

# RECRUITING ENABLEMENT: LEVERAGING DATA AND AUTOMATION TO ACHIEVE GREAT, DIVERSE HIRES



In today's hypercompetitive talent market employers who win do so by reducing the administrative burden on recruiters and hiring managers, leveraging data and automation to pinpoint top candidates and expedite hiring processes for them.

With intelligent automation, configurable and inclusive workflows, and data-driven recommendations, **Recruiting Enablement** is poised to help recruiters and the businesses they serve achieve great and diverse hires more effectively and efficiently than ever before.

Recruiting Enablement is the processes, content, and technology that empowers talent acquisition teams to recruit both efficiently and effectively at high volumes and high velocity.

## Here are the key components of next-generation Recruiting Enablement platforms:

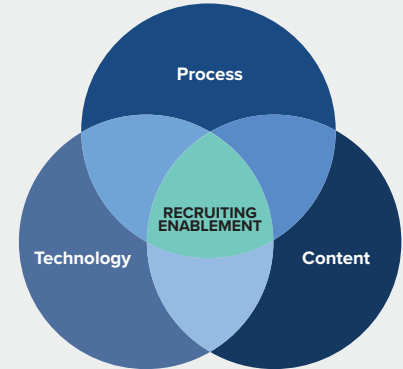
**Comprehensive:** Built to work with your existing tech stack, next-generation Recruiting Enablement platforms include functionality to support applicant tracking, assessments and screening, candidate engagement, interview management, and event management.

**Configurable:** Built to support diverse and inclusive recruiting strategies, next-generation Recruiting Enablement platforms allow recruiters to design and execute on highly tailored workflows that include the specific processes and content unique to specific scenarios.

**Automated:** Built to help recruiters reinvest their time into high-value activities, next-generation Recruiting Enablement platforms include data-driven automation to speed bulk activities, such as sifting, screening, assessing, interview scheduling, and making job offers.

**Data-Driven:** Built to help recruiters pinpoint and advance best-fit candidates that meet diversity and inclusion objectives at scale, next-generation Recruiting Enablement platforms use AI and machine learning to remove bias from and give insight into the effectiveness of recruiting processes.

**Inclusive:** Built to nurture diverse and inclusive strategies, next-generation Recruiting Enablement platforms combine data-driven decision making with the ability to deliver tailored content at every step in the workflow.



### Process

The Recruiting Enablement process is about hardwiring data-driven insights and intelligent automation into recruiting processes, empowering recruiters to make the best possible hires every day, as efficiently and effectively as possible.

### Content

Recruiting Enablement helps recruiters design highly configurable workflows that allow for specific, more relevant, engaging, and inclusive content to be delivered to candidates.

### Technology

Recruiting Enablement technology enables the design and automation of diverse and inclusive recruiting workflows, hardwiring data-driven insights into processes and decision making.

