

TalentTracker®  
**Enterprise**

The logo graphic consists of a series of circles of varying sizes and colors. On the left, there are three solid blue circles of different sizes. To their right is a single solid orange circle. Further right is a trail of smaller blue circles that tapers off and ends in a dotted line that curves upwards and to the right.

**transforming** recruitment

# TalentTracker® Enterprise

- **TalentTracker®** is our range of proven recruitment software that allows leading UK businesses to automate their recruitment process whilst saving valuable time and money.
- Recruiters are now facing new challenges over and above finding the right people with the right skills for their business.
- **TalentTracker® Enterprise** 2006 is our ultimate, high volume recruitment solution designed to meet those challenges, providing a robust system that automates every stage of the recruitment process with ease.
- The system links all your internal recruiters and hiring processes with the outside world. Applicants can apply directly or through an agency and you can then process and track every recruitment stage.
- The web interface allows access from any location or computer, providing a totally integrated solution.



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# TalentTracker® Enterprise

- This system also provides added benefits to larger organisations through high quality management information, improved business performance and increased profitability.
- This solution is specifically designed to meet the needs of businesses who process thousands of applications every week and ideal for companies with a call centre function.
- Yet it is completely bespoke from start to end, to meet the unique needs of any business.
- With a tailored approach we work closely with every client to build a solution that is exactly right for **their** business.
- **TalentTracker® Enterprise** will let you free up resources and make significant savings in your current process.
- In fact it has already shown savings of up to 60% in recruitment costs and timescales.



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- **TalentTracker® Enterprise** can be provided as a web based system or as a client server solution, or even as both simultaneously.
- The system is split into public and secure zones. This allows candidates to freely search and apply for jobs online, whilst ensuring the back office is fully secure and protected.
- This presentation will give you a flavour of what Enterprise can offer, however this is only an example.
- You can choose to add stages, remove them and above all **tailor every stage from start to finish.**

**A bespoke and powerful recruitment database that delivers the solution to meet your exact needs...**



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**Branded  
Jobs Board**

**Vacancy  
Search & Select**



## **Candidate Experience**

- Visit the jobs board of your website
- Vacancy search, sort, select & shortlist
- View full details of any vacancies
- Apply for vacancy
- Create personal account and login details
- Email vacancy to a friend
- Multiple portals per company
- Configurable search criteria
- Save & refine search
- Add or remove vacancies to shortlist
- Personalised experience after login

Attract candidates directly to your website and provide the tools to let them search & select vacancies online.

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## Account Management



## Candidate Self Service

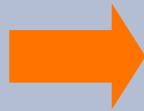
- Compulsory registration process
- Account activation checks email validity
- Create and manage personal details
- Upload and manage CV's
- Track previous applications
- Manage vacancy shortlist
- Manage events such as interviews
- Resume or delete part completed application
- Withdraw specific application

Provide candidates with a range of tools to manage all relevant aspects of the process removing the load from recruiters.

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**Online  
Application**



## Applying Online

- Available to registered users after login
- Simply click apply from the job description
- Supports application form or CV upload
- Supports any number of customer specific screeners
- Allows re-use of data from previous applications
- Automatic save of data at each stage

**Event  
Management**



- Receive alerts for scheduled events such as interviews
- Accept or decline invitation
- Re-schedule or accept alternative
- Cancel or withdraw acceptance

Create an intuitive and interactive process for candidates and build positive relationships with them.

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**Instant  
Feedback**

**Automated  
Email**

**Online  
Assessment**



- Automate communications to your candidates
- Feedback tailored with your branding and corporate rules
- Choose to advise candidates of the next stage
- Choose a timed response delay e.g. a regret letter
- Automate communication to your recruiters based on applicant actions

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**Your Website**

**Your Internet Job Board**

**Speculative Applicants**

**Recruitment Agencies**

**Traditional Media**



**Channel all your applications through a single  
Careers Gateway – your jobs board.**

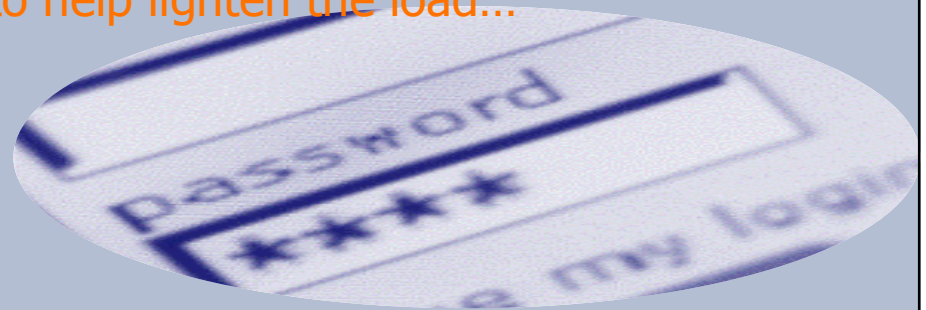
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## The Back Office

- The Back Office of the system can be accessed from any computer or office
- This is the secure zone of the system designed for recruiters
- Access is protected by a unique username and password combination

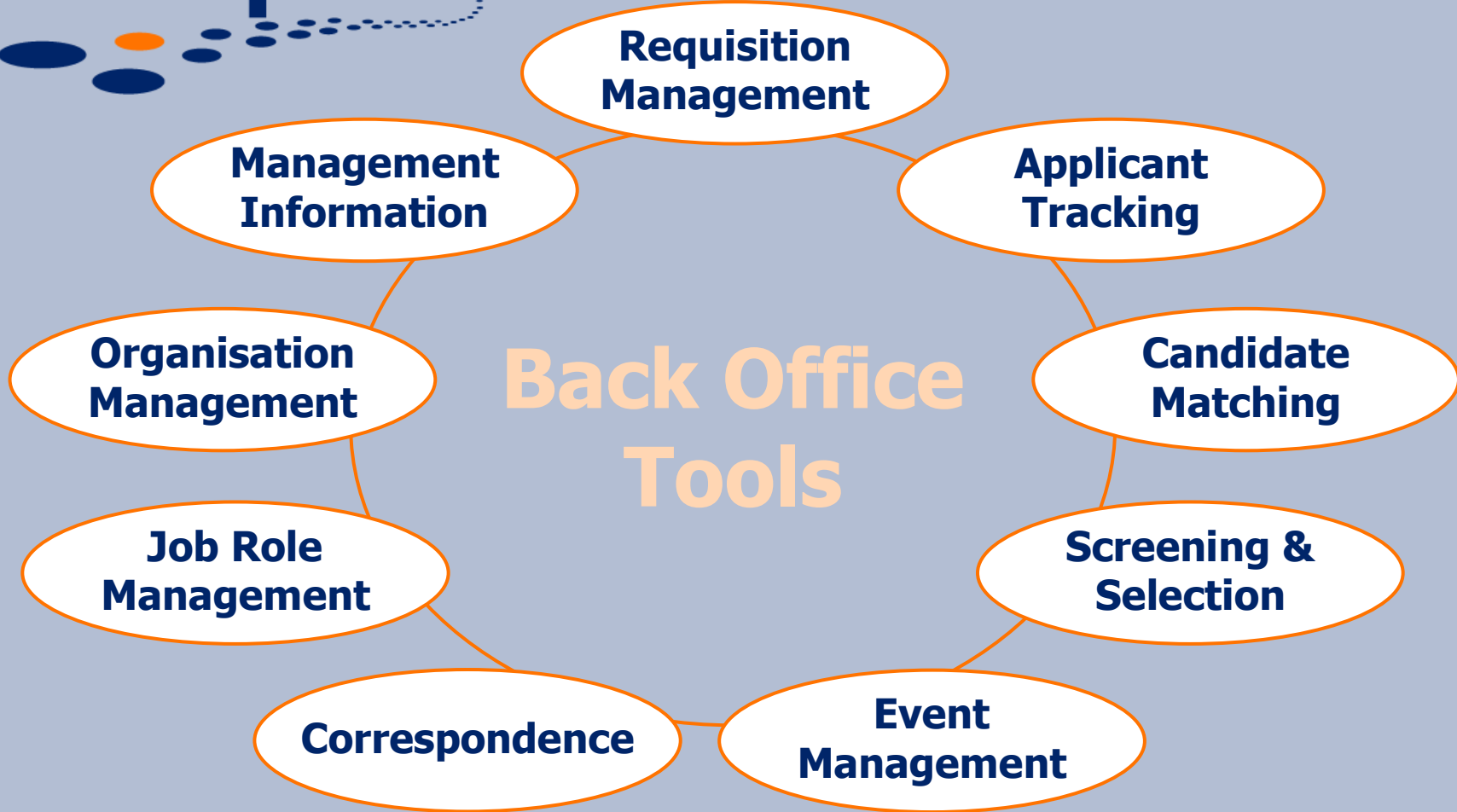
The back office provides all the tools you need to effectively manage your candidates, to help lighten the load...



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**TalentBank**



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## Requisition Management



- Create new requisition from scratch or a template
- Copy from a previous requisition
- View full details of any vacancies
- Save as a draft
- Submit for authorisation
- Include multi authorisation process
- Edit, delete or cancel requisition
- Suspend recruitment activity
- Job role defines application process
- Inherit pay and benefits from associated job role
- Automatically maintain full audit trail

Create a new vacancy in minutes from templates ensuring consistency of job descriptions and terminology throughout the business.

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## Applicant Tracking



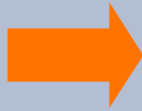
- List all applications associated with a vacancy
- List all applications that meet any specified criteria
- View a summary of all applications from a candidate
- Create an application for an applicant i.e. via phone
- Rank and shortlist applications
- Record progress decisions/interactions
- Create and manage events including interviews
- Send email or letter correspondence
- Manage associated documents
- Automatically maintain full history of interactions
- Automatically maintain full audit trail

Access information on all applicants at your fingertips providing visibility of their status throughout the process.

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## Candidate Matching



- Broad search capability
- Automatic filtering based on vacancy requirements
- Proximity searching by UK postcode
- Weightings to rank applicants based on suitability
- Save and manage searches
- View associated data for an applicant
- Shortlist applicants
- Attach status to vacancies i.e. provisional or confirmed

Intelligent matching of candidates to vacancies based on role pre-requisites.  
The test results identify applicants who are the best match for a given role.

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## Screening & Selection



- Include any screeners or selection stages
- Ability to include multi-stage forms
- Data validation and quality checking tools
- Multi-theme scoring systems
- Automated progression of candidates based on outcome
- Automated correspondence to candidates
- Incorporates and ensures enforcement of business rules
- Associate forms and stages across various job roles

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### Eligibility Screeners



## Screening Options

Eligibility screeners could be the first screener in your process.

Ask killer questions specific to your business or the role to ensure applicants have the fundamental requirements for the job.

### Talent Screeners



Measure skills and abilities quickly and accurately to identify the most talented applicants.

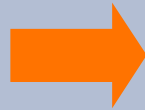
Choose to include tests such as psychometric tests, personality profiling, numeric testing or verbal reasoning.

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## Screening Options

**Telephone  
Screener**



You can include an outbound telephone interview screener which can be fully scripted to ensure a fair and consistent process to all candidates.

**Assessment  
Centre**



You can also include stages such as assessment centre or other stages that are particular to your own business rules.

These are examples of popular screening methods. Choose to include any number of screeners including custom screeners tailored to your business.

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## Event Management



- Create and manage events such as interviews
- Create provisional bookings
- Send invitations to candidates
- Cancel and re-schedule bookings or event
- Receive alerts based on applicant actions
- Automated communications to candidates based on user actions

## Correspondence



- Support for email and letter correspondence
- Automatic generation of correspondence based on triggers
- Supports delay in correspondence being sent
- Generic mail merge capability
- Export data for use with suitable word processing package

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## Job Role Management



- Create new job role definition or copy from existing one
- Save as a draft
- Edit or delete as required
- Define and manage associated application process

## Organisation Management



- Create new organisational unit or copy from existing one
- Edit or delete as required
- Manage organisational hierarchy
- Flexible number of levels

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## Management Information



- Open system that allows any reports per customer
- XML based with flexible filters
- Create report definition
- Save report as a draft
- Publish report to make available to other users
- Control which users can run which reports
- Ability to limit time of day when report can be run
- Allows transfer of data to other programs
- Structured framework for users to create their own reports and save for re-use

You can include an extensive suite of reports from applicant statistics, media response to diversity monitoring. What's more users can tailor their own reports.

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- Why not include a TalentBank to build a database of potential applicants for the future.
- Re-route speculative and unsuccessful applicants here
- Provides instant access to pre-screened candidates
- Drastically reduce your time to hire

Build a TalentBank of potential applicants that you can call on as and when you need to, whilst drastically reducing your advertising costs.

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**Peace of Mind**



We know that clients are concerned about security and hosting.

With almost a decade of experience in delivering recruitment software solutions for major UK businesses

**... we've got it covered.**

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## Technology Platform



**TalentTracker® Enterprise** is built on industry standard technology, the Microsoft SQL Server database platform.

This ensures a secure, reliable and scalable database. It is designed to support large scale data and business intelligence applications.

## Hosting



Our web servers are located in a UK purpose built server farm with high-end security and availability built—in as standard.

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## Security

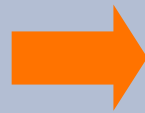


At application level individual logins (username and password) are used to control access to the system and individual user permissions.

It also allows precise control over the access rights for each individual. We can add further security control to meet the needs of each business e.g. based on Windows security and/or IP Address restrictions.

SSL (Secure Sockets Layer) is supported to encrypt personal information and other data transmitted over the internet.

## Integration



This technology allows an open platform and we can provide the facility to export data as HR-XML and we can engineer direct interfaces with in-house ERP and payroll systems.

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This was an overview of our ultimate recruitment system **TalentTracker® Enterprise**

## **What makes us different?**

We develop close partnerships with all of our clients that doesn't stop at the delivery of our software.

We'll work with you to give you a solution that really delivers, and is truly tailored to your needs.

Which is why over 70% of our turnover comes from repeat business.

With our experience, award winning technology and commitment to excelling in customer service, why not give us a call now to start talking

**...and see what we can do for your business**

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We look forward to hearing from you. You can contact us in any of the following ways:

**t: 0870 850 5284**

**e: [enquiries@logicalinnovations.co.uk](mailto:enquiries@logicalinnovations.co.uk)**

You can also complete an enquiry form on our website – just click on contact us, and we'll give you a call back once we receive your enquiry.

**[www.logicalinnovations.co.uk](http://www.logicalinnovations.co.uk)**