

SAP LEONARDO SOLUTION: CANDIDATE-CENTRIC RECRUITING

Seamless and engaging candidate recruiting experience

Function: Recruiting | Process: Human Resources | Industry: Cross-Industry

Application Overview

In a competitive job market, user experience and simplicity in the hiring process can help attract the best talent. Personalized responses and enhanced visibility into the interview process can keep candidates engaged and informed throughout the recruitment cycle.

The Candidate-Centric Recruitment app aims to streamline the recruitment process for both the candidate and hiring manager. Using the power of machine learning, the application brings personalized and accurate information to all parties involved from identification through to hiring.

It also improves the user experience of candidates through a tailored UI that eases the process of applying to potentially multiple jobs.

Solution

Candidate-Centric Recruitment is an SAP Cloud Platform-based application that uses artificial intelligence and can be extended with machine learning to bring the best experience to candidates and hiring managers. It does so with a consistent process and automated job selection through to their first interview.



Business Value

- Shortens the feedback process from job application to initial interview.
- Establishes the candidate profile as a base for the relationship with the candidate.
- Improves candidate quality for casual positions by adding a pre-qualification assessment.
- Makes the process to apply for several positions seamless by reusing all available information.
- Eliminates biases.
- Accelerates the recruitment and selection process.
- Offers additional content to assist the candidate along the process.

Features

- Is fully integrated into the SAP SuccessFactors Recruitment product suite.
- Provides an engaging UI that provide the option to record the relevant candidate preferences for further decision making.
- Allows for pre-qualification assessments that help to assess the suitability of candidates.
- Provides a push mechanism to candidates for suggested jobs.
- Facilitates regular communication to candidates based on their preferences.
- Contains candidate guidance on the process.
- Provides the option to apply company branding.
- Is accessible and works from any device and browser.

Technologies in Use

- SAP Cloud Platform
- SAP Cloud Platform Portal Service
- SAP SuccessFactors Recruitment Management and Recruitment Marketing

