

IBM Kenexa BrassRing on Cloud

Release Notes

May, 2016

IBM

Note

Before you use this information and the product it supports, read the information in "Safety and environmental notices" on page x and "Notices" on page x.

This edition applies to May, 2016 release of IBM Kenexa BrassRing on Cloud and to all subsequent releases and modifications until otherwise indicated in new editions.

© **Copyright IBM Corporation 2016.**

US Government Users Restricted Rights – Use, duplication or disclosure restricted by GSA ADP Schedule Contract with IBM Corp.

Terms and conditions for product documentation

Permissions for the use of these publications are granted subject to the following terms and conditions.

Applicability

These terms and conditions are in addition to any terms of use for the IBM® website.

Personal use

You may reproduce these publications for your personal, noncommercial use provided that all proprietary notices are preserved. You may not distribute, display or make derivative work of these publications, or any portion thereof, without the express consent of IBM.

Commercial use

You may reproduce, distribute and display these publications solely within your enterprise provided that all proprietary notices are preserved. You may not make derivative works of these publications, or reproduce, distribute or display these publications or any portion thereof outside your enterprise, without the express consent of IBM.

Rights

Except as expressly granted in this permission, no other permissions, licenses or rights are granted, either express or implied, to the publications or any information, data, software or other intellectual property contained therein.

IBM reserves the right to withdraw the permissions granted herein whenever, in its discretion, the use of the publications is detrimental to its interest or, as determined by IBM, the above instructions are not being properly followed.

You may not download, export or re-export this information except in full compliance with all applicable laws and regulations, including all United States export laws and regulations.

IBM MAKES NO GUARANTEE ABOUT THE CONTENT OF THESE PUBLICATIONS. THE PUBLICATIONS ARE PROVIDED "AS-IS" AND WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESSED OR IMPLIED, INCLUDING BUT NOT LIMITED TO IMPLIED WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, AND FITNESS FOR A PARTICULAR PURPOSE.

Contents

Terms and conditions for product documentation iii

Introduction 1

Visible changes 1
 Responsive Recruiter - More responsive features . 1
 Communications - Include forms to view and Talent Record eLinks 4
 Communications - Uploading attachments 7
 Other Visible Changes 9
Configurable features 9

Integrations - Background check vendors 9
Integrations - Video interviews 10
Automation Manager - Trigger retired 10
Integrations - LinkedIn Referrals 10

Notices 13

Programming interface information 15
Trademarks 15
Terms and conditions for product documentation. . 15
IBM Online Privacy Statement 16
Safety and environmental notices 16

Introduction

This document presents changes, both visible and configurable, that are included in the May 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

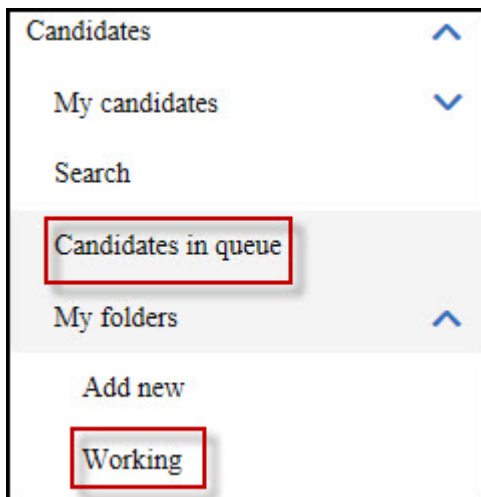
The current release of IBM Kenexa BrassRing on Cloud includes the following visible changes. Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

Responsive Recruiter - More responsive features

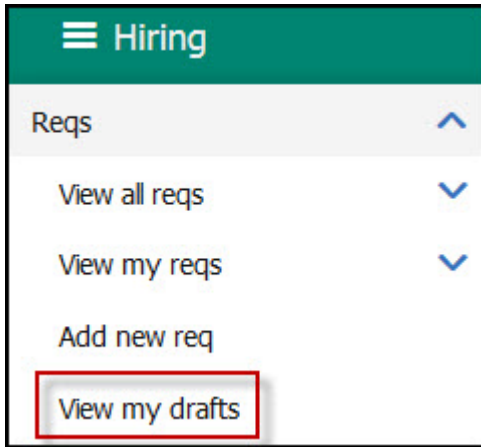
Several more BrassRing features are now responsive for convenient display on users' devices.

The following features and screens are now available in the responsive user interface.

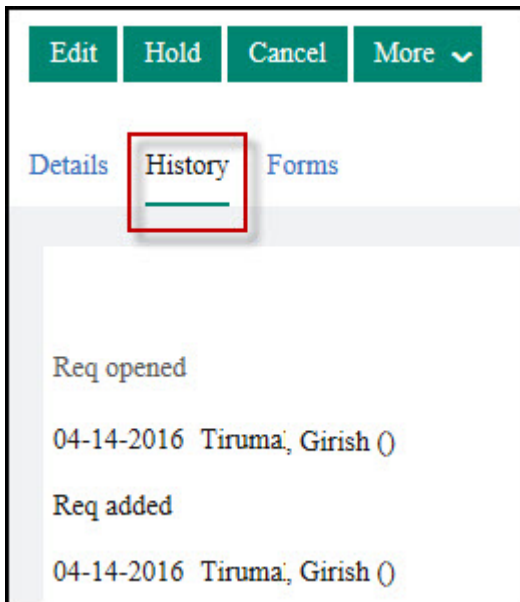
- Candidates in queue - access candidates in queue from **Candidates > Candidates in queue**.
- Working folders - access working folders from **Candidates My folders Working**.



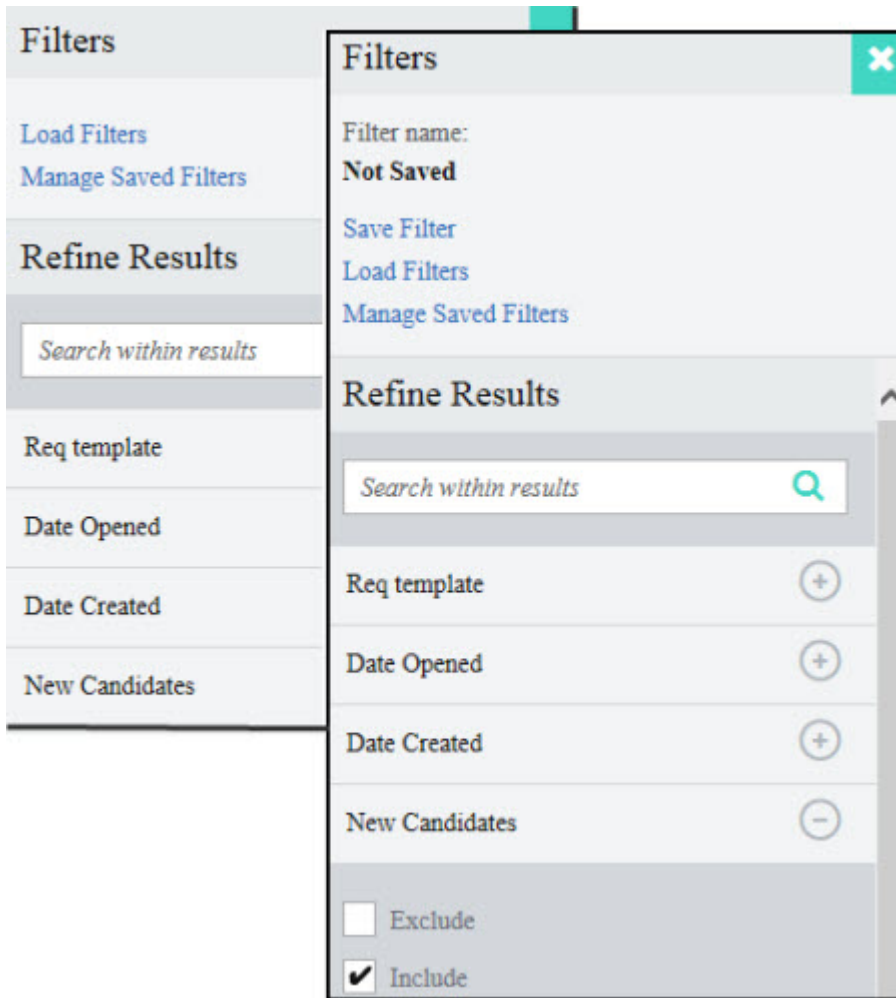
- My req drafts - access saved draft requisitions screen from **Reqs > View my drafts**.



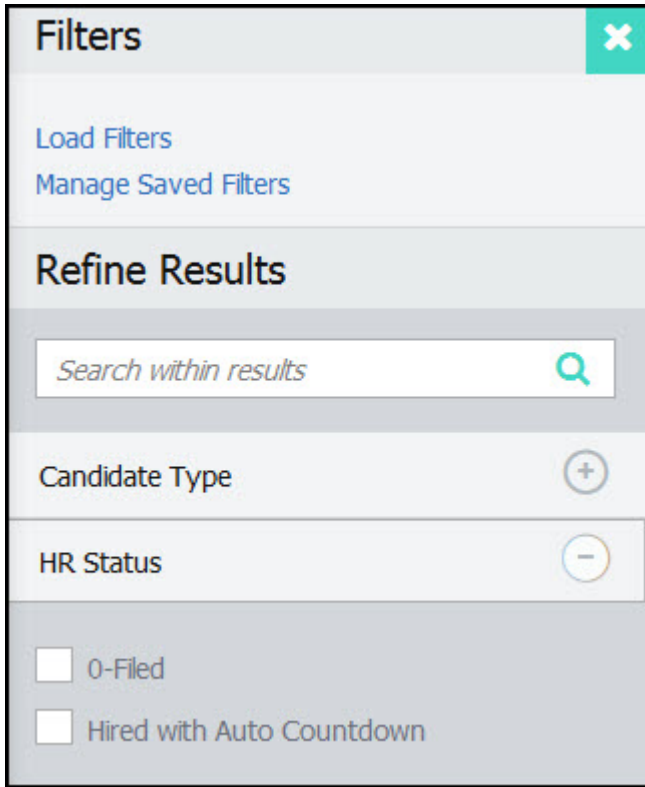
- Requisition history - select **History** on the View Req screen to display the history details.



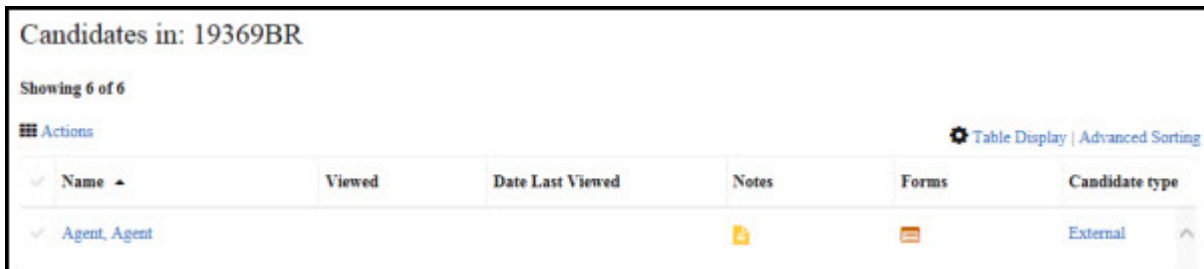
- Requisition filters - refine results for My Reqs and All Reqs lists with filter criteria (with type-ahead search), requisition fields such as **Date Opened** or **Created**, **Location**, and criteria such as whether to exclude or include reqs with **New Candidates** or **Active Candidates**. Select criteria, and save the filter for reuse if you want by selecting **Save Filter**. Select **Load Filters** to choose a saved filter for reuse, and **Manage Saved Filters** to update or delete saved filters.



- Candidate filters - filter results for candidate list screens by **Candidate Type** and **HR Status**. Expand either control and select from the options. You save, load, and manage candidate filters in the same way as for requisitions.



- Reqs and Candidate Results grid update - grids have a new look. Select **Actions** for all related actions. Select **Table Display** to edit the columns, and **Advanced Sorting** to set the sort options.



Note: To access Responsive Recruiter if that is not your default user interface, select the rocket icon on the full site Home page.



To return to the classic panel user interface from Responsive Recruiter interface, select **Navigation icon > Full Site Home**.

Communications - Include forms to view and Talent Record eLinks

Template administrators can now include forms to view in templates, and can add Talent Record eLinks. Users with privileges to view and edit Communication templates see the following enhancements with this release.

Include Forms to view

Besides being able to include forms to complete, template administrators can now also select one or more forms for recipients to view. They can add the forms or a URL to the communication by

selecting either **Add** or **Add URL**.

Include forms to view

- "SRCandidateform Parallel"
- "SRCandidateform Sequential"
- "SRQB"
- "SRSPCR"
- "SRSSOForm"
- "SRTTestForm"

<< Add
<< Add URL

Add Talent Record eLinks

- Include notes
- Include HR status
- Include attachments
- Include Doc sub forms

Talent Record eLinks

To provide functionality similar to **Send eLink**, template administrators can now select **Add Talent Record eLinks** to include notes, HR status, and attachments (with sub forms), and forms to view and complete to be available to recipients in candidate Talent Records.

When **Add Talent Record eLinks** is selected, [#eLinks:TalentRecord#] token is added to the message body, to be resolved when the communication is sent.

[#SystemInfo:TodaysDate#]

Please review the Talent records of each of the following candidates:

[#eLinks:TalentRecord#]

You may provide feedback by using the Respond button on each candidate's Talent record.

Sincerely,
[#User-info:FirstName#] [#User-info:LastName#]
[#User-info:Signature#]

With the [#eLinks:TalentRecord#] token present, the following rules apply.

- Neither candidate tokens nor candidate portal tokens are allowed – validation occurs after template is selected if both eLink and candidate tokens are in the message body.
- Template type cannot be **Agency**.

When users send a communication that is based on a template with the token, the token resolves, listing all candidate names that are selected. Thus recruiters can easily send a slate of candidates to a hiring manager, for example, without sending multiple emails.



Talent Records for your review

nbel@us.ibm.com to: Name

Please respond to NiBel

06-05-16 12:01

[Show Details](#)

May 6, 2016

Hiring Manager for 476BR – Purchasing Agent

Please review each candidate Talent Record which includes forms to view:

[Tom Fox](#)
[Financial Analyst](#)
[Community Bank](#)

[Greg Moss](#)
[Purchasing Manager](#)
[Whole Foods](#)

[Kelly Owens](#)
[Accountant](#)
[Ernst & Young](#)

Sincerely,
HR Department

Recipients select the candidate name hyperlinks in the email to open each candidate's eLinked Talent Record.

When Sending communication with [#eLinks:TalentRecord#] token:

- **Send to: Other recipients** is selected by default; **Send to: Candidates** option is disabled.
- Each **To** recipient gets only one email (not one per candidate).

Select forms to complete or view for Talent Record eLinks

When administrators add Talent Record eLinks to the template, they can also select forms from the **Include forms to complete or view** lists.

Note: You must select the forms without selecting either **Add** or **Add URL**, or upon saving you get a warning to remove the token or the forms.

Selected forms are saved with the template to be viewed or completed when recipients of the

eLink click the candidate names to open the Talent Record, where they can access the forms to complete or view on the Forms tab of the eLinked Talent Record.

Rules Automation Manager triggers can consume communication templates for which **Add Talent Record eLinks** is specified, so clients are able to define and trigger automatic template-based Talent Record eLink communications.

Communications - Uploading attachments

BrassRingcommunications template administrators and users with the **Communications - enable** privilege can select one or more attachments and upload them to the Add communications template, Edit communications template, or Send communication pages. When selecting more than one file, you must compress them in a .zip file with the right-click menu. The instructions are revised (from previous build release notes) to provide separate information for the workflows on IE11 browser and on Firefox and Chrome browsers.

IE - Uploading attachments

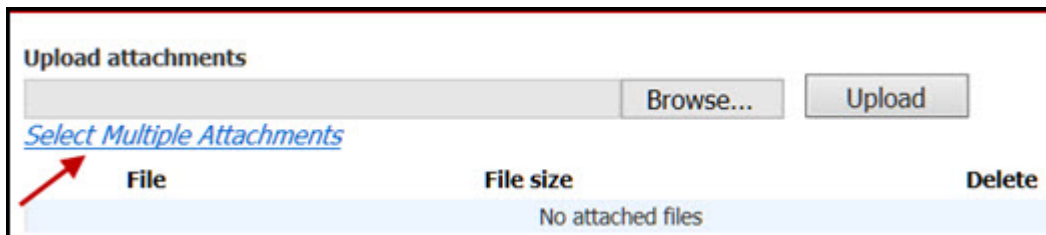
If using an IE11 browser, you see a **Select Multiple Attachments** link for adding multiple attachments to a communications template or communication (sent with **Send communication**).

About this task

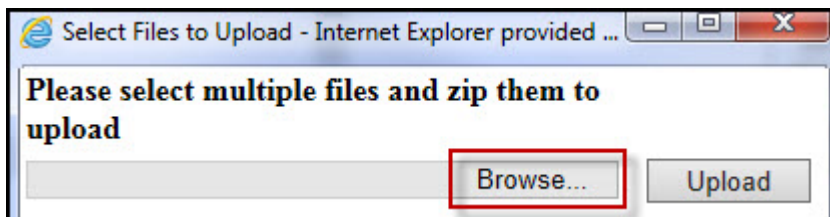
You can upload one or more attachments from the Add communications template, Edit communications template, and Send communication pages.

Procedure

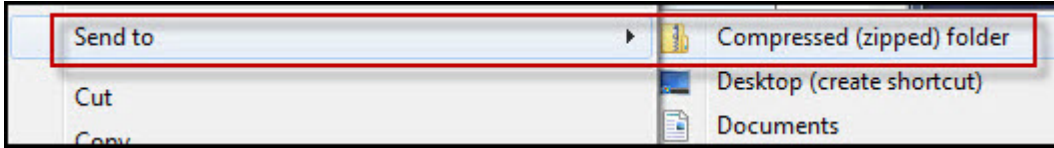
1. Go to the **Upload attachments** section of the page.
If uploading only one file, select **Browse**, browse to it, select **Open**, and select **Upload**.
The uploaded file is added to the attachments grid.
2. If uploading multiple files, select **Select Multiple Attachments**.



3. On the Select Files to Upload screen, select **Browse** and go to the directory that contains the files you want to attach.

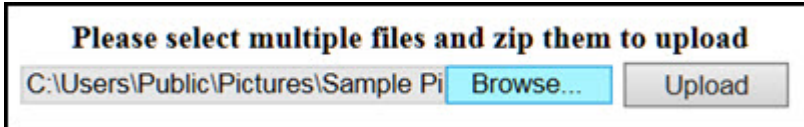


4. Right-click to open the **Select** menu, select **Send to > Compressed (zipped) folder**.



The .zip file is saved in the same directory, where you can optionally rename it.

5. Without closing the dialog, select the .zip file (only).
6. Select **Open**. The file path name is added to the browse field (that is on the page when you selected one attachment, or in the Select Files to Upload window when you just created a .zip file).



7. Select **Upload**. The new .zip file is added to the attachments grid. (You can also upload any previously-created .zip file as you would a single file.)

Firefox and Chrome - Uploading multiple attachments

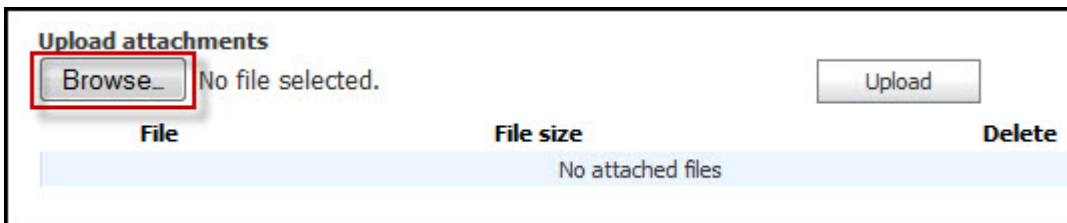
If using a Firefox or Chrome browser, follow the steps to add one or more attachments to a communications template or communication (sent with **Send communication**).

About this task

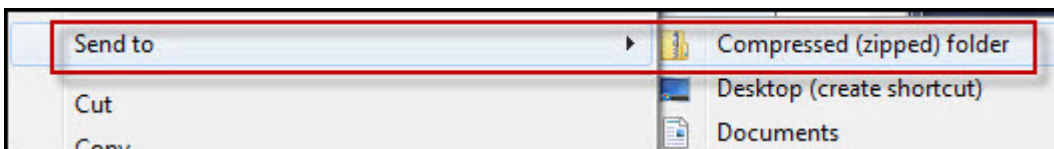
You can upload one or more attachments from the Add communications template, Edit communications template, and Send communication pages.

Procedure

1. Go to the **Upload attachments** section of the page and select **Browse**.



2. Go to the directory that contains the file or files that you want to attach. If uploading only one file, select it, open it, and select **Upload**. The uploaded file is added to the attachments grid.
3. If uploading multiple files, 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 optionally rename it.

4. Select the .zip file (only) and select **Open**. The file path name is added by the browse field on the page.



5. Select **Upload**. The new .zip file is added to the attachments grid. (You can also upload any previously-created .zip file as you would a single file.)

Other Visible Changes

The following changes are also visible with the current build.

Remote Recruiter to be sunset with June 2016 Release 14.0.18

Users can accomplish all Remote Recruiter tasks, plus more, with the Responsive Recruiter interface. Log in to BrassRing and select the rocket icon.

Event Manager - Location description

The character limit of the **Location** description field in Event Manager's **Assessor Scheduling** section is increased to 1000 characters from 100 characters. This enhancement is based on client request.

Responsive Gateway Questionnaire - Phone number validation

When candidates provide a phone number in responsive Gateway Questionnaires (Responsive Apply), the phone number format is validated. Previously the accepted format was xxx-xxx-xxxx, where x is a number. The following validation rules apply with this release.

- Phone number first character must be a plus sign (+) or a number.
- Numbers and characters that include plus sign (+), comma (,), space, and period (.) are accepted in the remaining positions.
- Last character must be a number.

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.

Integrations - Background check vendors

IBM Kenexa BrassRing on Cloud offers background check services now through an integration with Carco (carcogroup.com).

Integrated background checks are already available from the following vendors.

- A-Check (acheckglobal.com)
- Accurate (accuratebackground.com)
- ADP (adp.com)
- Asurint (asurint.com)
- eScreen (escreen.com)
- First Advantage (SecurePoint, Verifications, Inc) (fadv.com)
- GIS (General Information Services) (geninfo.com)
- HireRight (hireright.com)
- Intellius (TalentWise) (intellius.com)
- LexisNexis (ChoicePoint) (lexisnexis.com)

- Orange Tree (orangetreescreening.com)
- PreCheck (precheck.com)
- SkillSurvey (skillsurvey.com)
- Sterling (sterlingbackcheck.com)
- Verified Credentials (verifiedcredentials.com)

Background check integration is controlled by a client setting, subscription setup, and field mapping that is done by BrassRing service staff.

Integrations - Video interviews

IBM Kenexa BrassRing on Cloud offers video interview services now through integrations with Sonru (Sonru.com) and Montage (MontageTalent.com). 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, to which they record responses with a web camera. You can then watch, rate, and share the candidates you want, on your own schedule. Video interviewing minimizes time and travel costs that are associated with early stage interviews, and removes scheduling inconveniences.

Integrated video interviewing is already available from the following vendors.

- Async Interview (asynchinterview.com)
- GreenJobInterview (greenjobinterview.com)
- HireVue (hirevue.com)
- LaunchPad (launchpadrecruits.com)
- Talview Recruit (talview.com)

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

Automation Manager - Trigger retired

Since a Rules Automation Manager trigger achieves the same results as the Automation Manager trigger, **Candidate HR status – send Talent Record**, the latter is being retired. Client service representatives can no longer add **Candidate HR status – send Talent Record** triggers in Workbench. Any existing Automation Manager triggers of this type can not be saved as new.

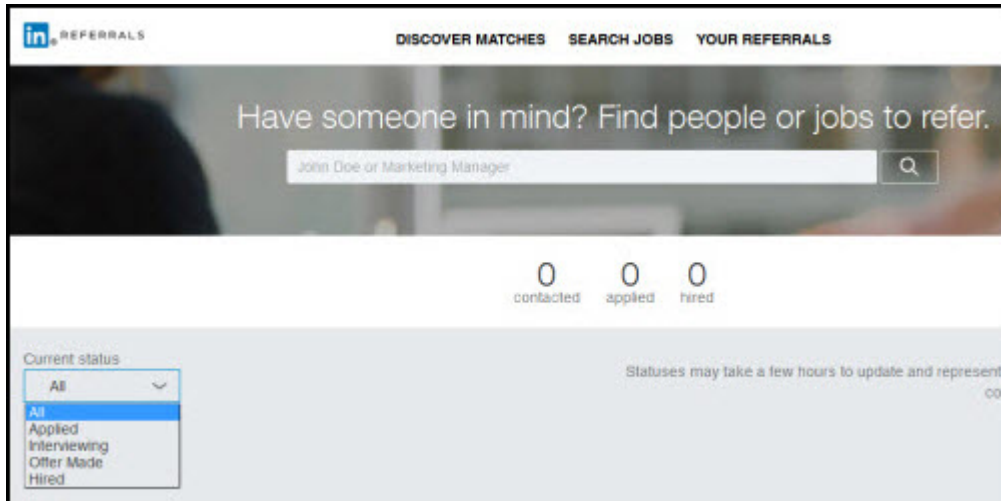
Additionally, action links related to **Candidate HR status – send Talent Record** triggers are no longer displayed. Appropriate messages are displayed in the Add Trigger and View Trigger pages.

Integrations - LinkedIn Referrals

The LinkedIn Referrals integration gives clients an option to post jobs to LinkedIn Referrals from within BrassRing and update candidate status for posted jobs. Jobs that are posted to LinkedIn are searchable in LinkedIn’s general candidate pool.

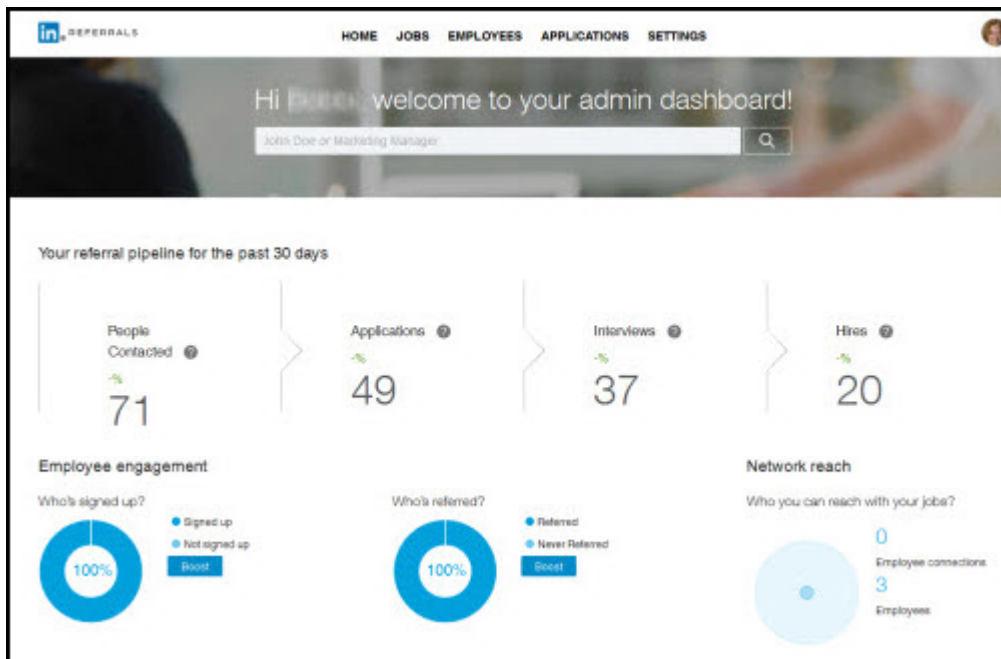
Employees who are added to LinkedIn Referrals can:

- View and search job openings
- Share job opportunities through social media connections
- Refer candidates through their LinkedIn connections
- Track the progress of their referrals on their LinkedIn Referrals dashboard.



Recruiters and Administrators added to LinkedIn Recruiter can:

- View various reports on the LinkedIn Referrals dashboard
- Use the Settings tab to launch and to customize the LinkedIn Referral integration settings.



The LinkedIn integration provides clients with a larger pool of qualified candidates, with the added benefits of LinkedIn Recruiter and LinkedIn Referrals. LinkedIn Recruiter gives the client's recruiters an advantage when they search for candidates within LinkedIn. The recruiter searches for qualified candidates from a larger pool of candidates and if candidates are previous applicants, the recruiter can delve deeper into that candidate's qualifications. With LinkedIn Referrals, recruiters and other LinkedIn candidates can refer potential candidates to their job postings.

LinkedIn Referrals enhances candidate experience with searchable jobs within LinkedIn. When candidates apply to jobs posted in LinkedIn, BrassRing tracks the candidate's source and the application process.

Contact your BrassRing Client Satisfaction Manager or Support for more information on using and setting up the integration.

Notices

This information was developed for products and services offered in the US. This material might be available from IBM in other languages. However, you may be required to own a copy of the product or product version in that language in order to access it.

IBM may not offer the products, services, or features discussed in this document in other countries. Consult your local IBM representative for information on the products and services currently available in your area. Any reference to an IBM product, program, or service is not intended to state or imply that only that IBM product, program, or service may be used. Any functionally equivalent product, program, or service that does not infringe any IBM intellectual property right may be used instead. However, it is the user's responsibility to evaluate and verify the operation of any non-IBM product, program, or service.

IBM may have patents or pending patent applications covering subject matter described in this document. The furnishing of this document does not grant you any license to these patents. You can send license inquiries, in writing, to:

*IBM Director of Licensing
IBM Corporation
North Castle Drive, MD-NC119
Armonk, NY 10504-1785
US*

For license inquiries regarding double-byte character set (DBCS) information, contact the IBM Intellectual Property Department in your country or send inquiries, in writing, to:

*Intellectual Property Licensing
Legal and Intellectual Property Law
IBM Japan Ltd.
19-21, Nihonbashi-Hakozakicho, Chuo-ku
Tokyo 103-8510, Japan*

INTERNATIONAL BUSINESS MACHINES CORPORATION PROVIDES THIS PUBLICATION "AS IS" WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF NON-INFRINGEMENT, MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. Some jurisdictions do not allow disclaimer of express or implied warranties in certain transactions, therefore, this statement may not apply to you.

This information could include technical inaccuracies or typographical errors. Changes are periodically made to the information herein; these changes will be incorporated in new editions of the publication. IBM may make improvements and/or changes in the product(s) and/or the program(s) described in this publication at any time without notice.

Any references in this information to non-IBM websites are provided for convenience only and do not in any manner serve as an endorsement of those websites. The materials at those websites are not part of the materials for this IBM product and use of those websites is at your own risk.

IBM may use or distribute any of the information you provide in any way it believes appropriate without incurring any obligation to you.

Licensees of this program who wish to have information about it for the purpose of enabling: (i) the exchange of information between independently created programs and other programs (including this one) and (ii) the mutual use of the information which has been exchanged, should contact:

*IBM Director of Licensing
IBM Corporation
North Castle Drive, MD-NC119
Armonk, NY 10504-1785
US*

Such information may be available, subject to appropriate terms and conditions, including in some cases, payment of a fee.

The licensed program described in this document and all licensed material available for it are provided by IBM under terms of the IBM Customer Agreement, IBM International Program License Agreement or any equivalent agreement between us.

The performance data discussed herein is presented as derived under specific operating conditions. Actual results may vary.

The client examples cited are presented for illustrative purposes only. Actual performance results may vary depending on specific configurations and operating conditions.

The performance data and client examples cited are presented for illustrative purposes only. Actual performance results may vary depending on specific configurations and operating conditions.

Information concerning non-IBM products was obtained from the suppliers of those products, their published announcements or other publicly available sources. IBM has not tested those products and cannot confirm the accuracy of performance, compatibility or any other claims related to non-IBM products. Questions on the capabilities of non-IBM products should be addressed to the suppliers of those products.

Statements regarding IBM's future direction or intent are subject to change or withdrawal without notice, and represent goals and objectives only.

All IBM prices shown are IBM's suggested retail prices, are current and are subject to change without notice. Dealer prices may vary.

This information is for planning purposes only. The information herein is subject to change before the products described become available.

This information contains examples of data and reports used in daily business operations. To illustrate them as completely as possible, the examples include the names of individuals, companies, brands, and products. All of these names are fictitious and any similarity to actual people or business enterprises is entirely coincidental.

COPYRIGHT LICENSE:

This information contains sample application programs in source language, which illustrate programming techniques on various operating platforms. You may copy, modify, and distribute these sample programs in any form without payment to IBM, for the purposes of developing, using, marketing or distributing application programs conforming to the application programming interface for the operating platform for which the sample programs are written. These examples have not been thoroughly tested under all conditions. IBM, therefore, cannot guarantee or imply reliability, serviceability, or function of these programs. The sample programs are provided "AS IS", without warranty of any kind. IBM shall not be liable for any damages arising out of your use of the sample programs.

Each copy or any portion of these sample programs or any derivative work must include a copyright notice as follows:
© (your company name) (year).
Portions of this code are derived from IBM Corp. Sample Programs.
© Copyright IBM Corp. _enter the year or years_.

Programming interface information

Trademarks

IBM, the IBM logo, and ibm.com are trademarks or registered trademarks of International Business Machines Corp., registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available on the web at "Copyright and trademark information" at www.ibm.com/legal/copytrade.shtml.

Terms and conditions for product documentation

Permissions for the use of these publications are granted subject to the following terms and conditions.

Applicability

These terms and conditions are in addition to any terms of use for the IBM website.

Personal use

You may reproduce these publications for your personal, noncommercial use provided that all proprietary notices are preserved. You may not distribute, display or make derivative work of these publications, or any portion thereof, without the express consent of IBM.

Commercial use

You may reproduce, distribute and display these publications solely within your enterprise provided that all proprietary notices are preserved. You may not make derivative works of these publications, or reproduce, distribute or display these publications or any portion thereof outside your enterprise, without the express consent of IBM.

Rights

Except as expressly granted in this permission, no other permissions, licenses or rights are granted, either express or implied, to the publications or any information, data, software or other intellectual property contained therein.

IBM reserves the right to withdraw the permissions granted herein whenever, in its discretion, the use of the publications is detrimental to its interest or, as determined by IBM, the above instructions are not being properly followed.

You may not download, export or re-export this information except in full compliance with all applicable laws and regulations, including all United States export laws and regulations.

IBM MAKES NO GUARANTEE ABOUT THE CONTENT OF THESE PUBLICATIONS. THE PUBLICATIONS ARE PROVIDED "AS-IS" AND WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESSED OR IMPLIED, INCLUDING BUT NOT LIMITED TO IMPLIED WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, AND FITNESS FOR A PARTICULAR PURPOSE.

IBM Online Privacy Statement

Safety and environmental notices