IBM Kenexa BrassRing on Cloud

Release Notes

April 2016

Note

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Introduction

This document presents changes, both visible and configurable, that are included in the April 2016 release of IBM Kenexa® BrassRing® on Cloud.

The objectives of this document are to:

- Present feature enhancements and usability and performance improvements that are introduced in this release.
- Document changes in system requirements, if applicable.

Visible changes

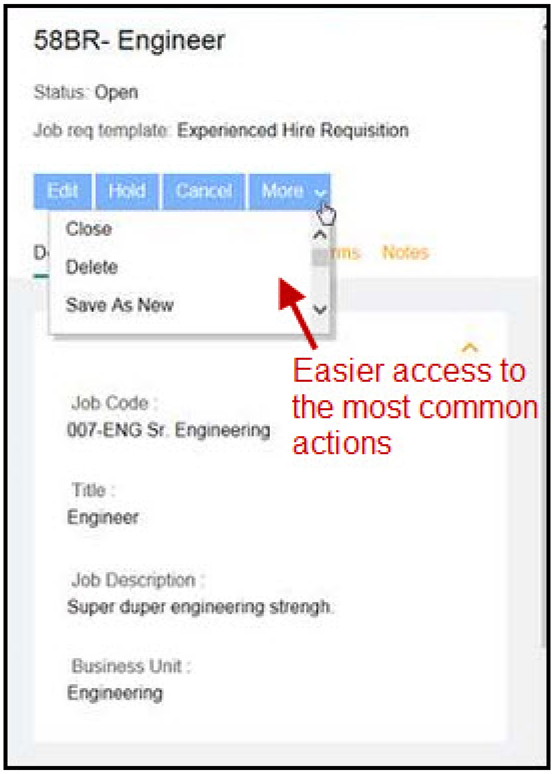
The current release of IBM Kenexa BrassRing on Cloud includes the following visible changes. Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

Responsive Recruiter - Add, Edit, Save as New, View Req Pages

Responsive pages for adding and editing requisitions are now available.

Responsive pages fit the application display to the device, crisply and conveniently.BrassRing users can now add, save as new, edit, and view requisition details from any device, with full access to their req templates, language options, and req actions, including posting and eLinking. The following pages are affected.

- Add a new req
- Save as New
- Edit req
- View req, which shows the most common actions for easier access. Select **More** to access more actions.



Communications - Uploading multiple attachments

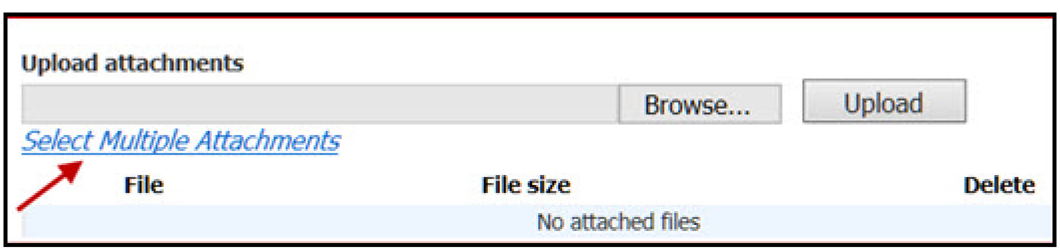
BrassRingcommunications template administrators and users with the **Communications - enable** privilege can select multiple attachments, compress them in a .zip file with the right-click menu, and upload them to the page.

About this task

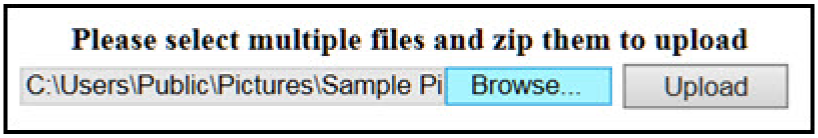
You can upload multiple attachments from the Add communications template, Edit communications template, and Send communication pages. Follow the steps to add attachments to a communications template or at Send communication time.

Procedure

1. Go to the **Upload attachments** section of the page and select**Select Multiple Attachments**.



2. On the Select Files to Upload window, select **Browse** and go to the directory that contains the files you want to attach.
3. Right-click to open the **Select** menu, select **Send to** > **Compressed (zipped) folder**. The .zip file is saved in the same directory, where you can rename it.
4. Select **Open**. The file path name is added to the browse field in the Select Files to Upload window.



5. Select **Upload**. The .zip file is added to the attachments grid.

Responsive Talent Gateways - Resume extraction enhancements

Responsive candidate apply Talent Gateways have enhanced resume extraction for imported profiles. Enhancements include improved accuracy of extraction in existing locales, and extraction added for several languages/locales that were not previously available for extraction.

Improved resume extraction applies to Import Profile and the following upload functions.

- **Upload file** from computer or device
- Upload from Google Drive
- Upload from Dropbox
- Extract from existing Talent Gateway profile **Saved Resume/CV**

Extraction for the following languages and locales is added.

- Hebrew/Israel
- Japanese/Japan
- Polish/Poland
- Portuguese/Brazil, Portuguese
- Turkish/Turkey

Extraction for the following languages and locales was previously available.

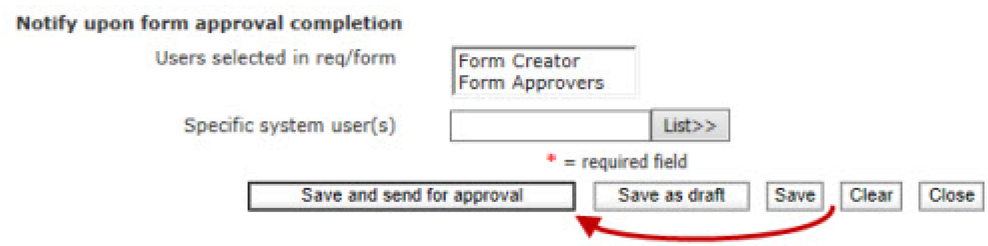
- Chinese (both Simplified and Traditional)
- Dutch/Netherlands, Belgium
- English/United States, United Kingdom, Ireland, Australia, New Zealand, South Africa, India
- French/France, Canada, Belgium, Luxembourg, Switzerland
- German/Germany, Austria, Switzerland
- Italian/Italy
- Russian/Russian Federation
- Spanish/Spain, Argentina, Mexico
- Swedish/Sweden

Other visible changes

The following changes are also visible with the current build.

- Candidate forms - **Save and send for approval** button relocated

  When users send candidate forms for approval, they now see the **Save and send for approval** button repositioned on the page. It precedes other buttons such as **Save as draft** and **Save** for added convenience.

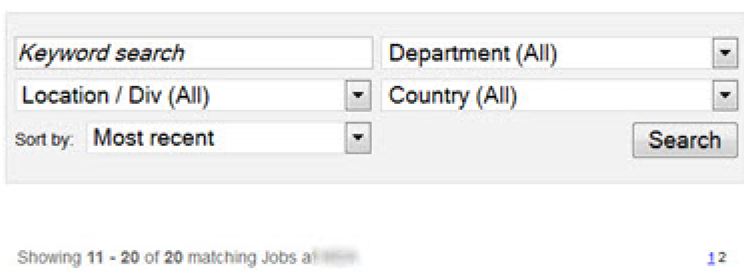


- Responsive Talent Gateways - Keyword searching now includes job description text

  When candidates search for jobs on responsive Talent Gateways, their search includes both configured auto-complete requisition fields and the job details (keyword) fields, including job description.
- Talent Gateways - Accessibility enhancements

  The Facebook job search widget page has the following enhancements to ensure compliance with accessibility requirements.

  Intrusive page refreshes are eliminated when candidates change Search filter options. Previously changes were automatically submitted and the page was refreshed. Now, candidates can provide a key word, change filter options, and select **Search** without interruption. Similarly, candidates can change **Sort by** options without triggering a page refresh.



- Lead Manager - Label update

  For clients using IBM Kenexa Lead Manager, the action to add BrassRing candidates to that candidate relationship manager is labeled **Add to Lead Manager** in the following workflows.

  Select candidates in a requisition folder, select **Add to Lead Manager**.

  Select candidate's Talent Record, select **Add to Lead Manager**.

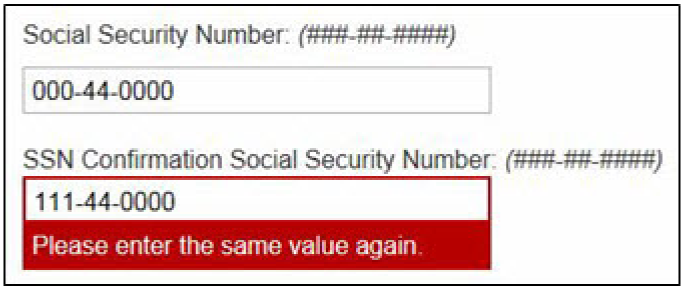
Configurable features

The current release of BrassRing includes the following configurable features. Configurable features must be configured or turned on to be visible and available to users.

Responsive Recruiter - Candidate form confirmation fields

The ability to require that users/candidates confirm their date of birth and SSN values by entering the same value twice is extended to the responsive user interface for BrassRing.

You can now configure a confirmation field for all date type fields or the Social Security Number (SSN) field on candidate forms that are used in BrassRing responsive UI. For a field that has a confirmation field, users must enter the same information in both fields to ensure that correct information is provided. When the information that is entered in the two fields does not match, an error message displays.



Confirmation fields for date type fields became available in classic BrassRing UI in Release 14.0.15. (Confirmation field for SSN was already available in the classic UI.)

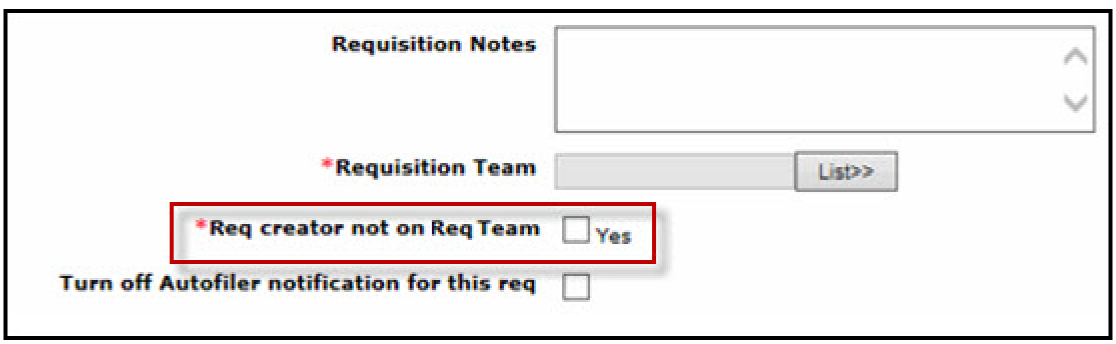
To set up a confirmation field for a candidate form date field or **SSN** field, set its **Enable Confirmation Field** attribute to **Yes**. In Workbench, select **Tools** > **Forms** > **Candidate forms** > **Administer Form Fields** > **Edit field attributes**.

Req teams - Optional membership for creators

Users who create requisitions can now opt out of automatically being added to the req team.

Requisition creators can now choose whether they want to be on the requisition's req team when they create or edit the requisition. Often the creator is a someone who doesn't need to be on the req team or have an inadvertent *my req* relationship with the req.

A new client setting provides an opt-out field that can be added to requisition templates. When users add a req based on a template with the option, they can select the **Req creator not on Req Team** check box that appears following the **Req team** field.

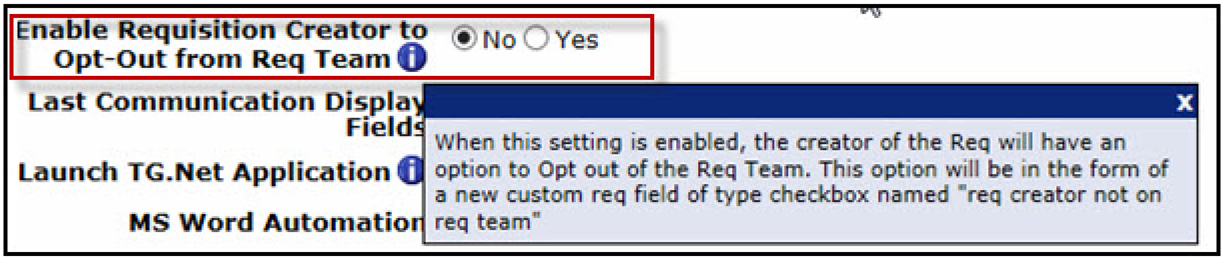


Check box is also available on the edit screen for changes.

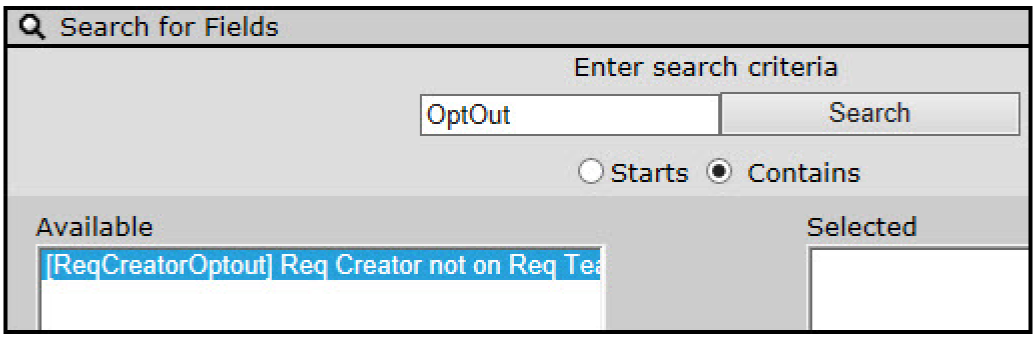
How do I get this feature?

The opt-out option from automatic team membership is controlled by a client setting and addition of opt-out check box field to req templates.

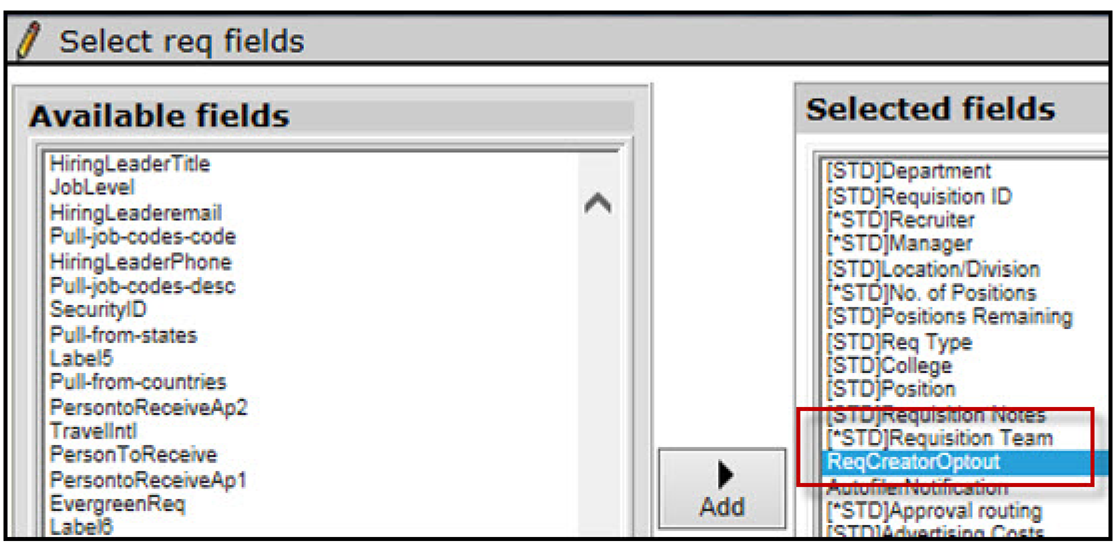
To enable the feature, BrassRing staff set the **Enable Requisition Creator to Opt-Out from Req Team** to **Yes**.



The setting creates a custom check box requisition field, **req creator not on req team** (**ReqCreatorOptout**). Certified Workbench users add the field to req templates. Select **Tools** > **Forms** > **Reqs** > **Req forms** > **Define custom req fields**. Select and add the field.



In **Tools** > **Forms** > **Reqs** > **Req forms**, select the req template. Select **Administer req fields** > **Select req fields**. Add, and position the **ReqCreatorOutput** field to follow the **Req team** field.



Add translations as needed.

Integrations - Video interviews

IBM Kenexa BrassRing on Cloud now offers video interview services through an integration with Talview Recruit. Vendors with whom BR already offers integrated video interviewing include HireVue, Async Interview, and LaunchPad. Video interview integration provides on-demand digital interviewing services – video interviews. Users can schedule a video interview and capture the status in the candidate's BrassRing Talent Record.

Video interviewing integrations with BrassRing use secure, browser-based technology, allowing your organization to send standardized questions to candidates and let them record responses via a web camera. Then you can watch, rate, and share the candidates you want, on your own schedule. This minimizes time and travel costs associated with early stage interviews, and removes the inconveniences of scheduling.

Video interview integration is controlled by a client setting , subscription setup, and field mapping that is done by BrassRing service staff in Workbench.

User experience

BrassRing triggers the video interview process when a user updates a candidate to a preset HR Status, from within the folder of a req that is based on a req template. The template must be one that is designated for video interviewing. Both req template and HR Status are designated in the configuration setup for the integration partner's candidate export subscription. The system passes the candidate and interview information to the integration partner for processing. The basic status and results are updated within the configured BrassRing standard candidate form when they are available. Users can access the results directly from the link in the notification, or from the candidate form (from the candidate grid of the req folder or the candidate’s Talent Record). The candidate form includes a hyperlink for accessing the candidate’s video, and to rate and share it.

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