

IBM Kenexa BrassRing on Cloud

*IBM Kenexa BrassRing on Cloud  
Release Notes  
August, 2017*

**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 the August 21, 2017 version of IBM Kenexa BrassRing on Cloud Release Notes and to all subsequent releases and modifications until otherwise indicated in new editions.

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## Introduction

This document presents changes, both visible and configurable, included in the August 24 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.

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## 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 Apply

The current release of IBM Kenexa BrassRing on Cloud on Cloud includes the following Responsive Apply visible changes.

#### Bookmark Support for Job Details

Candidates on Responsive Talent Gateways can now bookmark jobs during job searches from any supported browser or device without being logged in or creating a Talent Gateway account. Bookmark support is also available for logged-in users. Candidates can return to bookmarked jobs to review and apply, or return to the Talent Gateway Home page to resume job searches. Candidates can also copy and paste URLs for sharing or add bookmarks to their **Favorites**.

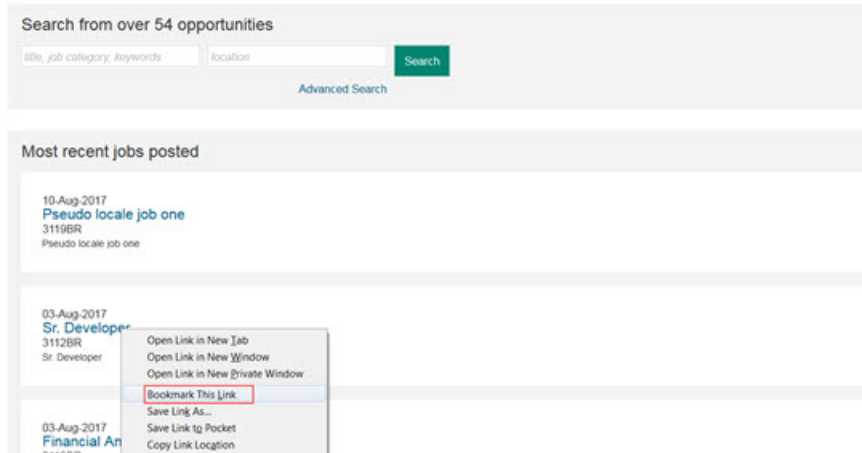
**Note:** Bookmark Support is presently not available on other Responsive Apply pages.

#### Job Details Bookmarks

##### Bookmarking Job Details

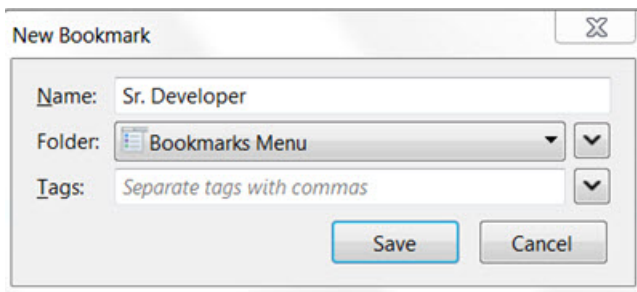
Candidates searching for jobs on Responsive Talent Gateway can now bookmark jobs. On a Responsive Talent Gateway, candidate:

- Searches and finds a job.
- Right clicks a Job Title.



for a job on a Responsive Talent Gateway.

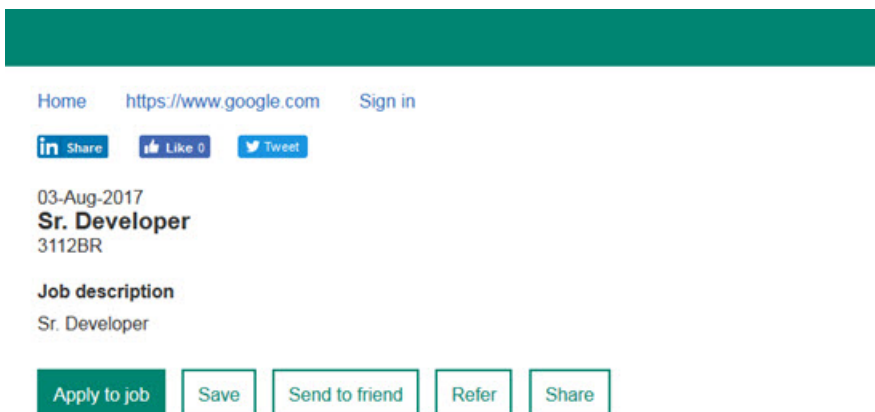
- Selects **Bookmark this link**. The New Bookmark modal opens.
- Completes all fields in the New Bookmark and selects **Save**. The bookmark is saved.



### Using Saved Bookmarks

Candidates selects:

- Saved **Bookmark** to view the Job Detailspage.



- Selects **Apply to job** or any other options on the page. Candidate can also select **Home** to return to the job search page or **Sign in** to sign in to the Talent Gateway.

## Job Search Enhancements

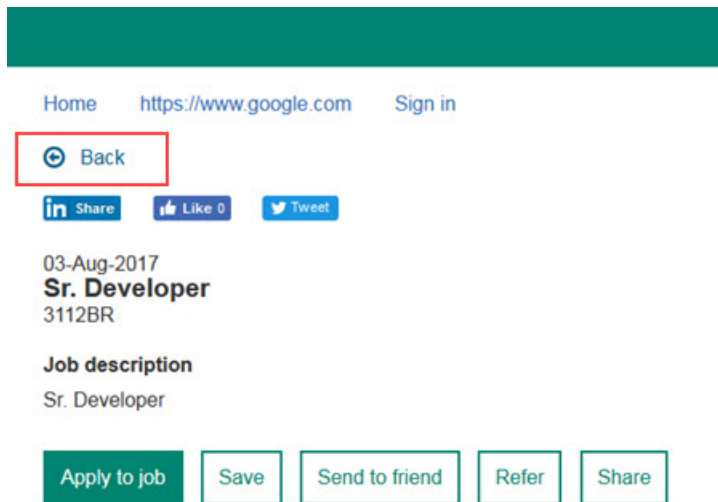
Several job search enhancements are now available on Responsive Talent Gateways.

### Responsive Talent Gateway Navigation

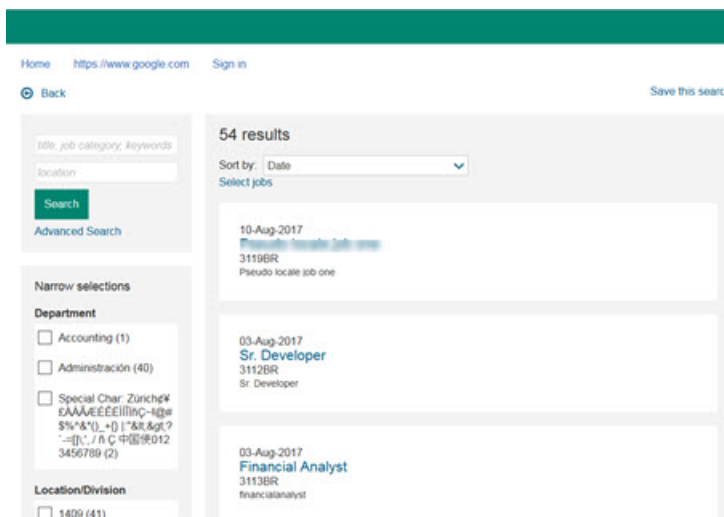
Candidates viewing a page of job search results on Responsive Talent Gateways can now view a job details page for an individual job and then select **Back** to return to the Job Search Results page.

Candidate views the job search results page. Candidate:

- Views the job search results page.
- Selects a job to view the job details page.
- Selects **Back**.



- Lands back on the job search results page.



**Note:** This enhancement is available only for the workflow from the job search results page. When candidates access the job details page from other method, such as saved jobs, this enhancement is not available.

### Support of Multiple Tabs for Job Search

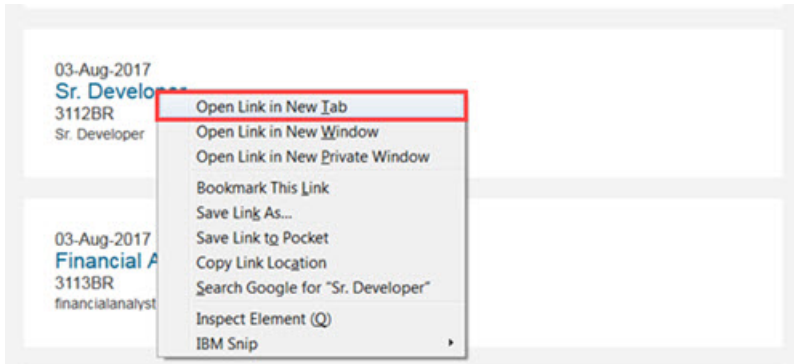
Candidates viewing a page of job search results on Responsive Talent Gateways can now open

the job details page in either a separate tab or a separate window. This enhancement is available on the job search results page, job links on the landing page, cross-site jobs displayed on Global Talent Gateways, and SSO Responsive Talent Gateways.

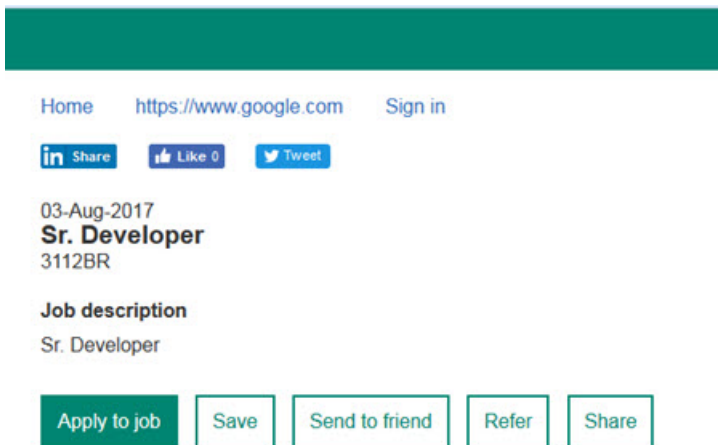
**Note:** Use of this enhancement does not require candidates to be logged in.

Candidate views the job search results page. Candidate:

- Views the job search results page.
- Selects a job, right clicks, and selects **Open Link in New Tab** to view the job details page in a new tab.



- Views the selected job in the new browser tab.



**Note:** Candidate remains logged in as long as the Talent Gateway session is active in another tab or window of the same browser.

## Stacking Logic Enhancements

### Social Referral - Status Page

Employees logging in to an internal Responsive Talent Gateway with the Candidate Zone enabled can now view the Referral status of their Active Referrals.

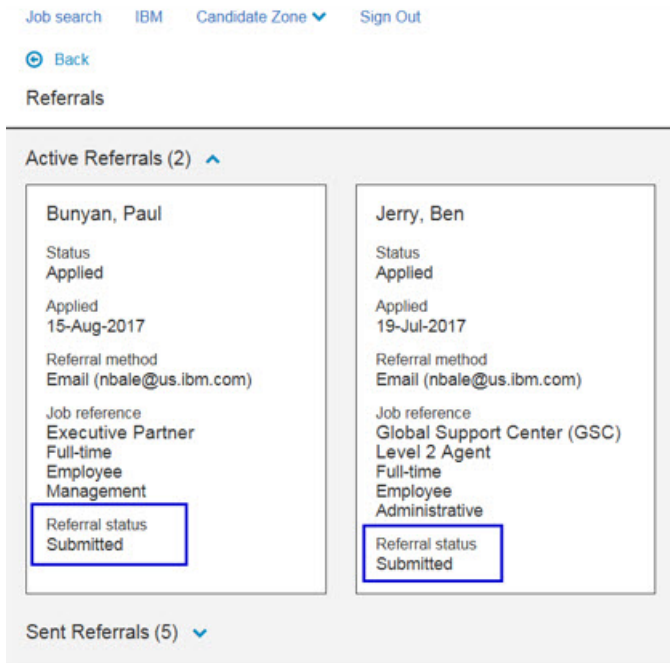
### Social Referral - Referral Status

Employee logs in to the Responsive Talent Gateway. Employee:

- Selects **Referral** on the Candidate Zone drop-down menu.
- Selects **Active Referrals**.



- View the cards for their active referrals. Each referral shows the Referral Status of the Active Referral.



- If a client configures a referral status mask and the status of the referred candidate meets the appropriate criteria, the **Referral Status Employee Mask** value displays on the social referral card.
- For clients that use the **Employee\_Referral\_PC** (multiple-per-candidate form), the system displays the value from the most recent referral form for the candidate (Referral Status Employee Mask field or Referral Status field). This form is automatically created when the **Per Candidate** Social Referral setting is selected.
- For clients that use the **Employee\_Referral\_PR** (multiple per candidate per req form), the system displays only the value from **this req** referral form for the candidate (Referral Status Employee Mask field or Referral Status field). This form is automatically created when the **Per Req** Social Referral setting is selected.

**Note:** There are certain instances when the Referral Status is not displayed on Active Referral cards.

- The referral candidate form that is associated for a candidate is for a specific requisition and is not for the current requisition.
- The candidate's referral status and referral mask fields on the referral candidate form are found to be blank.

## Recruiter

The current release of IBM Kenexa BrassRing on Cloud doesnot includes any Recruiter visible changes.

## Configurable Changes

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

## Responsive Apply

The current release of IBM Kenexa BrassRing on Cloud on Cloud includes the following Responsive Apply configurable changes.

### Duplicate Candidate Check

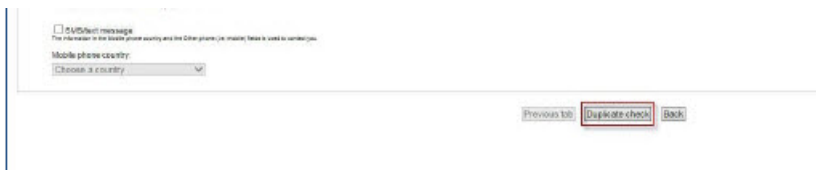
Workbench Administrators can now configure a Talent Gateway setting **Enable upfront duplicity check**. When configured to **Yes** this setting compares configured stacking fields in Talent Records to profile fields of candidates applying manually on Talent Gateways or being submitted through Agency Manager. The default setting for **Enable upfront duplicity check** is **No**.

#### Basic Talent Gateway - Duplicate Check During Manual Submission

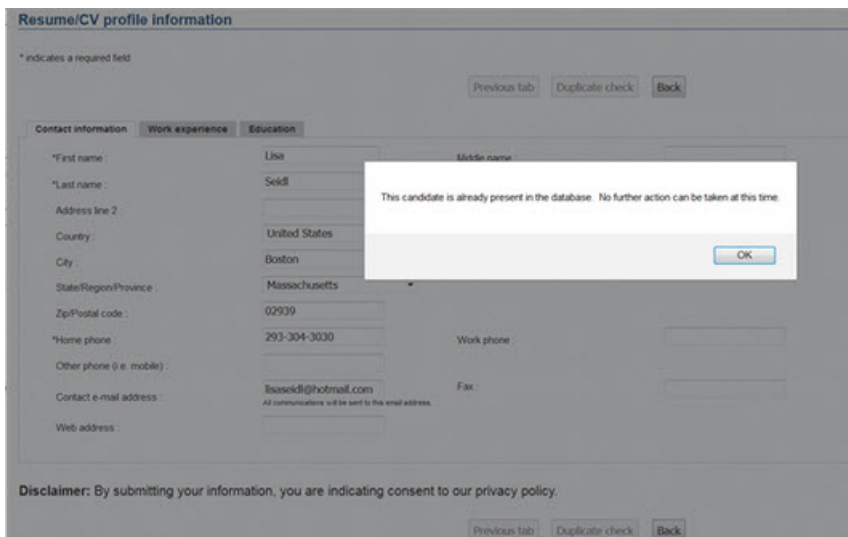
The Duplicate Candidate Check feature relies on configured Talent Record stacking fields when the system checks for duplicate candidates. When candidates apply manually on a Talent Gateway, the system checks to see if the candidate is duplicating an earlier submission.

Candidate applies on a Talent Gateway where the setting **Enable upfront duplicity check** is enabled. Candidate:

- Completes all fields in the Resume/CV Profile Information page. Candidate must select **Duplicate check** to move forward in the submission.



- Selects **Duplicate check**.
  - The system compares stacking logic and determines if the submission is a duplicate submission. If the submission is duplicate a modal opens.



The modal error states **The candidate is already present in the database. No further action can be taken at this time.**

- If the candidate is not a duplicate, the submission process continues.

#### Agency Manager: Duplicate Check During Submission

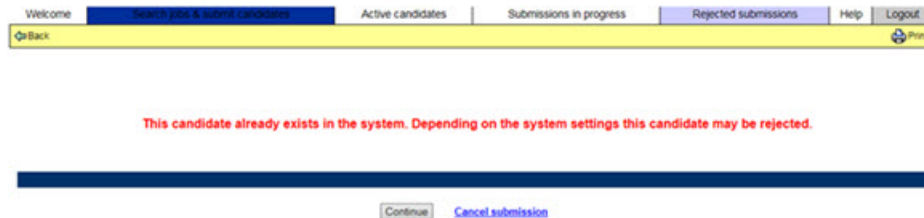
The Duplicate Candidate Check feature relies on configured Agency Manager stacking fields

when the system checks for duplicate candidates. When candidates apply manually on in Agency Manager, the system checks to see if the candidate is duplicating an earlier submission.

Candidate applies on in Agency Manager where the setting **Enable upfront duplicity check** is enabled. Candidate:

- Agency contact who submits a candidate through Agency Manager receives below message when a candidate exists in BrassRing based on stacking logic:

The modal error states **The candidate already exists in the system. Depending on the system**



**settings this candidate may be rejected.**

- Selecting **Continue** allows the agency contact to continue with the submission.

**Note:** Existing Candidate ownership and whether that ownership is **Per candidate** or **Per req** factors into new agency submission attempts. Candidate submissions through Agency Manager follow logic that is designed to eliminate referral rights uncertainty; this logic is considered at the time of submission even with this setting enabled.

**Note:** Clients can choose to block all submissions for candidates who exist in BrassRing and have a specific candidate type.

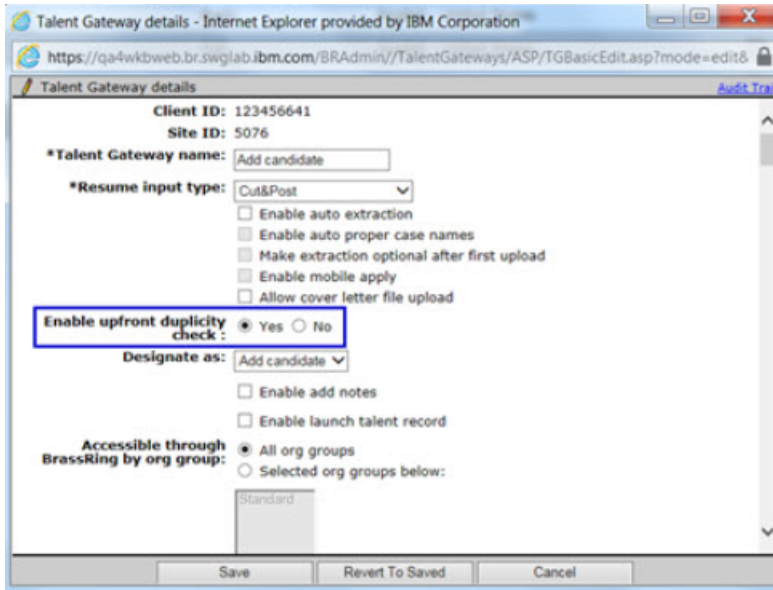
**How do clients get this feature?:**

Workbench Administrators can now configure a Talent Gateway setting **Enable upfront duplicity check** to check if candidates are entering duplicate submissions on Talent Gateways (manual) or entering submissions in Agency Manager.

#### **Manual Submissions on Talent Gateways**

Clients enable **Enable upfront duplicity check** for Talent Gateways in Talent Gateway Details. Workbench Administrator:

- Browses to **Tools > Talent Gateway > Edit Details**. The Talent Gateway details dialog opens.
- Selects **Yes** for the **Enable upfront duplicity check**.

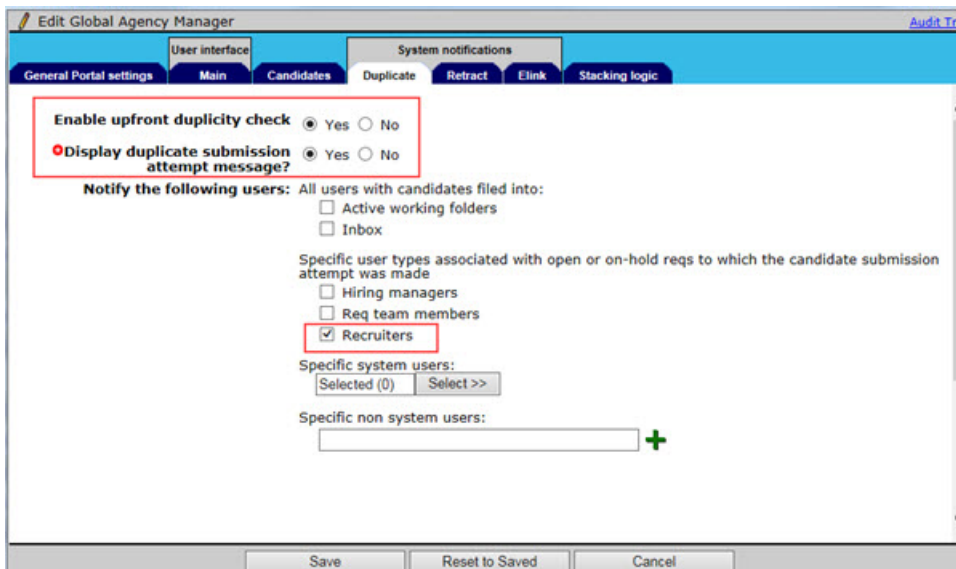


- Configures the following fields as needed.
- Selects **Save**.

### Agency Manager Submissions

Clients can enable **Enable upfront duplicity check** for candidates submitted in Agency Manager. This setting is on the Duplicate tab of the Edit Agency Manager screen. Workbench Administrator:

- Browses to **Tools > Agencies > Edit Agency Manager**.
- Browses to **Duplicate tab**.
- Selects **Yes** for **Enable upfront duplicity check** and **Yes** for **Display duplicate submission attempt message?**



Selecting **Yes** to display the duplication message activates the following **Notify the following users** options for the Workbench Administrator.

- All users with candidates filed into: **Active Working Folders** or **Inbox**.

- Specify user types associated with open or on-hold reqs to which the candidate submission attempt was made. Choices are: **Hiring managers**, **Req team members**, and **Recruiters**. Administrators can also select **specific system users**.
- Selects **Save**.
- **Additional Agency Manager settings** Workbench Administrators can also configure **Agency Manager Submission Logic** settings. These settings include:
  - Agency client settings that block duplicate submissions for candidate types. **Tools > Agency > > Agency Client Settings**.
  - Duplicate Stacking Logic **Tools > Agencies > Edit Agency Manager**.
  - Max Resume/CV Age. **Tools > Agencies > Edit Agency Manager > > General tab**.
  - Resource: IBM Kenexa BrassRing on Cloud Agency Manager Submission Logic.

## BrassRing Talent Record Enhancements

When candidates submit resumes and attachments on Responsive Talent Gateways, those files are now sent directly to the candidate's Talent Record. When recruiters access the candidate's Talent Records, they can view those submitted resumes and attachments.

### Resumes

When candidates add resumes to their candidate profile, Recruiters can now view those resumes in the candidate's Talent Record during the job application process. Some details about this enhancement:

- Submission to the Talent Record occurs immediately when candidates add resumes to their profiles.
- If a candidate has never applied or submitted to a job and then adds a resume to their profile page, the resume is not submitted to the Talent Record.

**Note:** Candidates must submit to a job to have a Talent Record created. If a candidate has not submitted to a job, the candidate's information (profile, resume, and attachments) remains on the Talent Gateway until they apply to a job, then the Talent Record is created and that information is included in the Talent Record.

- Removing a resume from a candidate profile page, does not remove the resume from the Talent Record.
- Resumes can be added or submitted **one at a time** by using Dropbox, Google Drive, or Browse.

### Attachments

When candidates add attachments to their candidate profile, Recruiters can now view those attachments in the candidate's Talent Record during the job application process. Some details about this enhancement:

- Submission occurs immediately on file selection/upload (per batch added – user can select multiple files at the same time)
- If candidate has never applied (to job or general submission) and submitted, the resume is not submitted to the Talent Record. This logic follows the same workflow for contact, education, and experience.

**Note:** Candidates must submit to a job to have a Talent Record created. If a candidate has not submitted to a job, the candidate's information (profile, resume, and attachment) remains on the Talent Gateway until they apply to a job, then the Talent Record is created and that information is included in the Talent Record.

- Removing an attachment from a candidate profile page, does not remove the attachment from the Talent Record.
- Attachments can be added or submitted **multiple at a time** by using Dropbox, Google Drive, or Browse.

**Note:** Each time the candidate adds a resume or attachment, it is represented as a new entry in the Submission History page of the Talent Record.

Resume	Submission Date	Codes
Cancel	14-Aug-2017 23:44:36	
Duplicate 1	14-Aug-2017 23:44:07	
Duplicate 2	14-Aug-2017 23:43:43	
Duplicate 3	14-Aug-2017 23:43:13	0902_0001

### Restrictions for Resumes and Attachments

Some restrictions do apply such as candidates cannot:

- Update an existing resume. Candidates can add or submit only new resumes.
- Edit their prior attachments. Candidates can add or submit only new attachments.
- Associate attachments with job submissions.

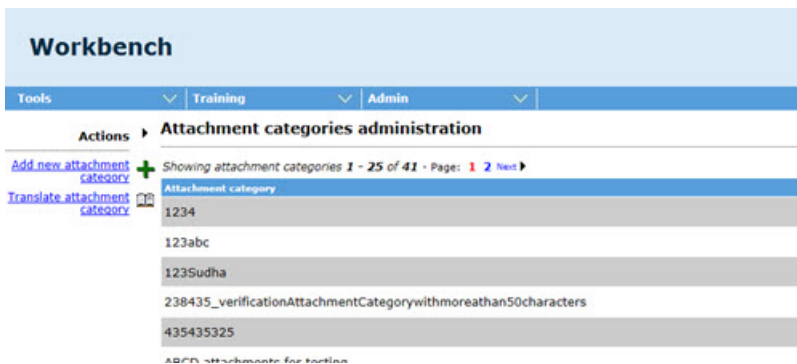
### How do clients get this feature?:

This feature requires Workbench Administrators to configure at least one category for attachments on their Responsive Talent Gateways. Administrators can also add restrictions to their Talent Gateway for attachments.

### Attachment Categories

Clients must configure at least one attachment category. Workbench Administrator:

- Browses to **Tools > Settings > Attachment Categories**.

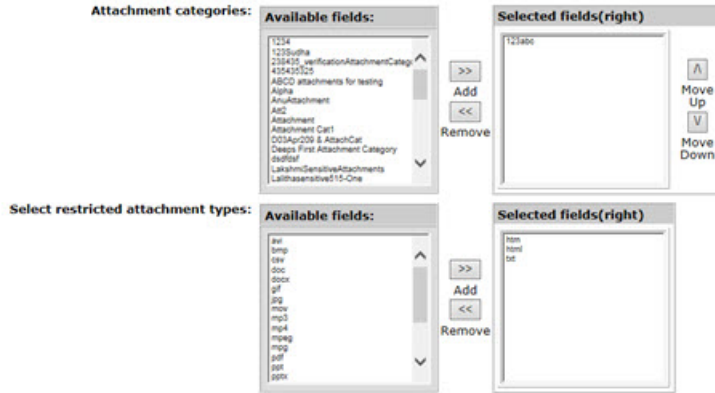


- Adds **Attachment Categories** as needed.
- Selects **Save**.

### Talent Gateway Details

Clients can edit Talent Gateway Details. Workbench Administrator:

- Browses to **Talent Gateway > Edit Details**. The Talent Gateway details dialog opens.



- Scrolls to **Attachment categories**.
- Configures the following fields as needed.
  - Number of attachments > 0.
  - Max size per attachment > 0.
  - Attachment categories > at least 1 must be selected.
  - Select restricted attachment file types is respected.
- Selects **Save**.

## Recruiter

The current release of IBM Kenexa BrassRing on Cloud on Cloud does not include any Recruiter configurable changes.

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## Workbench Administration

Workbench Administrators now see new enhancements on the Rules Automation Manager (RAM) trigger page when configuring new RAM triggers.

### RAM Alert Enhancement

The RAM trigger alert message content now displays on the Add Automation Trigger page when the Workbench Administrator selects **RAM trigger**. Administrators must select **I Agree** to activate the **Save and Continue** action.

#### RAM Trigger Alert

When Workbench Administrators configure new RAM triggers, **RAM trigger** alert displays as soon as the Administrator selects **RAM trigger** on the Add Automation Trigger page.

**Trigger Type**

*ALERT: This is trigger #20 . Creating more than 50 triggers, rules or actions can lead to performance problems; and therefore cause the **trigger activation to be blocked**. If you have any questions around this best practices approach, please reach out to your IBM Kenexa Executive Partner.*

*ALERT: Creating more than 50 rules or 50 actions within a rule, can lead to performance problems; and therefore cause the trigger to be **automatically disabled**. If you have any questions around this best practices approach, please reach out to your IBM Kenexa Executive Partner.*

I agree

\*Trigger name:

\*Select trigger type:  
Trigger Description ?

- Assessments
- Candidate HR Status - send Talent Record
- Candidate HR Status Aging
- Evergreen Req - Candidate Archive
- Gateway Posting Expire
- HR Status update - notify candidate
- RAM Trigger
- Req Aging
- Talent Record Viewed - update HR Status
- Update HR Status Across all Reqs for Candidate in Final HR Status

Save and continue    Cancel

Administrators must select the check box **I agree** to enable the **Save and Continue** action.

#### Updated Message Content

Alert: This is trigger # XXX. Creating more than 50 triggers, rules or actions can lead to performance problems; and therefore, cause the trigger activation to be blocked. If you have questions around this best practices approach, please reach out to your IBM Kenexa Executive Partner.

Alert: Creating more than 50 rules or 50 actions within a rule, can lead to performance problems; and therefore, cause the trigger to be automatically disabled. If you have any questions around this best practices approach, please reach out to your IBM Kenexa Executive Partner.

**Note:** Previously the RAM trigger alert displayed on the second page of the RAM trigger when Administrators selected **Save** or **Save As**.



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