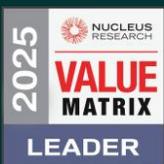# ICIMS Hire

## Streamline hiring with a single, scalable enterprise solution

# ICIMS Hire

## A single solution for modern enterprise hiring

**FORRESTER**

**282%** **Average ROI**
*ICIMS customers can see*

Hiring today is more complex than ever — especially for organizations with hundreds or thousands of employees. Rigid technology, manual processes and disconnected systems slow down and hinder recruiting teams' ability to attract and hire the right talent quickly.

ICIMS Hire is the solution to these challenges. As the most flexible and scalable hiring platform on the market, it's designed to adapt to your organization's unique needs and streamline even the most complex hiring workflows. From applicant tracking to personalized onboarding, ICIMS Hire equips talent teams with role-based workflows, advanced text recruiting and actionable analytics to help teams work smarter and hire faster.

**Sasha Lopez**
Account Executive

Experience match:

Skills match:

12/15/2024   **Sr. Sales Associate interview**

12/22/2024   **Sr. Sales Associate offer**

01/10/2025   **First day**

# Automate and streamline complex hiring workflows

Build quality pipelines of best-fit, hire-ready candidates and convert talent faster.

**Candidate matching**

## KEY BENEFITS

### Streamline repetitive admin tasks

- Trigger-based workflow automation
- Automated resume parsing
- Bulk actions

### Focus on your best-fit candidates with the help of AI

- Candidate ranking
- Talent Match
- Talent Discovery

### Boost offer management efficiency with streamlined processes

- Tailored offer templates
- Automated offer approvals
- Role-based access

### Automate your interview process

- Interview scheduling templates
- Bulk and 1:1 interview scheduling
- Candidate self-scheduling

### Create processes that fit your team's role-specific workflows

- Microsoft Teams integration
- Interview feedback dashboard
- @mentions and platform notifications

### Centralize your HR tech stack with secure and reliable integrations

- HCM/HRIS integrations
- Out-of-the-box, prebuilt and custom
- Apply Network

# Reach top talent anytime, anywhere

Engage applicants, build strong relationships with your candidates and hire faster with text recruiting.

**SMS messaging**

Hi Michael, we have an opening for an account executive. Are you interested?

Yes

Great! Select a time that works for you.
- Mon. 10 a.m.
- Tues. 12:30 p.m.
- Wed. 8:30 a.m.

## KEY BENEFITS

### Engage candidates with individual, automated messages

- Text Engagement–ATS integration
- Automated 1:1 and one-to-many text messages

### Allow candidates to book interviews and access resources on their mobile devices

- Interview self-scheduling
- Automated text reminders

### Reach talent on SMS and other messenger channels they frequent

- SMS and WhatsApp
- Facebook Messenger
- WeChat

### Analyze communication data and identify trends

- Segmentation and targeting
- Candidate communication history

### Meet your compliance needs

- Opt-out management and phone carrier compliance
- Secure messaging

![ICIMS logo]

# Speed up new hire productivity

Coordinate the transition from candidate to new hire with mobile-friendly onboarding tailored to the unique needs of each role.

**Welcome to the team!**

12% completed

- ✓ **Portal welcome**
  Read
- ✓ **Confidentiality agreement**
  Completed
- **Direct deposit**
  Due 10/08
- **Driver's license**
  Due 10/08
- **Work from home playlist**
  Due 10/08
- **Your first day**
  Due 10/08

## KEY BENEFITS

### Efficiently onboarding of multiple new hires at once

- New hire template categories
- Bulk actions
- Automated communications

### Personalize onboarding portals

- Mobile-enabled onboarding portal
- Automated role-based text and email communications
- Interactive forms and documents

### Build templates for tasks, notifications and content based on role type

- Role-based task suggestions
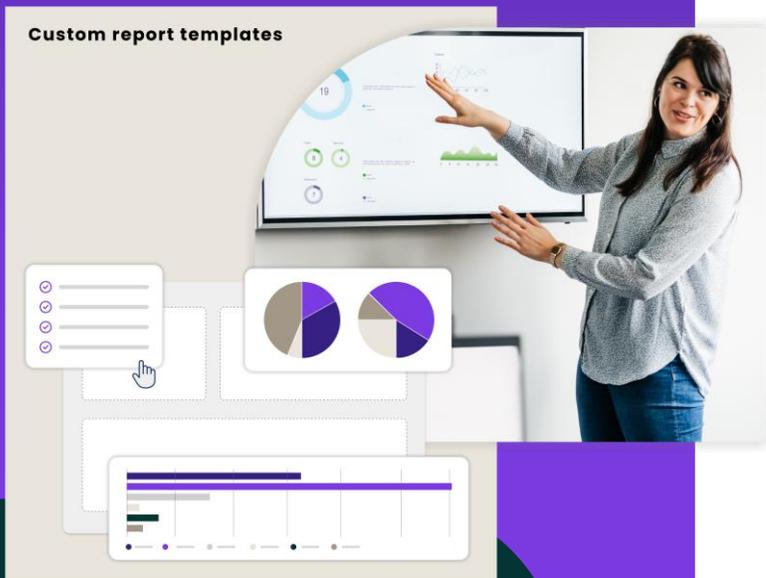- Automated task assignment
- Onboarding wizard

### We make it easy to stay compliant

- EEO reporting
- Electronic forms and e-signatures
- I-9 and E-Verify partners

# Analyze and optimize hiring performance

Gain visibility into your most important hiring metrics with configurable, real-time analytics.

Custom report templates

## KEY BENEFITS

### Create and save custom reports as templates

- Custom data visualization
- Drag-and-drop interface
- Saved report templates

### Access your data in real time with configurable dashboards

- Role-based information
- Real-time data access
- Actionable insights

### Make performance visible with scheduled reports to stakeholders and executives

- Scheduled reports
- Analytics dashboards

### Review data on your organization's specific diversity, equity and inclusion goals

- Role-based, custom analytics
- Gender and ethnicity reporting

### Capture and report on the data you need to stay compliant

- Custom reports that track all data
- AAP and EEO reporting
- GDPR/CCPA reporting

ICIMS

# What makes ICIMS different

**Configurable and flexible**

Our solutions scale and evolve with your changing needs.

**25+ years of TA experience**

With extensive experience in TA and thousands of customers, we've seen it all. No matter your goals or challenges, our solutions support any industry, company size and role type.

**Robust reporting and analytics**

Configurable reporting and analytics tools provide your team with key insights into the metrics that best align with your organization's goals.

**Responsible AI**

Our award-winning, scalable AI is responsibly built, human-led and trained to help hiring teams move faster and stay compliant.

"ICIMS' AI-powered talent acquisition solutions stand out to enterprise-level buyers seeking a highly configurable and flexible solution that meets diverse compliance requirements and enhances candidate engagement."

**Stacy Harris**
Chief Research Officer and Managing Partner, Sapient Insights