



RECRUITIFI



Oracle Taleo Integration Guide

Using RecrutiFi with Taleo

You have three options for how you use RecrutiFi 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 RecrutiFi 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.

The screenshot displays the RecrutiFi 'AGENCIES' page. The top navigation bar includes 'RECRUITIFI', 'JOBCASTS', 'AGENCIES', and 'REPORTS'. The left sidebar shows 'Active' (24) and 'Pending' (1). The main content area features a table of 'Active Agencies' with columns for AGENCY, RECRUITER, CONTACT, and FEE. The table lists agencies such as TEKsystems, Brilliant, Vico, Kforce, Randstad, and Adecco. On the right, a user profile for Max Ballard is shown, including his name, company (Technology Systems Inc.), email, phone number, and a 5-star rating. Below the profile is a line graph showing a trend over time from March 2014 to December 2018. At the bottom, a chat window is open with a message from Max Ballard and a response from Janette Longoria.

AGENCY	RECRUITER	CONTACT	FEE
TEKsystems	Max Ballard	mballard@teksystems.com 313.987.3490	24%
Brilliant	Tanya Wells	twells@brilliantfs.com 212.909.9876	25%
Vico	Harvey Malone	harvey.malone@vico.com 975.890.8709	23%
Kforce	Ashley Adkins	aadkins@kforce.com 563.487.9823	22%
Randstad	John Sebastian	jsebastian@randstad.com 315.871.4908	30%
Adecco	Vicky Anand	vicky@adecco.com 917.897.0942	27%

Option 1: Stand Alone

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

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

Candidates are submitted through RecrutiFi, 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.



Option 2: Taleo Quick Setup

RecrutiFi 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 RecrutiFi as a source in Taleo. Upon posting each job on RecrutiFi, your TA team will add the URL of the job posting from Taleo, and our system will append the URL with RecrutiFi 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 RecrutiFi.



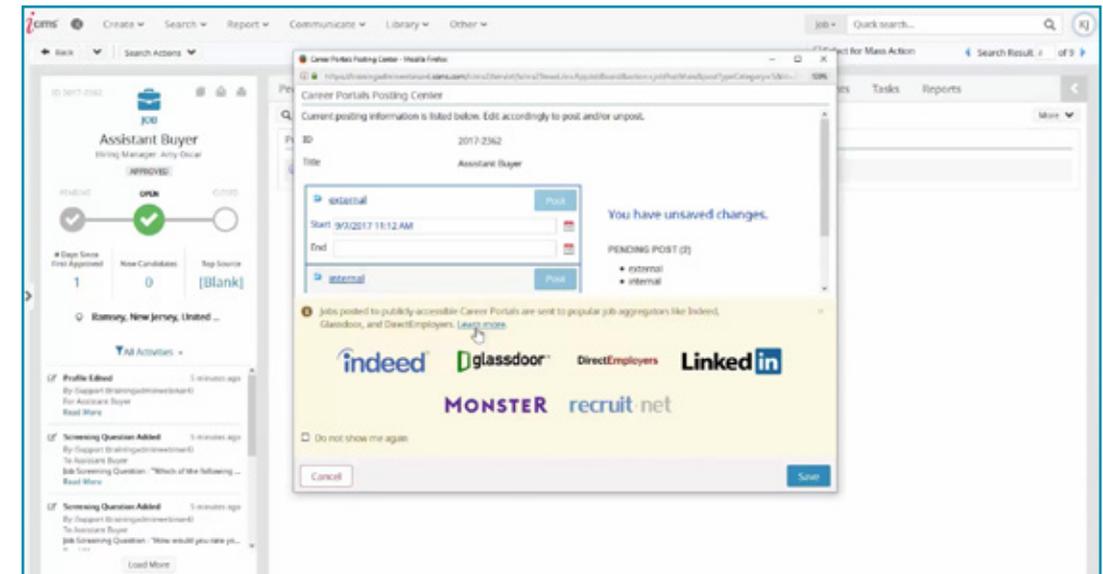
Option 3: Integration

RecrutiFi 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 RecrutiFi and to auto-push candidates back to Taleo. The full scope of the project will be mapped out by RecrutiFi in conjunction with your TA, HRIS, and IT teams, with the engineering work to be done entirely by RecrutiFi'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.

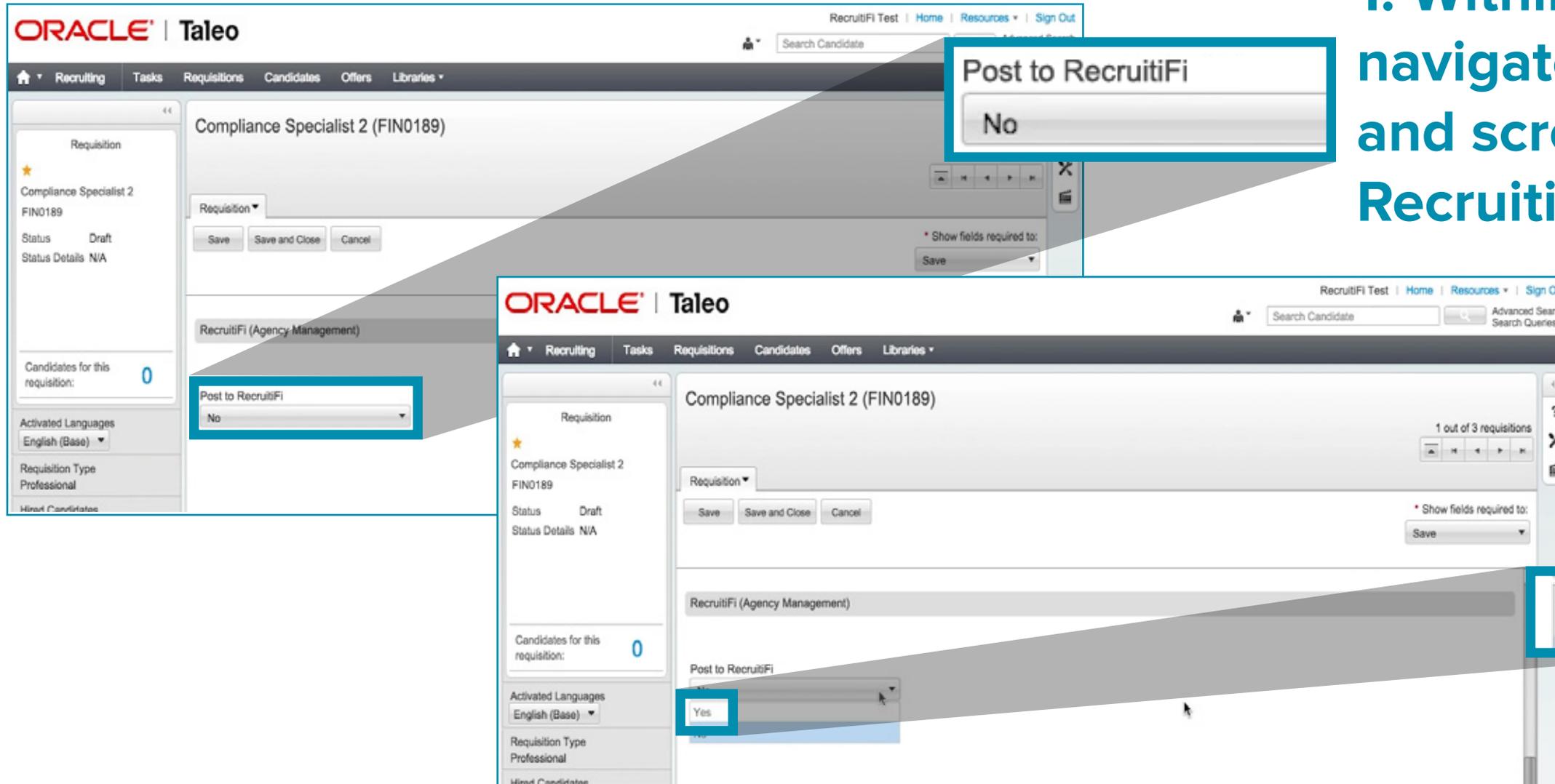
Benefits: You have the flexibility to maintain your full workflow for requisitions, evaluating candidates, and hires in Taleo, while gaining the benefits of agency management through RecrutiFi.



The following pages lay out a typical integration plan.

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.

Option 3: Integration - Posting Requisitions

Congratulations!

You just posted your job to RecrutiFi 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 RecrutiFi. 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 RecrutiFi will remain blank, so your agencies will have less information to source candidates.

2. Send from RecrutiFi (recommended): You are seamlessly linked to RecrutiFi 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.

The screenshot shows the RecrutiFi interface for managing agencies for a specific job. The breadcrumb trail is 'JobCasts > Analytics Lead - 2 Locations'. The page title is 'Agencies'. A search bar contains 'Candidates, Agencies, and JobCasts'. The left sidebar lists sections: 1. Overview, 2. Requirements, 3. Compensation, 4. Specifics, and 5. Agencies (highlighted). Below the sidebar is a 'Review & Submit' button. The main content area shows a 'Quick Search' bar and a 'Matching Agencies (5)' section. The agencies are listed in a table with columns for Agency, Placement Fee, Rating, and Reason for Match. Each agency has a red minus sign in a circle to its right, indicating it can be removed. A 'SEE MORE' button is located at the top right of the table.

AGENCY	PLACEMENT FEE	RATING	REASON FOR MATCH	
Targeted Experts RecrutiFi Community	14%	★4.7		⊖
Gilberte Bartoletti Stoltenberg, Okuneva...	20% - 21%	N/A	Mid-Level	⊖
Joesph Kassulke Runolfsson Group	19%	N/A	Mid-Level	⊖

Option 3: Integration - Candidate Syncing

1. Candidates are submitted through Recruitifi.

2. All candidates are automatically synced to Taleo.

The image displays two overlapping screenshots. The background screenshot is from Recruitifi, showing a job post for 'Compliance Specialist 2 - New York'. A candidate profile for 'Jeremy Jones' is highlighted with a blue box. The foreground screenshot is from the Oracle Taleo system, showing a list of candidates for the same job. The candidate 'Jones, Jeremy (16604)' is highlighted with a blue box, and a blue arrow points from the Recruitifi profile to this entry in the Taleo list. The Taleo interface includes a navigation menu with 'Recruiting', 'Tasks', 'Requisitions', 'Candidates', 'Offers', and 'Libraries'. The candidate list table has columns for Candidate, Result, Step, Requirements, Source Name, and a 'View' link.

Candidate	Result	Step	Requirements	Source Name	View
Jones, Jeremy (16604)	★	Mgr Review	6 / 6	Recruitifi (Agency)	View
Deyoung, William (16504)	★	Mgr Review	6 / 6	Career Page	View
Anthony, Gabriel (15885)		New	3 / 6	Career Page	View
Waer, Francis (16704)		New	3 / 6	Career Page	View
Ann, Garrett (10027)		New	6 / 6	Recruitifi (Agency)	View
Leo, Anna (10029)		New	3 / 6	Referral	View
Collins, Diane (15187)		New	3 / 6	Referral	View
Haeth, Dennie (10042)		Under Review	3 / 6	Facebook	View
Tuck, Robert (16724)		Under Review	6 / 6	Recruitifi (Agency)	View
Harmon, ALEN (15190)	★	Under Review	6 / 6	Referral	View
Rice, Jamie (15204)	★	Under Review	6 / 6	Career Page	View
Justice, Alice (15764)	★	Under Review	6 / 6	Career Page	View

Option 3: Integration - Candidate Syncing

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

The screenshot displays the Oracle Taleo interface for a specific job requisition, 'Compliance Specialist 2 (FIN0189)'. The interface includes a navigation bar with 'Recruiting', 'Tasks', 'Requisitions', 'Candidates', 'Offers', and 'Libraries'. A search bar for candidates is visible in the top right. The main content area shows a list of candidates for the requisition, with columns for Candidate Name, Result, Step, Requirements, Source Name, and a 'View' link. Two callout boxes highlight the 'Source Name' field, which is set to 'RecruitiFi (Agency)' for the first two candidates: 'Jones, Jeremy (16604)' and 'Deyoung, William (16504)'. The 'Quick Filters' sidebar on the left shows various stages of the hiring process, such as 'Under Review (5)', 'Interview (2)', 'Background Check (0)', 'Offer (1)', and 'Hire (1)'. The 'Quick Filters' section also includes 'Candidates' and 'Submissions'.

Candidate	Result	Step	Requirements	Source Name	View
Jones, Jeremy (16604)	★	Mgr Review	6 / 6	RecruitiFi (Agency)	View
Deyoung, William (16504)	★	Mgr Review	6 / 6	Career Page	View
Anthony, Gabriel (15885)		New	3 / 6	Career Page	View
Waer, Francis (16704)		New	3 / 6	Career Page	View
Ann, Garrett (10027)		New	6 / 6	RecruitiFi (Agency)	View
Leo, Anna (10029)		New	3 / 6	Referral	View
Collins, Diane (15187)		New	3 / 6	Referral	View
Haeth, Dennie (10042)		Under Review	3 / 6	Facebook	View
Tuck, Robert (16724)		Under Review	6 / 6	RecruitiFi (Agency)	View
Harmon, Alen (15190)	★	Under Review	6 / 6	Referral	View
Rice, Jamie (15204)	★	Under Review	6 / 6	Career Page	View
Justice, Alice (15764)	★	Under Review	6 / 6	Career Page	View

Option 3: Integration - Hires, Billing, and Payments

1. Mark the hire through Taleo.

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

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Recruiting Tasks Requisitions Candidates Offers Libraries

Candidates for: Compliance Specialist 2 (FIN0189)

1. Personal Information

Candidate Personal Information

Internal Candidate
No
First Name
Jeremy
Last Name
Jones

More Actions

- Check for Duplicates...
- Create Self-assigned Task...
- Request a Screening Service...
- Schedule an Interview...
- Send Correspondence...
- Start Transitions Pre-Hire Process...
- Candidate has Declined...
- Change Step/status...
- Reject Candidate...
- Revert...
- Capture Competitive...
- Capture Expectations...
- Create Offer...

RECRUITIFI

BILL TO

Volkswagen NA
21 Main St.
Chattanooga, TN 11205

INVOICE # 20008
INVOICE DATE 6/16/19

Activity

Date	Description	Corporate Recruiter	Amount
6/16/19	Hire of Jeremy Jones.	Annalee Duran	\$12,050.00

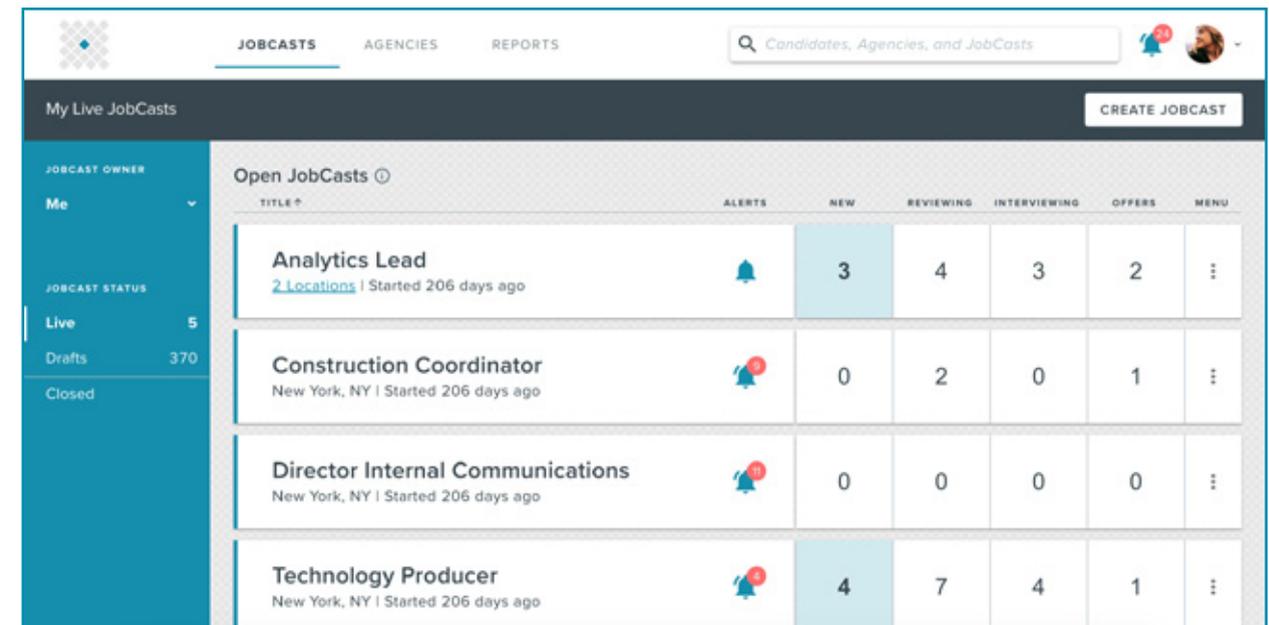
Using RecrutiFi with Taleo

Simple, Elegant, Flexible

Regardless of whether you choose to use RecrutiFi as a stand-alone product, use the native ATS quick setup, or opt for a full Taleo integration, RecrutiFi 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.



TITLE	ALERTS	NEW	REVIEWING	INTERVIEWING	OFFERS	MENU
Analytics Lead 2 Locations Started 206 days ago		3	4	3	2	⋮
Construction Coordinator New York, NY Started 206 days ago		0	2	0	1	⋮
Director Internal Communications New York, NY Started 206 days ago		0	0	0	0	⋮
Technology Producer New York, NY Started 206 days ago		4	7	4	1	⋮



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For more information visit:

<https://pages.recruitifi.com/resource-center>

Or contact us via:

Email: support@recruitifi.com

Chat: Use the support bubble on every page