine if you have the right tech to support your teams in attracting and building a highly motivated workforce.

Use this list of must-haves to evaluate your current system and decide if you have what you need to succeed.

Let's get started!

56% of candidates spend between **one to four** hours researching each job (and company) online before applying for a position.[1]

1. 2016 Talent Board NAM CandE Research Report FINAL 170202.pdf
link: http://www.thetalentboard.org/wp-content/uploads/2017/02/2016_Talent_Board_NAM_Can-dE_Research_Report_FINAL_170202.pdf

10 Must-Haves of a Great Recruitment Management System

02

From easily posting jobs and allowing you to stay connected with candidates throughout the hiring process to quickly filtering applicants, scheduling interviews, and reducing time to hire, a good RCM increases your team's efficiency and productivity while also improving the candidate experience.

If you're re-evaluating your current system or in the market for something new, here's the key features you absolutely need to have.

01
SEAMLESS CLOUD INTEGRATION

It's all about the cloud. In a global workforce, recruiting and hiring top talent usually involves teams around the world. A cloud-based solution not only seamlessly integrates with multiple tools and apps to provide an amazing candidate experience but also allows global teams to access the information they need whenever and wherever they need it.

TAKEAWAY
A great **RCM** lets your team easily access candidate and employee information from anywhere in a secure manner.

02
A SIMPLIFIED WORKFLOW FOR RECRUITERS & HR

Are your recruiters spending too much time on requisitions and administrative tasks? Not enough teams ask: Is our current solution making our job easier? Recruiters and HR on the whole should be more efficient and happier with your technical solution. If you're asking those questions, and not getting happy answers, then there is either a problem with your solution or the configuration.

TAKEAWAY
Simplified workflows make the hiring process easier for your HR team to navigate.
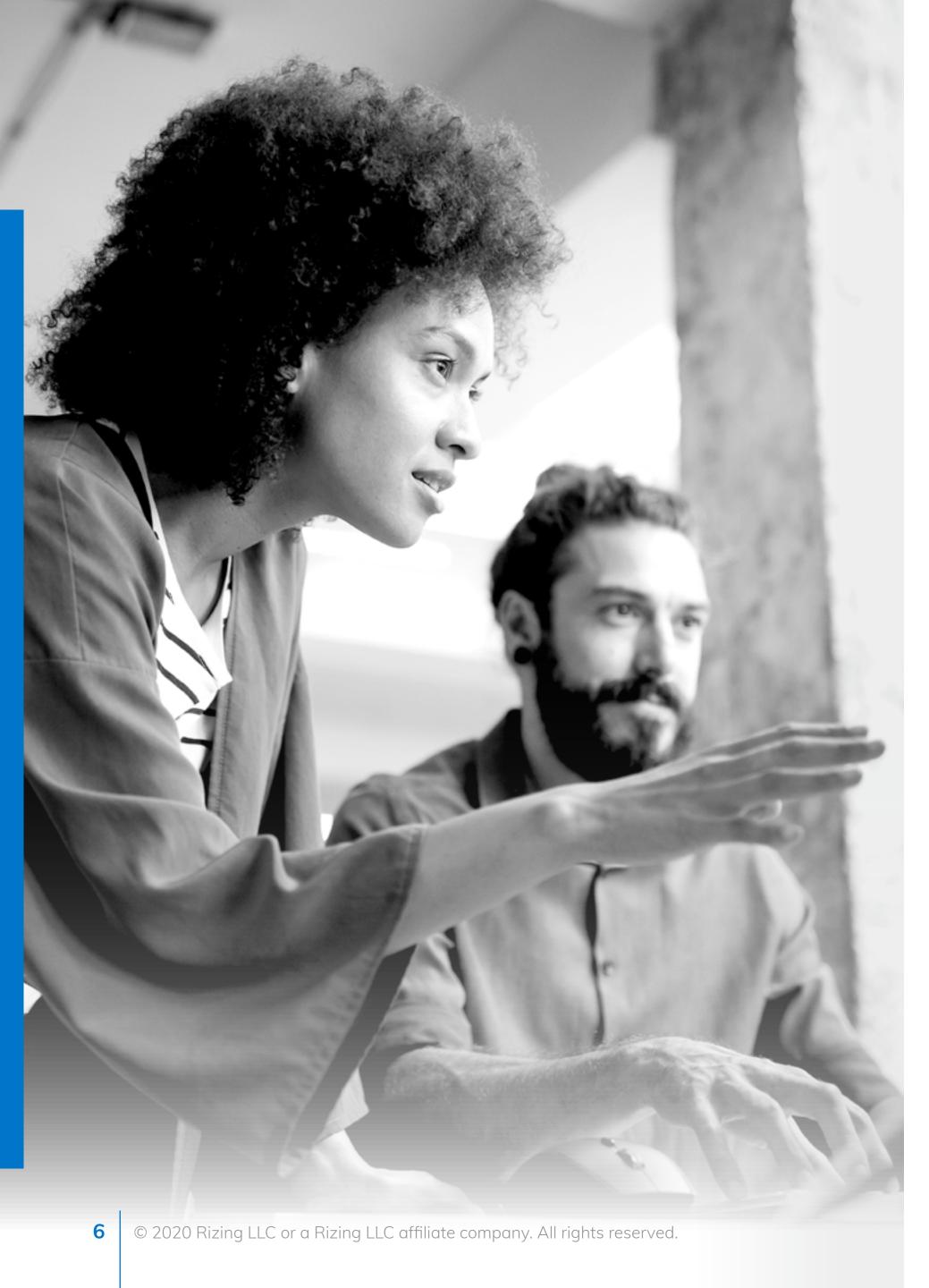
03
STANDARDIZED, OPTIMIZED PROCESSES

Inconsistent hiring experiences cause great harm to your employer brand. Your recruiting solution should allow you to create standardized, optimized processes to ensure all candidates, external as well as internal, receive the same great experience.

TAKEAWAY
With consistent processes in place, you'll reduce error and dramatically improve communications.

04
OMNI-CHANNEL JOB DISTRIBUTION

Does your RCM solution give your recruiters easy access to quickly post job openings across various job boards and internet sites? Old school applicant tracking systems (ATSs) weren't equipped to leverage the power of the internet to source candidates. This not only creates a disconnect in the efficiency of getting your jobs posted but can also be tedious and time-consuming for recruiters.

TAKEAWAY
Your **RCM** should allow your team to easily post jobs across the internet to reach that hard-to-find talent.

05
CUSTOMIZED, MOBILE-FRIENDLY LANDING PAGES & WEB PORTALS

Candidates are increasingly using their mobile devices to search and apply for positions. Can a candidate find your career portal/site, search for a job, apply and check on the status of their application from their mobile device? If they can't, they'll probably pass on your posting.

TAKEAWAY
User experience is everything in this digital age. Your **RCM** should allow you to offer a mobile friendly application process.

06
SUPPORT FOR SINGLE AND MULTI-STAGE APPLICANT FLOWS

Not all open positions are the same, of course. But your candidates' experience should align relatively closely. A good RCM should be able to handle single and multi-stage applicant flows while providing the same great experience both at the front and back-end.

TAKEAWAY
A good **RCM** makes it simpler to hire regardless of job complexity.

07
A CANDIDATE-FIRST EXPERIENCE

Does your system enable you to offer a superior candidate experience? By offering candidates the ability to save their application and return to it later, receive automated reminders, and easily connect with the company and learn about its culture, a great RCM makes it easier for your team to recruit top talent.

TAKEAWAY
Your **RCM** should provide you with the tools to improve the candidate experience.

08
EMPOWERED HIRING MANAGERS

An easy way to gauge whether your recruitment solution is doing its job is whether your hiring managers feel empowered. A good system gives hiring managers the right information at the right time, allowing them to make the best decisions in their search for talent.

TAKEAWAY
A good **RCM** empowers hiring managers by providing them with the information they need to make the right decisions.

09
A SMOOTH CANDIDATE TO EMPLOYEE TRANSITION

Recruiting and onboarding have to collaborate and integrate both technically and culturally. Your new hire wants to be at full performance just as fast as you want them to be. Separating the two can be one of the mostly costly mistakes a company can make. You need to take an integrated approach to talent acquisition and management and your system needs to be robust enough to support this approach.

TAKEAWAY
A good **RCM** makes it simpler to hire regardless of job complexity.

10
FULL VISIBILITY THROUGH ANALYTICS

Data is crucial in a digital world. Do you know what sources drive the most traffic and which ones result in the most hires? How about the cost per short-listed candidate? The average time to hire? Or the downstream impact of hiring decisions? Efficient and effective recruiting depends on your ability to visualize the entire talent acquisition process through the lens of detailed analytics. If your system isn't equipped to provide you these insights, you'll always struggle to find and hire the best people.

TAKEAWAY
Your **RCM** should enable data-driven hiring decisions.

Find and Keep
the Talent You Need

Finding the right talent is key to growing your business. A major part of recruiting success is the tools you use. Simplifying your data by replacing disparate, on-premise systems with a unified, cloud-based HR system that provides real-time data is a great start.

Our certified SAP SuccessFactors professionals can help you master your new recruiting system. But most importantly, we help you align that system to your overall HR strategy and your company culture. Our goal is to help you transform your business so you can find and attract great talent.

Contact us today to find out how we can help you deliver a recruiting solution designed to let your organization's recruiting efforts thrive.

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