

# Advisory Webinar

**Host:**

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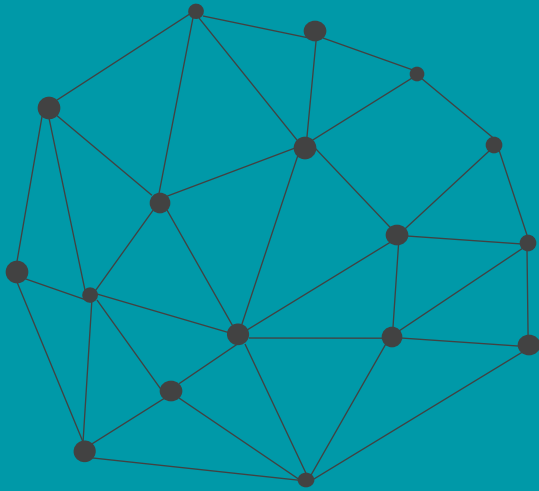
## 22D - HR HELP DESK & ORC

Empowering you for the next update



ORACLE | Partner





## DISCLAIMER

These advisory webinars are organized to equip you with the latest updates.  
The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

# AGENDA



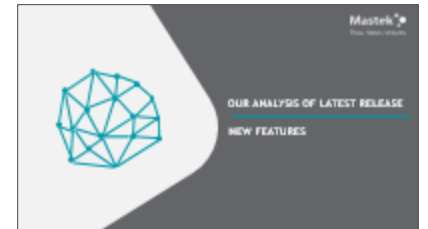
Our Approach to Oracle Update

Our Analysis of Latest Release

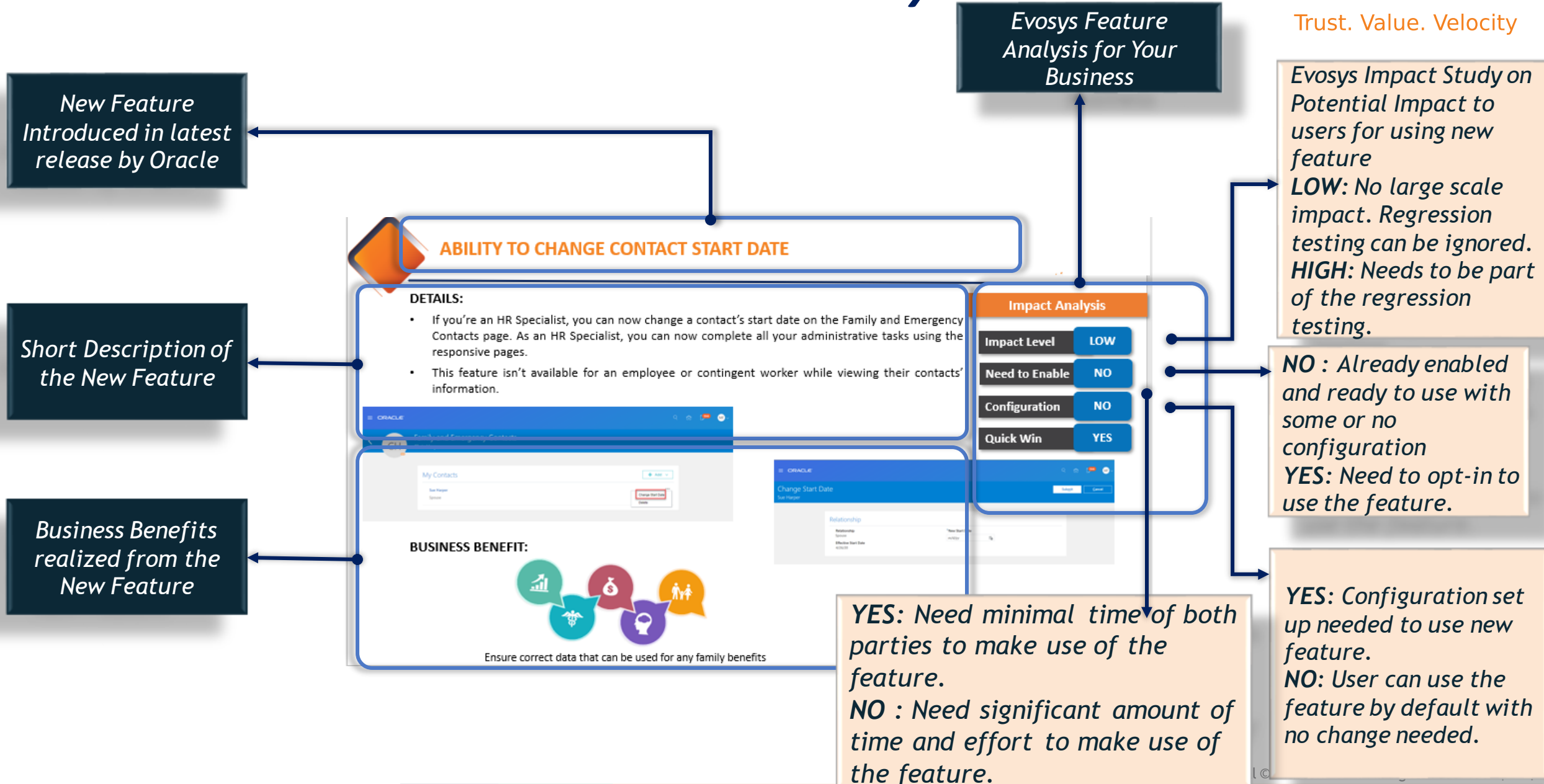
- New Features
- Known Issues (If any)

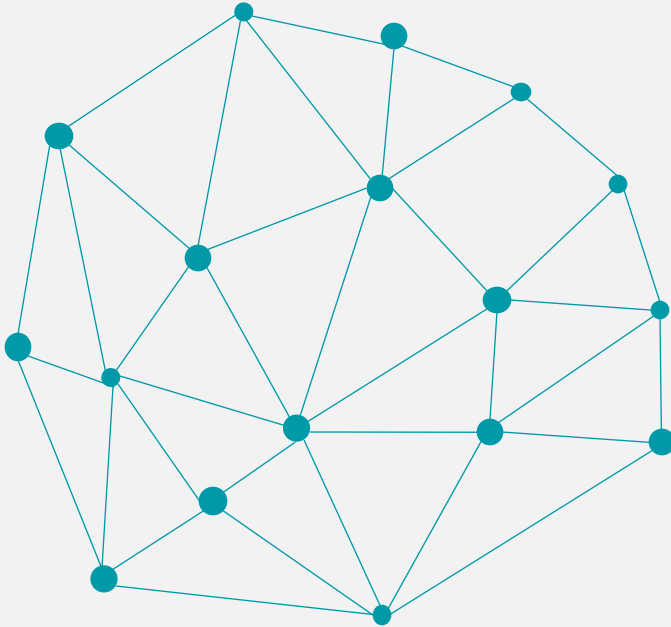
Innovation

Closing - Q&A



# How to read each Feature Summary?





## OUR ANALYSIS OF LATEST RELEASE

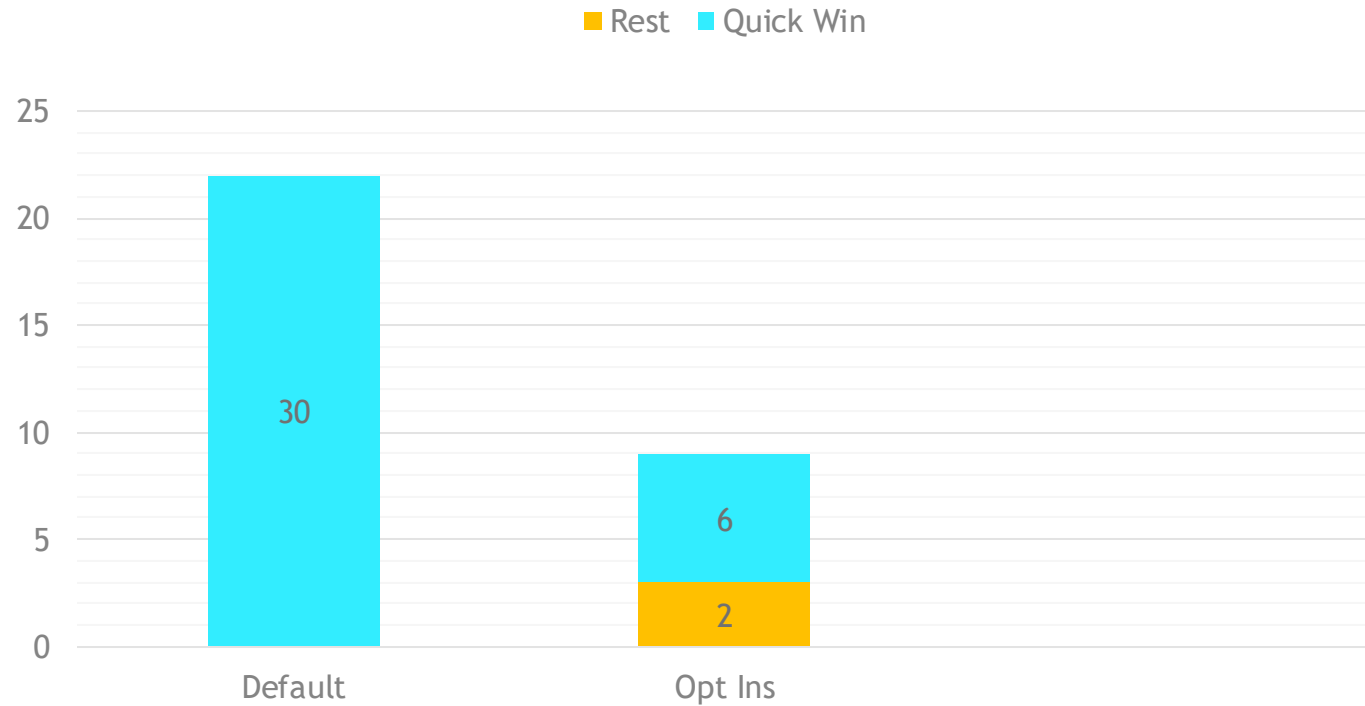
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### NEW FEATURES


# MASTEK ANALYSIS - STATISTICS


## HR Help desk & ORC New Features

**38**  
HR Help Desk & ORC  
New Features



# MASTEK ANALYSIS





NEW FEATURES


QUICK WINS - DEFAULT WITH NO CONFIGURATION






NEW FEATURES

QUICK WINS - DEFAULT WITH CONFIGURATION





NEW FEATURES

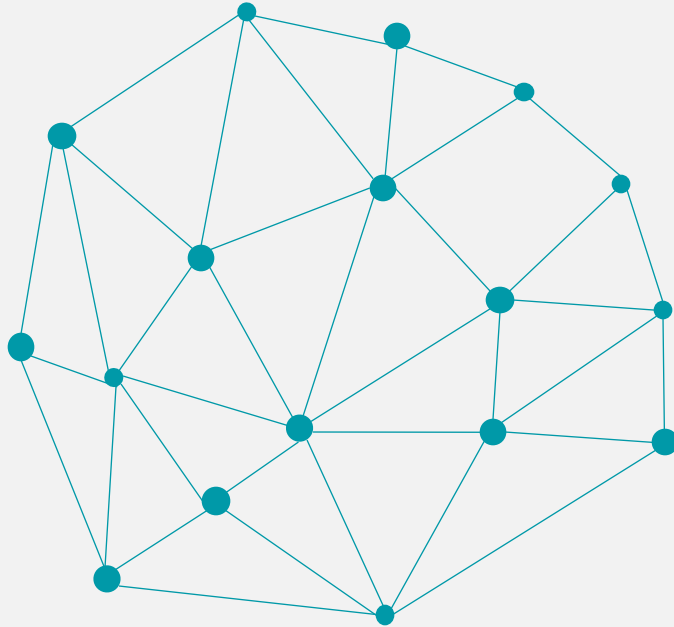
QUICK WINS - OPT INS





NEW FEATURES

THE REST



## NEW FEATURES

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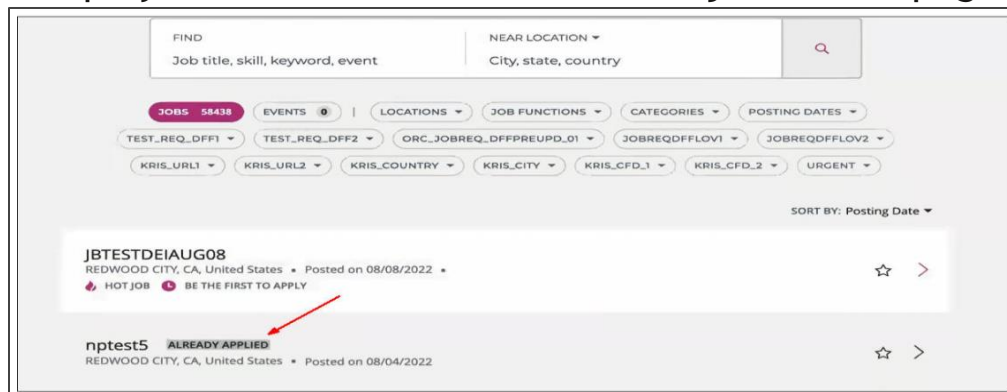
**QUICK WINS - DEFAULT WITH NO  
CONFIGURATION**



# ALREADY APPLIED TAG FOR JOB REQUISITION

## Details:

- The Already Applied tag will be shown to authenticated candidates for jobs they already applied to.
- If a candidate has already applied to a job, there is a "You Already Applied" message that displays on an inactive button on the job details page.



ORC

Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



## Business Benefits:

This feature enhances the candidate experience by reducing the number of clicks. A candidate who wants to apply to multiple positions will see upfront which jobs they already applied to.

# PROMOTE JOB REQUISITIONS BASED ON NUMBER OF APPLICATIONS

ORC

## Details:

- Using this feature, we can display "Trending" and "Be The First to Apply" tags for requisitions on search results lists and job details pages.
- NOTE: This feature only applies to external career sites that use the Minimal template.

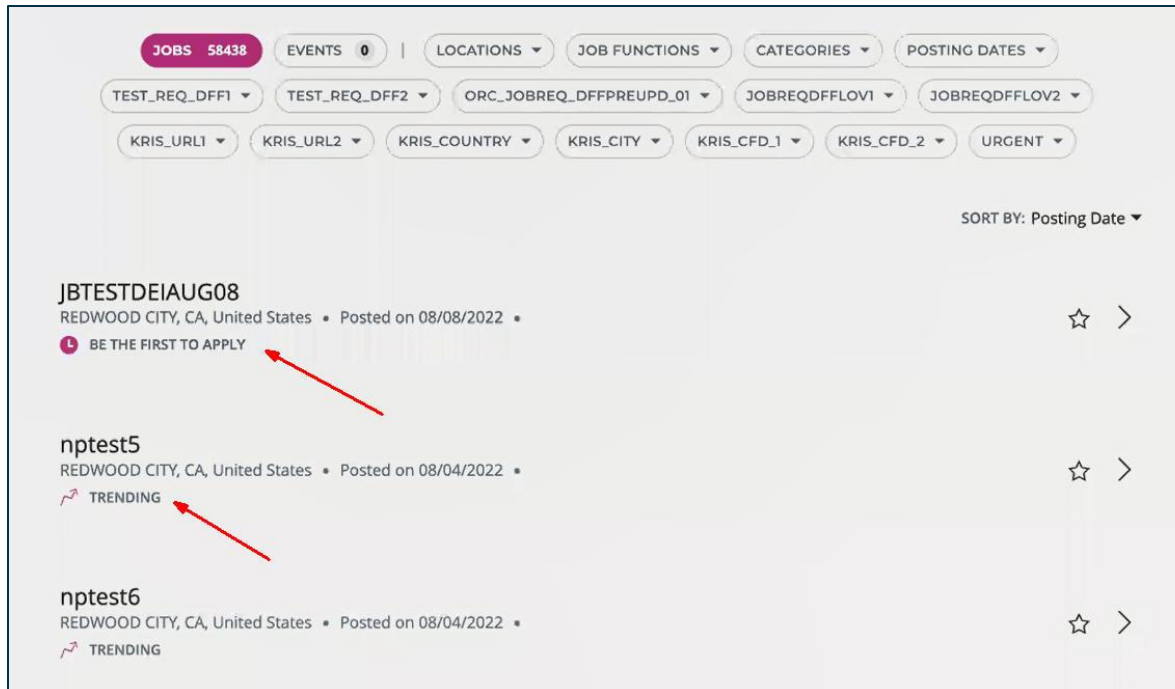
## Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



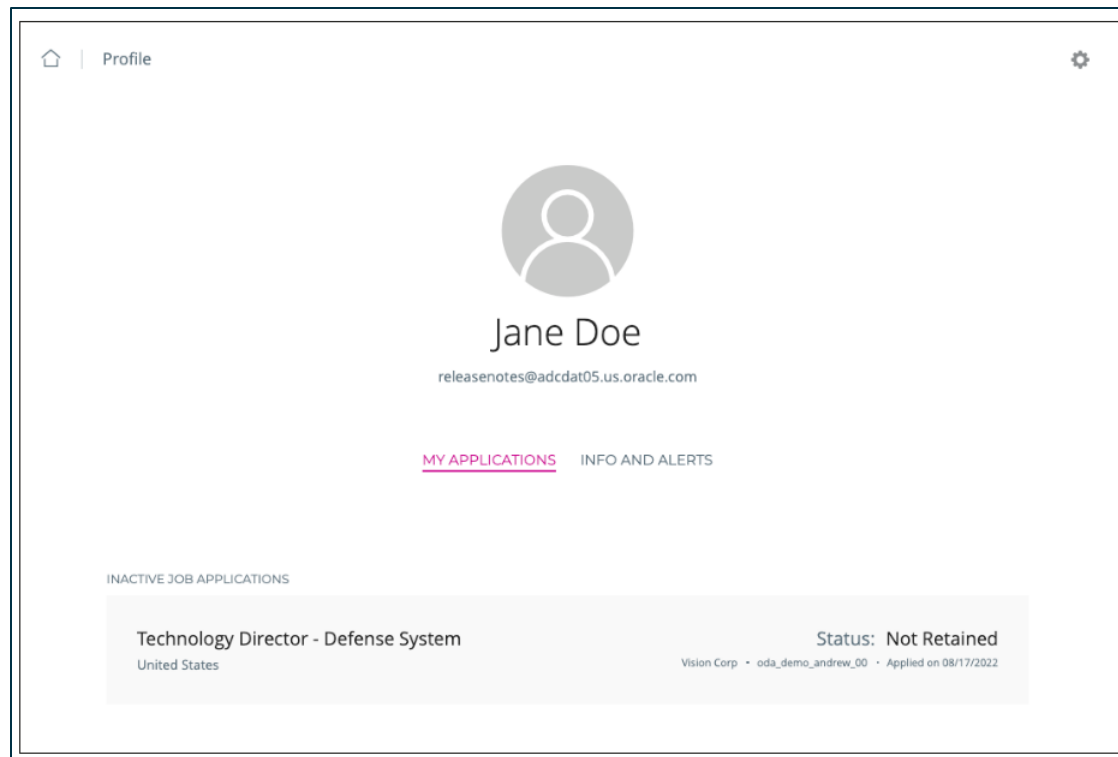
## Business Benefits:

This feature lets you promote jobs that have only a few candidate applications or show jobs that are very popular.

# REDESIGNED CANDIDATE SELF SERVICE

## Details:

- Allow external candidates to easily access and manage their job applications, profile data, and preferences on the redesigned candidate self-service page.



ORC

## Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



## Business Benefits:

This enhancement improves usability and makes content easier to find.

# SEARCH FOR DFF FILTER VALUES

## Details:

- Allow external candidates to use any of the available DFF filter values to narrow down the job search results list on external career sites using the Minimal template.

FIND

NEAR LOCATION ▼

Q

Job title, skill, keyword, event

City, state, country

JOBS 58438

EVENTS 0

LOCATIONS ▼

JOB FUNCTIONS ▼

CATEGORIES ▼

POSTING DATES ▼

TEST\_REQ\_DFF1 ▼

TEST\_REQ\_DFF2 ▼

ORC\_JOBREQ\_DFFPREUPD\_01 ▼

JOBREQDFFLOV1 ▼

JOBREQDFFLOV2 ▼

KRIS\_URL1 ▼

KRIS\_CITY ▼

KRIS\_CFD\_1 ▼

KRIS\_CFD\_2 ▼

URGENT ▼

test2 (3)

DffUpd2 (1)

Test\_REQ (1)

testDFF2 (1)

testDff2 (1)

JBTESTDEIAUG08

REDWOOD CITY, CA, United States • Posted on 08/08/2022 •

HOT JOB • BE THE FIRST TO APPLY

SORT BY: Posting Date ▼

☆ >

ORC

## Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



## Business Benefits:

This enhancement provides a consistent search experience for candidates so they can easily find jobs to apply to.

# STREAMLINED CONVERSION PROCESS FOR HIRING EXISTING WORKER AS AN EMPLOYEE

## Details:

- You can now move candidates to the HR phase after the termination of a previous employment.
- You can move a candidate of type employee who is currently a contingent worker, or a contingent worker who is currently an employee.

ORC

## Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	Yes



## Business Benefits:

Seamless and efficient experience for Recruiting and HR users while hiring an existing contingent worker as a future employee or vice versa.

# SOURCE TRACKING INFORMATION FOR CANDIDATE SELECTION PROCESS FAST FORMULAS

## Details:

- You can create candidate selection process fast formulas to be used as conditions on automated actions, considering the source tracking information of the job application.
- New source tracking database items (DBI) are available to expose source tracking information for job applications and candidates.
- You can use these new DBIs in fast formulas of type "Recruiting Candidate Selection Process".

ORC

### Impact Analysis

Impact levelLow

Need to enableNo

ConfigurationNo

Quick winYes



## Business Benefits:

Define conditions to automatically send a notification to the agent if a job application was referred by an agent or send it to the candidate directly in other situations.

## CANDIDATE INSTRUCTIONS IN QUESTIONS

### Details:

- You can now add instructions to prescreening questions to provide guidance to external candidates when they answer questions.
- Instructions in questions are now available for both internal and external candidates.

Details

Question ?

\*Question Text

What is...

Image
None +

Instructions

Helvetica

2 ^ v

B I U

🔗 ⚙️

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

Providing clear instructions to both internal and external candidates and links to navigate to supporting information. This helps candidates when answering prescreening questions.

## MANAGE GIGS WITH MULTIPLE OPENINGS IN OPPORTUNITY MARKET PLACE

### Details:

- Use Opportunity Marketplace to assign a single gig to multiple people who will work on the same kind of tasks.
- Gig seekers can apply to gigs if the number of available openings is not yet filled.

Applicants	Assignees	Location	Gigs Completed
ET	Elijah Tate ZOM Senior Software Engineer	ZOM San Francisco	2
BM	Boyd McCormick ZOM Software Engineer	ZOM Phoenix	0

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

Instead of creating duplicate gigs for the same type of tasks, users can make use of the single gig functionality and select multiple assignees.



## ENHANCEMENT TO REDRAFT OFFERS

### Details:

- You can now redraft job offers when the job application is in the following phases and states without rejecting or withdrawing the candidate job application:
  1. Offer - Extended
  2. Offer - Accepted
  3. Post Offer (Custom Phase)
  4. HR - Pending Automated Processing
  5. HR - Pending Manual Processing
  6. HR - Error During Processing

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

Recruiting users will save a lot of time when adjusting job offers using the one-click Redraft Offer action.

## ADD CURRENT PHASE AND STATE NAMES OF CANDIDATE POOLS USING HCM DATA LOADER

### Details:

- Use HCM Data Loader to add and update information in these fields for a candidate pool:
  - Current Phase Name
  - Current State Name

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

This feature provides an alternative method for updating the Current Phase Name and Current State Name fields in candidate pools.

# ADD CURRENT PHASE AND STATE NAMES OF JOB APPLICATIONS USING HCM DATA LOADER

## Details:

- Use HCM Data Loader to add and update information in these fields for a Job Application:
  - Current Phase Name
  - Current State Name

ORC

## Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



## Business Benefits:

This feature provides an alternative method for updating the Current Phase Name and Current State Name fields in Job Applications.

## ADD CURRENT PHASE AND STATE NAMES OF JOB REQUISITIONS USING HCM DATA LOADER

### Details:

- Use HCM Data Loader to add and update information in these fields for a Job Requisition:
  - Current Phase Name
  - Current State Name

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

This feature provides an alternative method for updating the Current Phase Name and Current State Name fields in Job Requisitions.

# ADD OR DELETE CANDIDATE LABELS USING HCM DATA LOADER

## Details:

- Add or delete candidate labels using HCM Data Loader.
- You can use HCM Data Loader to add or delete the following value for a candidate:

1) Labels

ORC

## Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



## Business Benefits:

Provides an alternative option to add or delete labels associated with a candidate, without having to do it manually from the user interface.

## UPDATE POSTING LOCATIONS OF REQUISITION USING HCM DATA LOADER

### Details:

- Using HDL, it must be possible to modify the primary and the other locations of job requisitions which can no longer be redrafted because they have job applications, prospects, or linked requisitions.
- For example, you may want to modify posting locations to reach out to candidates in more locations, or maybe you forgot to include a location or included an incorrect one

ORC

### Impact Analysis

Impact level **High**

Need to enable **No**

Configuration **No**

Quick win **Yes**



### Business Benefits:

Provides an alternative option to update the posting locations for one more requisitions, without having to do it individually from the user interface.

# EXTRACT LARGE OBJECTS FROM RECRUITMENT CONTENT LIBRARY USING HCM EXTRACTS

ORC

## Details:

- Extract character large object (CLOB) data from large objects such as Recruitment Content Library using Large Object Extract definition type provided by HCM Extracts.
- The following user entity is now supported as part of the Large Object Extraction definition type:

Recruitment Content Library - Large Object (IRC\_CONTENT\_LIBRARY\_LRG\_OBJ\_UE)

### Impact Analysis

Impact level High

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

Easily extract CLOB data from large objects.

## EXTRACT MOVE COMMENTS USING HCM EXTRACTS

### Details:

- Extract Submission Move Comments from job applications using Job Applications Extract.
- A new IRC\_EXTRACTS\_SUBMISSION\_MOVE\_COMMENT field has been added to the User Entity IRC\_EXTRACTS\_SUBMISSION\_DETAILS\_UE

ORC

### Impact Analysis

Impact level High

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

Easily extract CLOB data from large objects.



## DESCRIPTIONS ALWAYS INCLUDED IN JOB REQUISITION TEMPLATES

### Details:

- You can create reports by including the job description from the job requisition template regardless of the description is local or coming from the library.
- The text description of the requisition template can be reported directly even when there is a description ID associated with the template.
- In previous release updates, only the local descriptions were reportable directly when the description was coming from the library.

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

With this enhancement, the process to create reports on job requisition template internal and external descriptions is more efficient.

## RESPONSIBILITIES AND QUALIFICATIONS IN REPORTS

### Details:

- You can include responsibilities and qualifications in job requisition and job requisition template in reports.
- You include these fields the same way you do for descriptions and short descriptions

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

With this enhancement, you can include in your reports the complete set of descriptions, including responsibilities and qualifications.

## ADDITIONAL CONTRACT FIELDS IN JOB OFFER DIMENSION

### Details:

- You can create reports using contract fields available in job offers. A new Contract Information folder is available under Job Offer. It contains new and existing contract fields.
- Here are the contract fields available under Job Offer > Contract Information:
  - Contract ID
  - Contract Number
  - Contract Name
  - Contract Type Code
  - Contract Type
  - Contract Status Code (obsolete, but kept for reference)
  - Contract Status (obsolete, but kept for reference)
  - Contract Creation Date
  - Contract Created By
  - Contract Start Date
  - Contract End Date
  - Contract Effective End Date
  - Contract Duration
  - Contract Duration Unit
  - Contract Duration Unit Name
  - Contract Last Update Date
  - Contract Last Updated By

ORC

### Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	Yes



### Business Benefits:

With this feature, it's easier to retrieve a job offer's contract information when putting contract information in a report.

## CANDIDATE LABELS IN REPORTS

### Details:

- You can create reports using the new candidate labels.
- A new Candidate - Labels folder is available under the Candidate Dimension, where you can get the Label Identifier and Label Name.

ORC

### Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



### Business Benefits:

With this feature, you have more insight from your candidate pool by including candidate labels into your reports.

# ASSESS AND UPDATE CASES USING INTELLIGENT ADVISOR INTERVIEWS

## Details:

- You can now assess and update your cases using expert guidance from Intelligent Advisor interviews.
- Using Intelligent Advisor interviews can ensure that all critical questions about your case are answered, and the next best actions are taken.

HRHD

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

Interviews can provide guidance to the case manager based upon the details of the case and the case manager's responses to interview questions.

# ASSESS THE ACTION BAR IN REDWOOD USER EXPERIENCE USING A KEYBOARD SHORTCUT

## Details:

- Use the keyboard shortcut Alt+A for PC and Control+A for Mac to put focus on the Action Bar.
- This keyboard shortcut works on the Case Management and Service Request pages in your Redwood User Experience Service Center application, wherever the Action Bar is available.

HRHD

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

Using the keyboard shortcut lets agents more quickly and easily navigate through the user interface.

# EASILY COPY ATTACHMENTS USING ACTION PLAN ACTIONS

HRHD

## Details:

- Action Plan administrators can now choose to copy all attachments when defining an action plan action.
- An action with this option set will copy all the attachments from the parent object onto the new object that's created by the action.

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

This feature fosters better collaboration and escalations by simplifying and accelerating document-based action plan workflows.

# NOTIFY AGENTS OF MISSED CUSTOMER - INITIATED CHATS

HRHD

## Details:

- Agents are now notified when they miss a customer-initiated chat.
- The notification persists until dismissed by the agent. If the missed chat is from a known contact, then the agent can drill down into the contact record.
- If the missed chat is for a Service Request, then the agent will be can also drill down into the Service Request record.

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

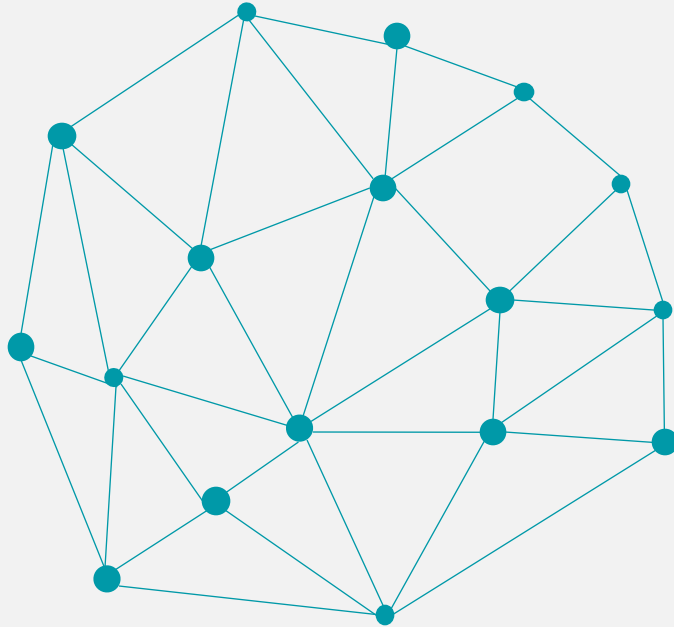
Quick win Yes



## Business Benefits:

This feature notifies agents of missed customer-initiated chats, thereby allowing them to proactively reach out to the customer.





## NEW FEATURES

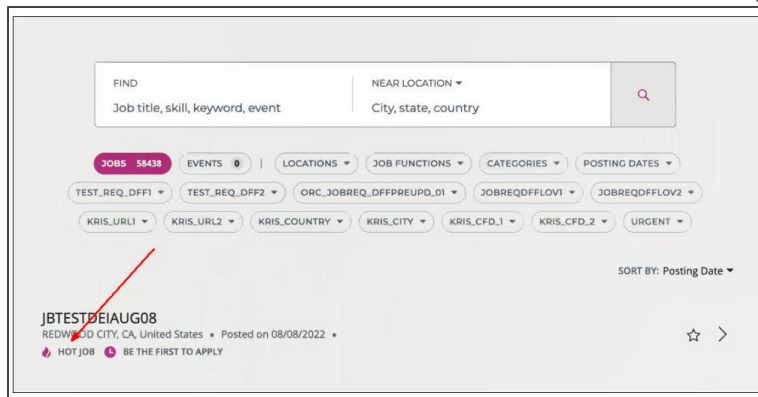
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**QUICK WINS - DEFAULT WITH  
CONFIGURATION**

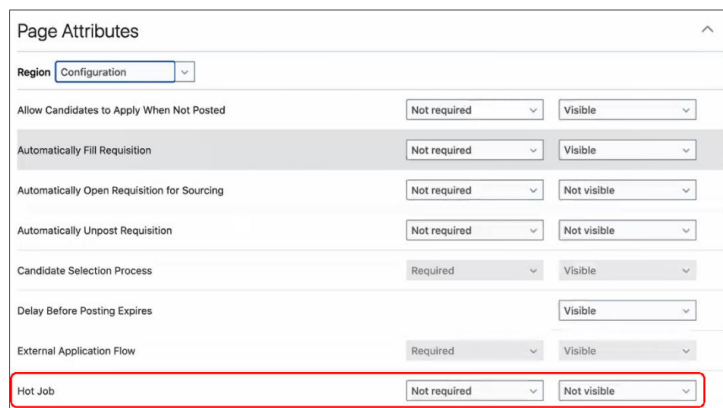
# HOT JOB TAG FOR JOB REQUISITIONS

## Details:

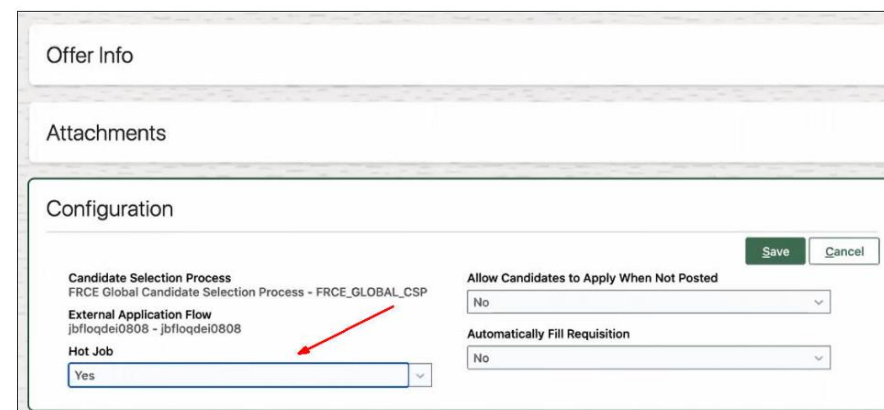
- You can promote Job requisitions on external career sites by displaying a "Hot Job" tag on search results list and job details page.
- This tag can be also used as a criterion in the custom job list component.



The screenshot shows a job search interface with filters for 'JOBS' (58438), 'EVENTS' (0), 'LOCATIONS', 'JOB FUNCTIONS', 'CATEGORIES', and 'POSTING DATES'. A red arrow points to the 'HOT JOB' tag on a job listing for 'JBTESTDEIAUG08'.



The 'Page Attributes' configuration page shows various settings for a job requisition. The 'Hot Job' attribute is highlighted with a red box and set to 'Not required' and 'Not visible'.



The 'Offer Info' configuration page shows settings for a job requisition. The 'Hot Job' attribute is highlighted with a red arrow and set to 'Yes'.

ORC

## Impact Analysis

Impact level Low

Need to enable No

Configuration Yes

Quick win Yes



## Business Benefits:

This feature lets you promote certain jobs with high recruiting demand

## ADDITIONAL FIELDS IN REQUISITION LIST

### Details:

- You can view new fields in the Requisitions list and in the Key Highlights section of the requisition overview.
- New fields in the Requisitions list:
  - 1) Requisition Number:
  - 2) Locations
  - 3) Work Locations
- These fields will need to be enabled using customization.

ORC

### Impact Analysis

Impact level High

Need to enable No

Configuration Yes

Quick win Yes



### Business Benefits:

Recruiting users can easily identify a job requisition while viewing the Requisitions list or a specific requisition.

# ADVANCED JOB APPLICATION LIST FILTERS

## Details:

- Perform more complex, targeted searches on the job application list with advanced filtering capabilities when Oracle Search is enabled. Users can now select multiple job application questions/answers, skills, employers, positions, degrees, majors, schools and interview feedback questionnaires to find the right candidates faster. Advanced filters requires uptake of job application filters on Oracle Search.
- This feature will be under controlled availability hence will require a Service Request(SR) logged in the My Oracle Support Portal.

ORC

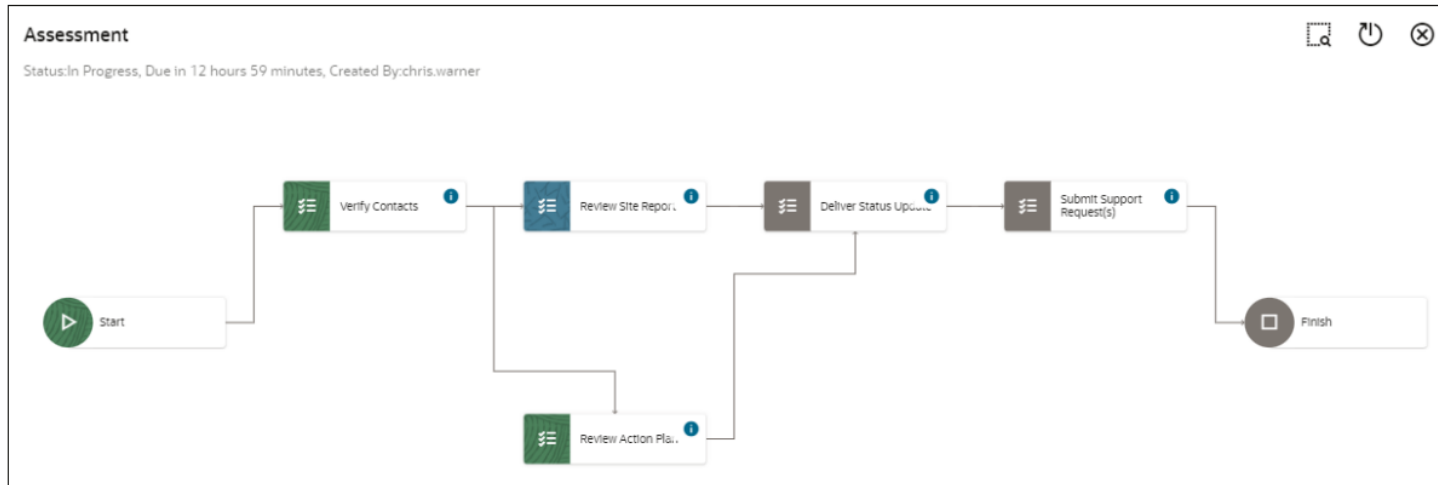
## Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	No
Quick win	Yes

# MANAGE ACTION PLANS THROUGH AN INTUITIVE AND INTERACTIVE DIAGRAM

## Details:

- Users can now view and interact with action plans in an intuitive, interactive diagram.
- This easy-to-read interface complements the existing table-based view of action plans in all Redwood applications, including Cases, Service Requests, and Help Desk Requests.



HRHD

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

The Action Plan diagram gives users a clear picture of their Action Plans, including past, present, and future steps; their status; and their dependencies.

# DECIDE WHICH RELATED OBJECTS TO PURGE WHEN YOU PURGE CONTACTS

## Details:

- You can determine whether you want to purge associated Service Requests and related objects when a contact is purged, to comply with General Data Protection Regulations.
- You can also decide to purge select objects, such as Service Request messages.

HRHD

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

You can decide what actions must be taken on the service requests and their related objects when contacts are purged from Fusion Sales and Service.

# ENABLE SYSTEM ACCESS GROUPS FOR SERVICE WORK ORDERS

HRHD

## Details:

- You can now use system access groups and predefined rules to support service work order data security for your users.
- The predefined object-sharing rules assigned to each system access group provide the same access to service work order data as provided by the standard job roles.

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

System access groups give you an alternative way to manage a user's access to service work order data.

# ENABLE NEAR REAL - TIME UPDATES FOR WORK ORDER ACCESS GROUPS

## Details:

- You can access service work orders that are secured using access groups in near-real time.
- When a service work order is created or updated, users can access the new or updated service work order immediately.

HRHD

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

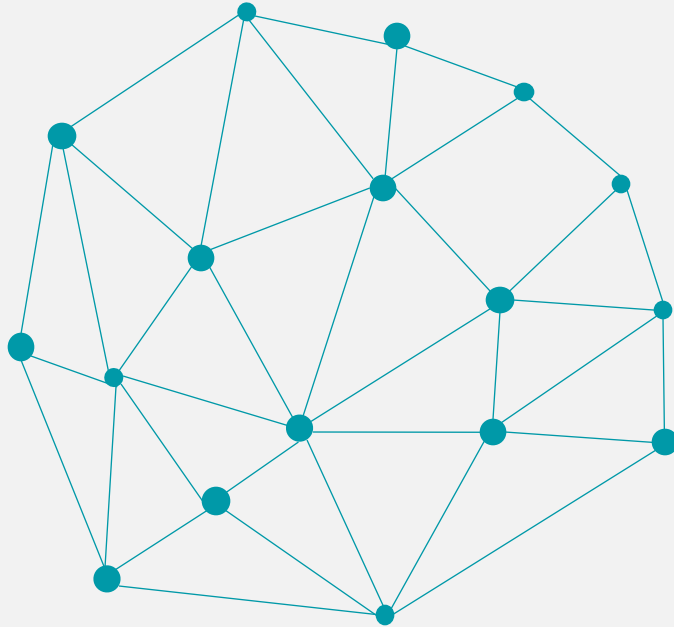
Quick win Yes



## Business Benefits:

With this feature, users get access to new or updated service work orders faster than before.





## NEW FEATURES

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## QUICK WINS - OPT INS

## ALTERNATE EMAIL FOR INTERNAL CANDIDATE COMMUNICATIONS

### Details:

- When internal candidates apply for a job, they can now provide an alternate email address to receive all recruiting notifications and employee communications.
- Internal candidates can enter one alternate email address per job application. They can enter a different email address if they choose to.
- We can have these alternate email in Alerts as well

ORC

### Impact Analysis

Impact level **High**

Need to enable **No**

Configuration **Yes**

Quick win **Yes**



### Business Benefits:

With this feature, employees who don't have work emails can still get the recruiting communication using the alternate email.

## ENHANCED DUPLICATE CHECK WHEN MOVING CANDIDATE TO HR

### Details:

- After a candidate accepts a job offer and is moved to the HR phase, a check can be done to verify if the candidate is a duplicate of any person in the database.
- As a recruiter, you can now identify potential duplicates using these additional identifiers:
  - 1) Person type
  - 2) National identifier
  - 3) Date of birth

Move to HR

Save Cancel

Duplicate Check in Move to HR

☐ None - no duplicate validation
 ☒ Use person creation duplicate check setting for all candidates
 ☐ Use person creation duplicate check setting only for candidates with date of birth and national identifier

Include as Potential Duplicates

☐ All person types
 ☒ Only person types supported in recruiting

ORC

### Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



### Business Benefits:

With this feature, employees who don't have work emails can still get the recruiting communication using the alternate email.

## ENHANCED OFFICE 365 INTEGRATION CAPTURING INTERVIEWER RESPONSE

### Details:

- When candidates select a date and time for an interview, the interviewer receives a response from Office 365.
- When the interviewer accepts the interview date and time selected by the candidate, the info is updated in Recruiting.
- When the interviewer declines the interview date and time selected by the candidate, the candidate receives a notification to reschedule the interview.
- When the interviewer proposes a new date and time, the candidate receives a notification to reschedule the interview. The candidate can accept the proposed or pick a new date and time.
- Different colors are used for interviews in the interview schedule's calendar
  - **Red:** At least one interviewer has declined.
  - **Purple:** No interviewer has declined, and at least one has tentatively accepted.
  - **Green:** No interviewer has declined or tentatively accepted, and at least one interviewer accepted.
  - **Blue:** No interviewer has responded, but the interview or interview slot has been scheduled.
  - **Orange:** No interview is scheduled for the interview slot.

ORC

### Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



### Business Benefits:

With this feature, you can manage interviews more efficiently because interviewer responses to invites are available directly in Recruiting.

# CANDIDATES SCHEDULE BASED ON INTERVIEWERS AVAILABILITY

## Details:

- As a recruiter, when you create a candidate-managed interview schedule, you can select a new setting called Candidates schedule based on interviewers' availability if you want to use the interviewer's Office 365 Calendar availability.
- When you select the Candidates schedule based on interviewers' availability setting, you can't add interview slots to the interview schedule. The application will only propose slots according to the interviewers' availability.

3

Settings

☐ Candidates can reschedule
 ☐ Candidates can cancel
 ☐ Candidates can schedule on same day
 ☒ Candidates schedule based on interviewers' availability

\*Meeting Duration

45 minutes

\*Interviewers

John Finnegan

Recruiter Assistant

Add Another Interviewer

☒ Candidates can see future interviews

Interview Visibility

2 weeks

Continue

ORC

## Impact Analysis

Impact level Low

Need to enable Yes

Configuration No

Quick win Yes



## Business Benefits:

With this feature, the interview scheduling process is streamlined, and Interview Coordinators can leverage Office 365 Calendar.

## TWO-WAY CANDIDATE MESSAGING

### Details:

- The Two-Way Communication is designed to facilitate the 1-1 conversations between hiring team and candidate.
- Recruiters and the hiring team can have conversations with candidates using Two-Way Communication using email, SMS, or both.

ORC

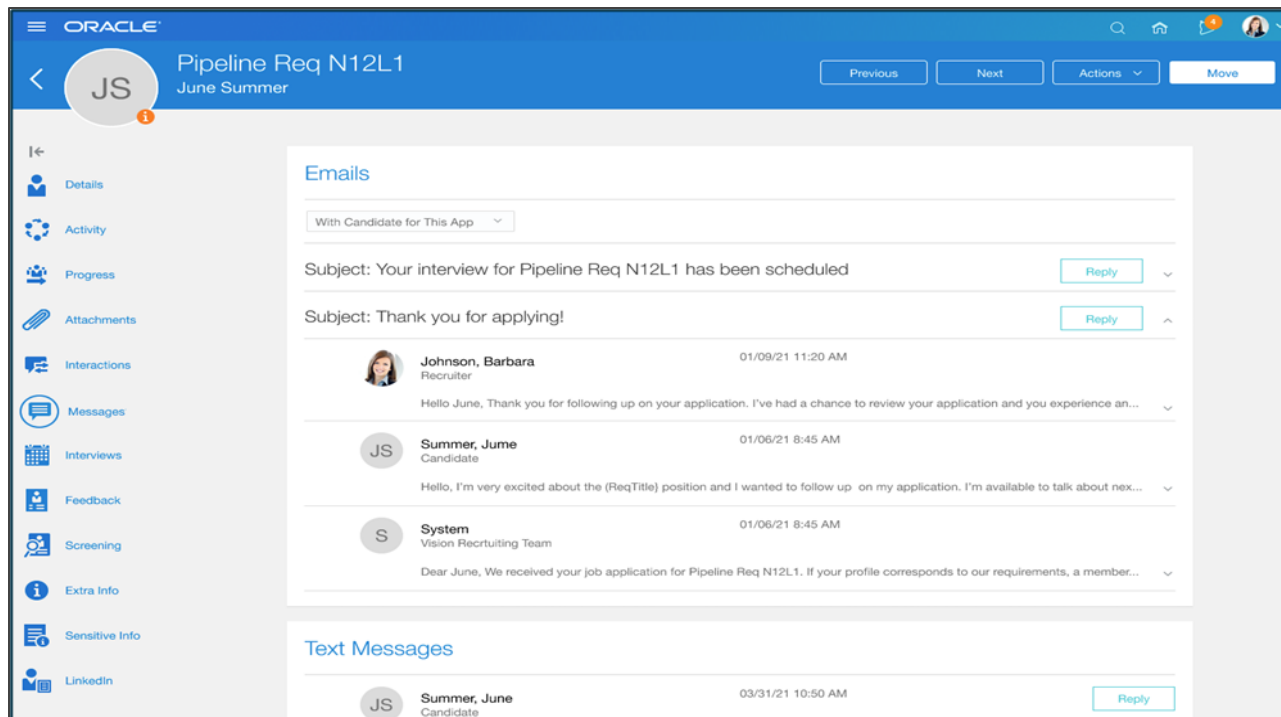
### Impact Analysis

Impact level **Low**

Need to enable **Yes**

Configuration **No**

Quick win **Yes**



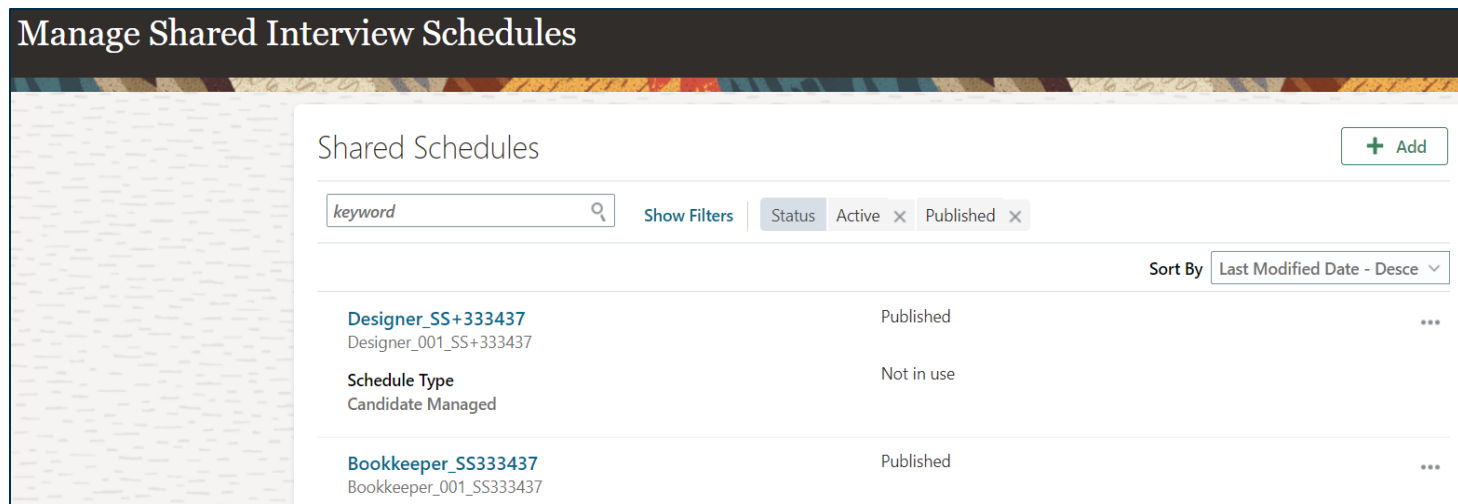
### Business Benefits:

With this feature enhancement, candidates have full visibility into what's happening throughout the process and can get answers to their questions

## SHARED INTERVIEW SCHEDULES

### Details:

- You can use this feature to create shared interview schedules which can be used on multiple job requisitions to prevent having to create similar interview schedules for each requisition.



ORC

### Impact Analysis

Impact level Low

Need to enable Yes

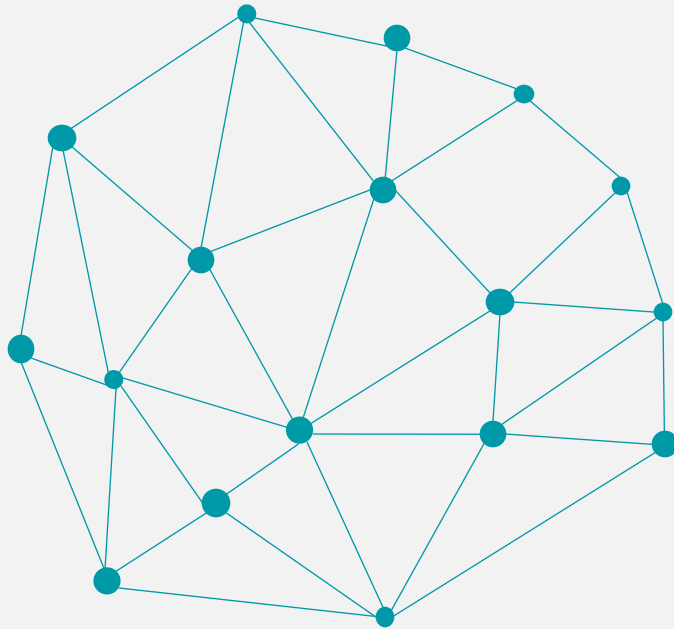
Configuration No

Quick win Yes



### Business Benefits:

With this feature, you no longer must create and manage similar interview schedules on multiple job requisitions when the schedule info is identical



**NEW FEATURES**

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**THE REST**



# RECRUITING PAGES IN TRANSACTION DESIGN STUDIO

## Details:

- Recruiting Pages Actions in Transaction Design Studio have been personalized
- The prefix “Recruiting” has been added to recruiting actions to easily identify and select the pages.

ORC

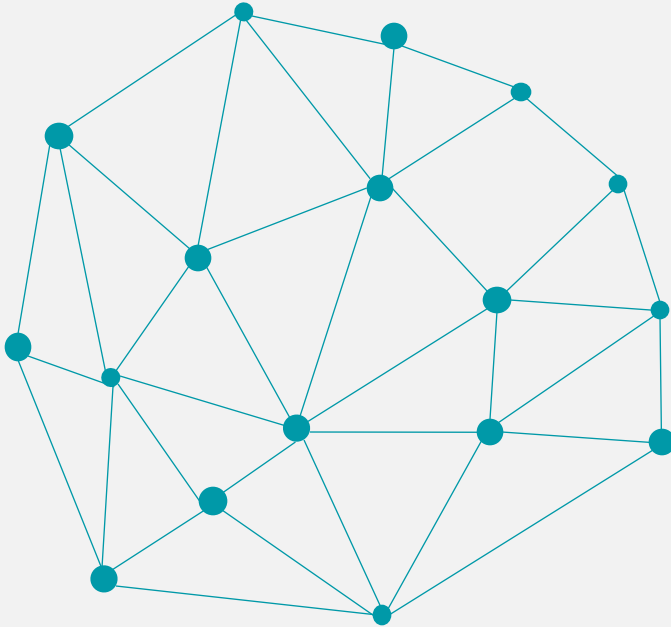
## Impact Analysis

Impact level Low

Need to enable No

Configuration No

Quick win Yes



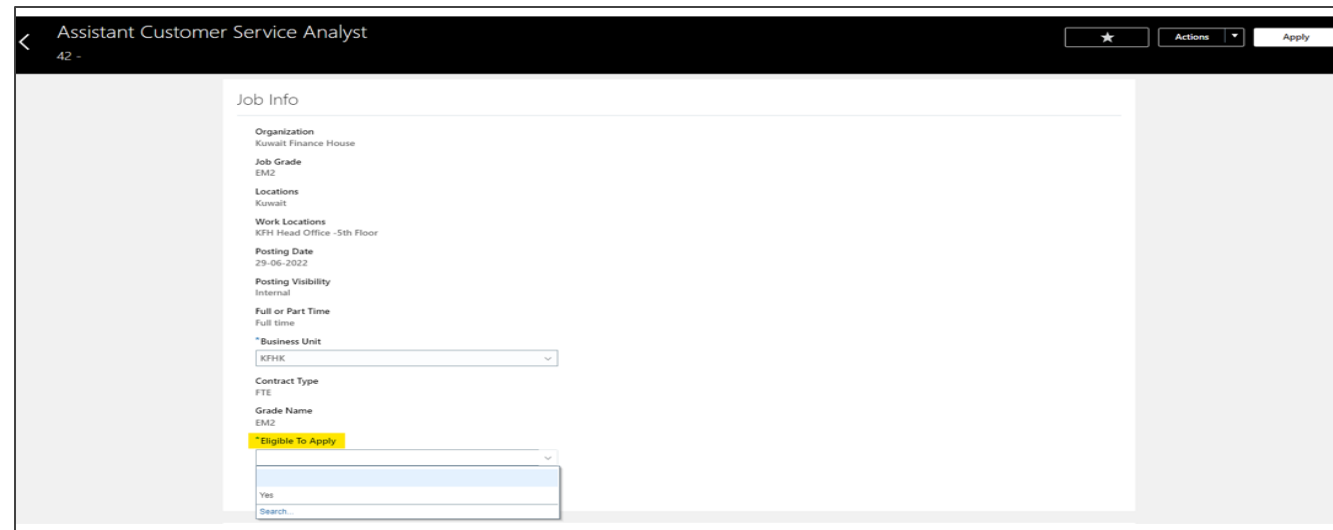
# INNOVATION

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# ELIGIBILITY OF INTERNAL JOB APPLICATIONS BASED ON GRADE

## Details:

- Currently in Oracle Recruiting Cloud there is no standard way to restrict internal job applications based on the candidate.
- For E.g., If an internal candidate is on a Level 1 grade, they should only apply for a requisition that is on Level 2.
- This can be achieved by using a Descriptive Flex Field with a table type value set. The field “Eligible to Apply” will only populate the value “Yes” when the grade of the internal candidate matches the grade of the requisition
- If a candidate will apply for any other requisition, this field will be a blank value which will essentially restrict the candidate from moving ahead with the application process.



Assistant Customer Service Analyst  
42 -

Job Info

Organization  
Kuwait Finance House

Job Grade  
EM2

Locations  
Kuwait

Work Locations  
KFH Head Office -5th Floor

Posting Date  
29-06-2022

Posting Visibility  
Internal

Full or Part Time  
Full time

\*Business Unit  
KFHK

Contract Type  
FTE

Grade Name  
EM2

Eligible To Apply

Yes

Search...



# closing Q&A



# CLOSING NOTE

1. What happens next?
  1. Presentation
  2. Session Recording
2. Speak with your CES Support Manager or CES Service Manager
  1. for additional services around quarterly updates
  2. Learn more about Innovation
3. Next Sessions ?

Talent Management	<div>  6-Oct-2022           </div> <div>  60 minutes           </div> <div>  3:00 PM GMT   4:00 PM CEST   10:00 AM EST           </div>
Benefits and Compensation	<div>  6-Oct-2022           </div> <div>  60 minutes           </div> <div>  4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST           </div>
SCM (Procurement & Advanced Procurement)	<div>  11-Oct-2022           </div> <div>  60 minutes           </div> <div>  3:00 PM GMT   4:00 PM CEST   10:00 AM EST           </div>
Finance	<div>  11-Oct-2022           </div> <div>  60 minutes           </div> <div>  4:30 PM GMT   5:30 PM CEST   11:30 AM EST           </div>
SCM (Inventory & Order Management)	<div>  12-Oct-2022           </div> <div>  60 minutes           </div> <div>  3:00 PM GMT   4:00 PM CEST   10:00 AM EST           </div>
Workforce Management & Global Payroll	<div>  12-Oct-2022           </div> <div>  60 minutes           </div> <div>  4:30 PM GMT   5:30 PM CEST   11:30 AM EST           </div>
Project Portfolio Management (PPM)	<div>  13-Oct-2022           </div> <div>  60 minutes           </div> <div>  3:00 PM GMT   4:00 PM CEST   10:00 AM EST           </div>

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help you!

# THANK YOU



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