



## Recruiting@Work

Hiring the right people is critical for the success of any organization. However, as the world of work has changed, traditional recruiting and applicant tracking systems have not kept up and are not optimized to help companies source and hire the best candidates. Saba's Recruiting@Work sets a new standard by creating a collaborative and predictive hiring process that not only identifies the best internal and external candidates, but also accelerates the new hires' time-to-productivity.

### Recruiting is an Integrated Component of Saba's Talent Management Solution

Tapping into the rich functionality underlying Saba's suite of talent management solutions, Recruiting@Work provides the candidate, recruiter, and hiring team with an engaging, productive, and collaborative experience. Saba has enhanced its patent-pending machine-learning algorithms to bring predictive intelligence to the recruiting and applicant tracking process. From helping hiring managers determine the right job requirements, to identifying potential internal candidates, and to prioritizing external applicants to comparable potential hires on a patent-pending n-box, Saba's recruiting assistant takes the guesswork out of the recruiting process. Custom assessments make it easier for hiring teams to collect data for each position, video enriches the interviewing process for remote candidates and employees, and private, collaborative workspaces gives the hiring team a place to discuss candidates and to provide feedback from their mobile devices.

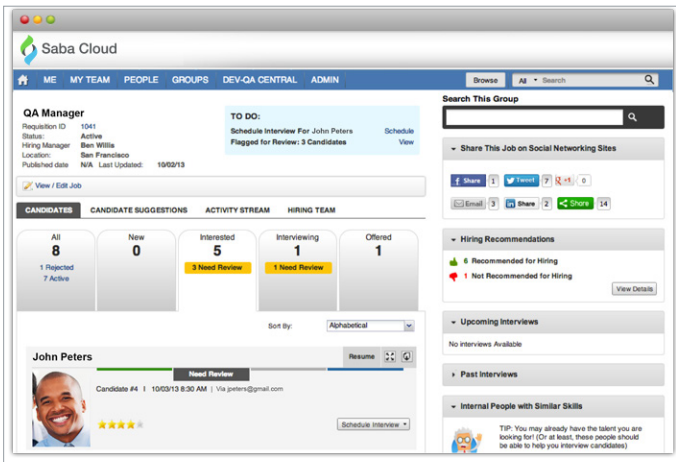
Finally, since Recruiting@Work is a completely integrated module of Saba's award-winning Talent Management Suite, each new hire has personalized onboarding activities and a learning plan on the day they start their new career.

**Source better candidates.** Patent-pending machine-learning and predictive algorithms rank potential recruits, identify internal candidates, and recommend new hires.

**Speed up hiring process.** Select the right candidates fast with custom assessments and high-definition multi-point video interviewing with record and playback.

**Collaborative team hiring.** Use social technology to create a better collaborative interview and review experience for the hiring team.

**Social recruiting.** Tap into your employees' social networks to find the right candidates with integration to all leading social media networks.



Recruiting@Work's job requisition hiring team home page

## Recruiting Marketplace

Tested, preconfigured drag-and-drop connectors:

- Talent sourcing capability through TalentBin, Monster, Broadbean and SimplyHired
- Background checks available with HireRight

## Applicant Experience

- Log into career websites using social media handles including LinkedIn, Gmail, Facebook, and Yahoo
- One-click application with LinkedIn profile
- Apply with Word or PDF version of resume or by copy/pasting text version of resume
- Keep track of all positions applicant has applied for

## Candidate Management

- Hiring team page for each requisition
- Options for in-person, phone, or video interviewing
- Hiring assistant to rank candidates and suggest internal candidates
- Patent-pending n-box hiring recommendations
- Resume parsing to highlight skills and career experience
- Social collaboration technology to create engaging team interview experience

## Integrated Onboarding

- Candidate profile transforms to the employee profile
- Individualized onboarding program
- Individualized learning plan based on job requirements and profiles of other employees
- New hire community

**Accelerate time-to-productivity.** Streamline the onboarding process with integrated and individualized learning plans and goals. Use an integrated community so the new hires can connect with their new colleagues while finding answers and completing their first activities.

**Integrate and extend your reach.** Integrate with leading job boards and screening services in minutes instead of hours via Recruiting Marketplace.

## Requisition Management

- Requisition creation
- Workflow approval

## Job Posting

- Internal job board and external career website posting
- External posting on third-party job sites including LinkedIn and Monster
- Posting via social media links



Visit [www.saba.com](http://www.saba.com) to schedule a live demo and preview Saba's Recruiting@Work solution!



Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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