The Power of PaaS and UNIFi:
Built for Complex Recruitment

The Evolution of Talent Acquisition

Talent acquisition is more complex and dynamic than it ever used to be, pushing organizations to be more strategic in every aspect of the candidate lifecycle—from attracting top talent to onboarding new hires.

The competitive pressure to reach and retain top talent for organizations and success has created a barrage of innovative new solutions, including more than 21,000 HR and recruiting software products worldwide. In response to this war for talent, many human capital management (HCM) companies offer a bundled applicant tracking system (ATS) for users to leverage. Unfortunately, these add-on recruitment tools often lack the power and scope of a dedicated, best-of-breed solution.

Per Deloitte, relying solely on applicant tracking modules from an HCM or ERP for today's recruitment requirements is where the market was a decade ago. Top industry analysts recognize that "many ERP and platform providers have integrated recruitment systems, but most are not fully built out." 2

Best-in-class organizations that want to remain competitive in the market to win the war for top talent are embracing best-of-breed talent acquisition (TA) platforms to strengthen their recruitment strategies. Otherwise, the candidate experience and recruiting process don't get the proper focus, putting the bottom line at risk.

"Many ERP and platform providers have integrated recruitment systems, but most are not fully built out.

-Bersin by Deloitte

The Power of Platform-as-a-Service (PaaS) and iCIMS UNIFi

Businesses need modern, cutting-edge technologies to fuel their next-generation recruiting strategies and capabilities.

To address the evolving complexity of the TA space, iCIMS offers a dedicated recruiting platform

1. Bersin by Deloitte, A Look Ahead at Talent Acquisition, 2016
2. Deloitte, HR Technology Disruptions for 2018, Josh Bersin
with next-generation integration technology to ensure robust and seamless integrations between the iCIMS Talent Platform, other TA solutions and HR ecosystems. Our unique PaaS framework, iCIMS UNIFi, enables you to centralize all your talent acquisition tools into one recruitment platform that can serve as an extension of your core HCM.

UNIFi delivers an industry-leading, TA-centric Marketplace, unparalleled developer tools, and a robust portfolio of integration products. This drives better data governance, comprehensive analytics, scalability, and an improved user experience for all players. Here’s how:

1. **Agility in a Complex, Evolving Market**

Fulfilling your organization’s complex hiring needs can be time-consuming, costly and have a great impact on other parts of your business. iCIMS addresses these complexities by pulling together complicated recruitment components to serve up a holistic view of TA within one interface. Then, through robust integrations, iCIMS serves as the unified hub for all talent acquisition technologies and exchanges data between the iCIMS platform and your HCM of choice.

“iCIMS leverages its partnerships and brings integration strategies to life with ease. Their large partner ecosystem paired with a seamless integration process allows my team to be efficient and successful.”

– VP of Talent Acquisition
UNIFi’s framework harnesses the power of communities to better navigate the complex TA landscape. Customers have access to the iCIMS Marketplace, a one-stop-shop of proven third-party talent acquisition products and providers, giving you the flexibility to select solutions and integration capabilities based on your hiring needs. This robust partner ecosystem offers your company an organized way to review and shop for vendors, giving employers confidence that, when there’s a need for another — or multiple — talent acquisition integrations in the future, it’s not all hands-on deck to start the search process from scratch. As consumer demands shift and business goals change, your team can research tools in the Marketplace and interact with our independent software vendor (ISV) partner community to simplify collaboration for all.

Our customers also have access to custom developer tools designed specifically for in-house engineers looking to develop solutions not currently in the iCIMS Marketplace. This includes the Developer Forum, an online community of industry-leading TA developers spanning enterprise customers and third-party partners. Your in-house developers can leverage the forum to exchange integration best practices and access implementation support, and ultimately drive the development of innovative talent acquisition applications.
Built for Robust Integrations

Your company likely relies on a lot of technologies to meet its talent acquisition needs. In fact, the average business relies on 48 different HR software solutions.\(^3\) When it comes to talent acquisition, organizations that once relied on disparate systems can’t compete in the war for top talent when their recruiters can’t make it onto the battlefield due to manual systems that are poorly integrated.

With years of experience and in-depth knowledge across all aspects of integrations, iCIMS recognizes there is no one-size-fits-all approach to integrating systems and that each customer may have unique needs depending on their hiring process. The UNIFi platform stack is designed to simplify the development and deployment of cloud-based TA applications depending on an organization’s needs.

iCIMS’ integrations are scalable, closely monitored, updated frequently to support everything from small, intermittent data updates to bidirectional real-time data synchronization for massive amounts of hiring data. Using flat file, Rest API, Streaming API and Prime integration methods, iCIMS is dedicated to the security of all integrations and invests in securing customer data. This partnership serves up the powerful tools you need to recruit the right people while offering a holistic view of recruiting operations within one platform for better resource allocation and compliance.

This all-inclusive ability to analyze the success of all hiring tools enables better-informed decisions for your hiring approaches and investments, and ultimately simplifies your complex world of talent acquisition technologies.

iCIMS Platform Stack

| Applications |
| Developer Platform |
| Platform-as-a-Service |
| Infrastructure Layer |
Better Data Governance, Compliance, and Security

Data security, compliance, and privacy are a top priority for iCIMS as we continue to work diligently to create a secure experience for our customers around the globe.

iCIMS maintains ISO 27001 certification, with data only accessible to customers through the iCIMS Talent Platform; there is no direct database access. Data is encrypted at all times, both at rest and in transit.

At the hosting level, iCIMS leverages a fully cloud-based hosted environment in which customer data storage is segregated from the application. iCIMS’ cloud hosting provider is compliant and maintains numerous certifications including SOC 1 (SSAE 16), SOC 2, SOC 3, ISO 27001, ISO 27017, ISO 27018 and PCI DSS 3.2.

iCIMS is also committed to complying with the European Union General Data Protection Regulation (GDPR) to support its global customer base. As iCIMS’ existing data privacy and protection infrastructure demonstrates, iCIMS has the history and skills to continue to work diligently to create a secure, seamless user experience for customers in the U.S., EU and around the world.

iCIMS UNIFi allows for better comprehensive collection of data and products from the full candidate to employee lifecycle for better data governance, compliance and security.

CUSTOMER SPOTLIGHT:

Since 1997, Trilogy Health Services is dedicated to providing exceptional senior care. With over 11,000 employees, Trilogy has become one of the largest health services companies in the Midwest.

Integrations: ADP, Careerbuilder Employment Screening, CareerBuilder, Checkster, E-Skill, Thomas & Company

The integration between iCIMS and ADP has locked down our recruitment/onboarding process and has helped reduce the number of input errors we used to receive from manual entry. The integration not only expedited the process, but also helped ensure all needed documents were collected.”

– John Turner, Employee Services Systems Support
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How iCIMS Can Help

iCIMS is the leading provider of talent acquisition solutions that help businesses win the war for top talent. iCIMS empowers companies to manage their entire hiring process within the industry’s most robust Platform-as-a-Service (PaaS). Built on the foundation of a best-to-market talent acquisition software suite, iCIMS’ PaaS framework, UNIFi, allows employers to expand the capabilities of their core talent acquisition technology by integrating with the largest partner ecosystem in talent acquisition to help them attract, find, screen, and manage candidates. Offering scalable, easy-to-use solutions that are backed by award-winning customer service, iCIMS supports more than 3,500 contracted customers and is one of the largest and fastest-growing talent acquisition solution providers.

Interested in iCIMS?

Watch the iCIMS Talent Platform video demo and visit us online at icims.com.

To learn more about how iCIMS and its robust partner ecosystem can improve your talent acquisition and management capabilities, visit the iCIMS Marketplace.

Connect with iCIMS on Social Media!

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