ICIMS Coalesce AI

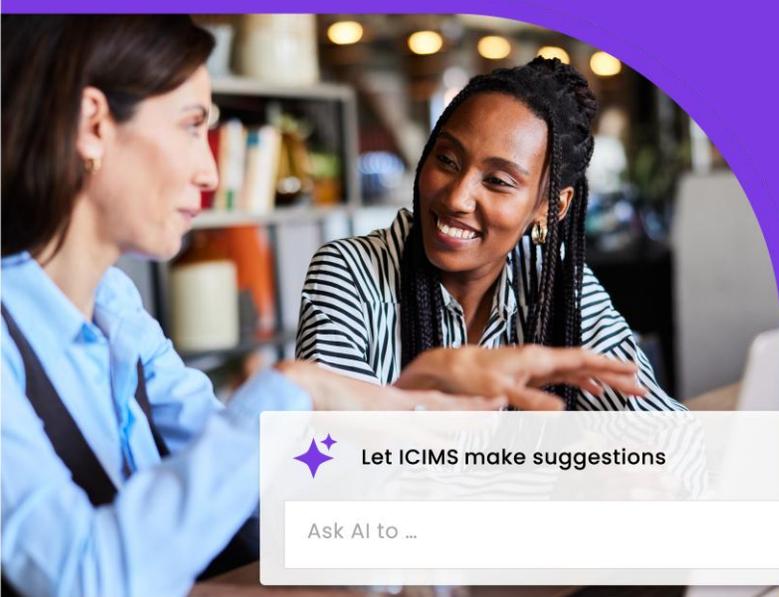## End-to-end AI for the modern talent acquisition team

AI where and when you need it, across every step of the recruiting and hiring lifecycle

Businesses require a trusted and vetted partner when it comes to AI and talent acquisition.

By building AI directly into the most comprehensive TA solution for enterprise hiring – in the places where it can have the most impact – ICIMS is making it simple for recruiting and HR teams to benefit from efficiency gains.

ICIMS Coalesce AI is built into over a dozen pivotal points of the hiring process to seamlessly improve recruiting and hiring.

2X **Faster reduction time in time-to-fill**
with AI Talent Explorer

TRUSTe
Responsible AI
Powered by **TrustArc**

Let ICIMS make suggestions

Ask AI to …

Next-gen recruitment marketing

Orchestrate AI-powered strategies that move people from interested to applied.

GenAI writing assistant

Let ICIMS assist in personalized candidate e-mail outreach

Generate e-mail for general counsel pos.. →

Subject: General Counsel role – an exciting fit for your expertise

Hello Peter,

I hope you're doing well! I'm reaching out about an exciting General Counsel opportunity that I believe could be a great fit and experience.

✦ Generating reply...

Given your background in the manufacturing space, I think you'd thrive in this role. It's a unique chance to play a pivotal part in shaping the company's strategy while leading an innovative legal team. We're really looking for someone who can bring both legal expertise and strategic insight, and based on your experience, I'm confident you could make a meaningful impact.

If you're open to learning more, I'd...

Deliver an unrivaled candidate experience

KEY BENEFITS

Boost career site conversions

- Conversational search via chatbot
- Intelligent career site job search
- Job matching with resume upload
- Copilot assistant for SEO and translations

AI SPEAKTHROUGH AWARDS

Award winning best overall AI solution in 2024 and 2025

Build and nurture quality pipelines

KEY BENEFITS

Find and qualify candidates faster

- AI Sourcing Agent
- Automated AI-powered hot lead lists
- Talent rediscovery through ATS and CXM databases

Personalize candidate outreach

- AI and engagement-based campaign audiences
- GenAI email writing assistant

What makes ICIMS different

Responsible innovation

We take an extremely methodical approach to development, prioritizing responsible and ethical implementation of AI in hiring.

One native, end-to-end AI experience for TA

Every stage of the recruiting and hiring life cycle is supported. ICIMS natively embeds AI into over a dozen touchpoints across the hiring journey with leading ATS, CRM and employer branding technologies. No extra integration work needed.

AI informed by proprietary data and 25+ years of TA experience

Our combination of decades of industry expertise with powerful AI technology backed by billions of data points from real-world recruiting decisions means more accurate matching recommendations that you can trust.

"ICIMS AI gives customers a competitive hiring edge to build and scale winning teams, smarter and faster, with reduced complexity and cost."

AI Breakthrough Award
Managing Director, Steve Johansson