



## TalentScout

**Enhances SAP E-Recruiting by maximizing your ability to find and attract the best applicants**

**U**nlock the power of SAP E-Recruiting and refine your ability to scout the best talent and ultimately hire better candidates. TalentScout is a set of software products that augments SAP E-Recruiting by maximizing the talent in your talent warehouse.

### Resume Parsing

Cut your candidate drop-off by up to 400% by simplifying the application experience and get better access to highly desirable passive job seekers with TalentScout Resume Parsing. Decrease the time candidates need to apply for a job by up to 90% by eliminating the tedious effort of manually re-keying resume information into E-Recruiting. In addition, candidate applications and profiles are more complete, which further improves screening, searching and matching results.

When dealing with large volumes of candidates outside of E-Recruiting (e.g. job fairs, unsolicited emails) TalentScout Resume Parsing can help. Mass upload of resumes with automated candidate creation and assignment to requisitions and talent groups ensure all candidates are treated equally and all recruiting activity is tracked for OFCCP and EEO compliance.

### Job Board Aggregation

TalentScout Job Board Aggregation allows companies to easily post jobs to multiple job boards in seconds. Leverage hundreds of domestic and

After reviewing drop-off rates, Day & Zimmerman was able to use TalentScout Resume Parsing to reduce the number of tabs within the Application Wizard from 11 to 5, increasing applicant numbers by 400%.



international job boards that range from major employment website portals to niche and specialty job boards, without the tedious process of manually visiting individual job posting sites.

A seamless one-page user experience within SAP E-Recruiting means that recruiters stay within SAP. An interactive experience allows recruiters to fine tune postings and adjust posting choices for more effective results. The recruiter can easily manage the entire posting life cycle.

TalentScout generates significant ROI by reducing job board posting fees, eliminating redundant manual job board posting entry and ongoing posting maintenance.

### Applicant Source Tracking & Employee Referrals

Accurately tracking and measuring the sources of candidate applications provides powerful insight into where your organization finds its best employees. Yet more than 50% of manually completed candidate responses are inaccurate rendering this information essentially worthless. TalentScout AppSource automates tracking the sources for candidate application from internal career portals, external careers sites, external job board posting, employee referrals, email marketing and print ads. This ensures accurate information to support your sourcing analysis.

#### Features:

##### SAP Product Overview:

- ▶ No additional Client development effort required for standard implementation
- ▶ Developed using standard SAP development technologies like ABAP, WD4A and BSP
- ▶ Development objects (WD4A or BSP pages, tables, security roles, etc) delivered via SAP transports
- ▶ Uses Standard SAP E-Recruiting configuration to integrate into Application Wizard
- ▶ Custom SAP Tables delivered for setup & configuration of TalentScout

##### SAP Software Requirements:

- ▶ Earliest Release: SAP ECC 5.0, E-Recruiting Rel 3.0
- ▶ Latest Release: SAP ECC 6.0, E-Recruiting Rel 6.0 EhP4

##### Server Requirements:

- ▶ Optional separate server for Sovren Application:  
Windows 2003 Server or Web Server
  - Sovren can be deployed on VM server

