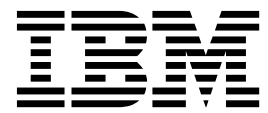


IBM Kenexa BrassRing on Cloud

*IBM Kenexa BrassRing on Cloud
Release Notes*

October 16, 2017



Note

This edition applies to IBM Kenexa BrassRing on Cloud Release 17.10.16 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 October 16 release of IBM Kenexa® BrassRing® on Cloud and IBM Kenexa Lead Manager.

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 for BrassRing and IBM Kenexa Lead Manager..

Responsive Apply

The current release includes the following visible changes for Responsive Apply. Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

Candidate Zone - Job Specific File Attachments

Based on client requests and feed back, a new feature is provided starting this build where candidates can log into their Responsive Talent Gateway profile to attach files specifically to their job applications. This provides a quick option that will help supplement a client's hiring process when candidates are required to submit various supporting documents to the jobs that they have applied to. Candidates can upload files from either Dropbox, Google Drive or their local computer. The files are thus sent to BrassRing and are made available to recruiter within the candidates' Talent Record. Candidates log in to Candidate Zone and browse to **Dashboard > Applications > [select a submitted job application] > More [displayed depending on screen size] > Add files > [choose file type] > [select file] > Submit**



[Back](#)

Solutions Expert

Current status: Applied

Last update: 10-Oct-2017

View application

More

View job description

Add files

Withdraw application

1 2 5

1. Applied

10-Oct-2017

We have received your application! Thank you so much for considering us. You should expect to hear from us soon. Check back to this site for application status updates or to apply for additional jobs!

The attachment categories available to the candidate are the ones configured per Talent Gateway, not necessarily the ones available on the Gateway Questionnaire that was used to apply to the requisition. If no attachment categories have been configured for the Talent Gateway, then the Add Files button is not displayed on the application details page.

Candidates cannot delete an attachment from the job application page, but can browse back to their Profile > My Files to delete attachments from their Talent Gateway profile if required. When a file is attached and uploaded to the candidate's BrassRing Talent Record, it does not get removed from the Talent Record if a candidate deletes the file from their Talent Gateway profile.



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Attach Documents

Please include any of the following documents with your application.

- Letter of Recommendation
- Other
- Transcript

You may include a maximum of 15 files in this section.

What do you want to add?

Choose... 

Choose...

Letter of Recommendation

Other


Transcript


The types of files to and the maximum size permissible for upload displays on the file selection section.


Letter of Recommendation

Acceptable file types : .pdf .doc .docx .png .gif .jpg .jpeg .txt .xlsx [show more](#)

Maximum upload 5MB

 Dropbox

 Google Drive

 Browse

Cancel



[Back](#)

Attach Documents

Please include any of the following documents with your application.

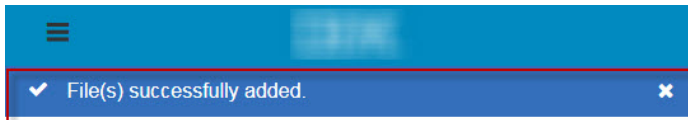
- Letter of Recommendation
- Other
- Transcript

You may include a maximum of 15 files in this section.

What do you want to add?

Letter of Recommendation

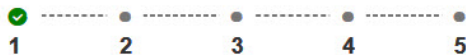
✕



Solutions Expert

Current status: Applied

Last update: 10-Oct-2017

1. Applied

10-Oct-2017

We have received your application! Thank you so much for considering us. You should expect to hear from us soon. Check back to this site for application status updates or to apply for additional jobs!

Notes:

- The Talent Gateway setting **Number of Attachments** is not considered. The same restriction is used that has been in place prior to this release; up to 25 attachments.
- The Talent Gateway setting **Associate attachments to job** is not considered. This setting is always treated as YES for Responsive Talent Gateways that have the Candidate Zone and attachments enabled.
- The Talent Gateway setting **Max size per attachment (mb)** is not considered. The same restriction is used that has been in place prior to this release; up to 5MB.

RTC Internal Reference #87610

Education and Experience - Year Field Validation

Starting this release, the fields that capture a year value in the Education and Work Experience section of the Responsive Talent Gateways include validation. The validation is performed in such a way that the fields accept year values that are practical. When impractical values like 0000, 9999, or other values that provide impossible scenarios are entered, an appropriate error message displays. For example, a candidate is not allowed to enter a year that is more than a 100 years before the current year as the start year and a year that is more than one year later to the current year as the end year.

The screenshot shows a 'Work experience' form with the following elements:

- Section Header:** Work experience
- Instruction:** You may include up to 5 of your most recent positions.
- Action:** Add (blue link)
- Form Fields:**
 - *Company: Text input with 'IBM' entered.
 - *Job title: Text input with 'Manager' entered.
 - *Start year: Text input with '1916' entered. A red error message is displayed below it: 'Please choose a year after 1916 and before 2018'.
 - End year: Text input (empty).
- Responsibilities:** A large text area for describing job duties.

Similarly, a candidate is not allowed to provide an end year that is before the start year in the work experience section.

This validation is applicable to **Start year**, **End Year** fields in the Work Experience Section and

The screenshot shows the 'Work experience' section of a form. It includes a header 'Work experience' and a sub-header 'You may include up to 5 of your most recent positions.' Below this is an 'Add' button. The form contains several fields: '*Company' with the value 'IBM', '*Job title' with the value 'Manager', '*Start year' with the value '2015', and 'End year' with the value '1920'. A red error message box is displayed over the 'End year' field, containing the text: 'End year can not occur before start year'. Below these fields is a 'Responsibilities' section with a large empty text area.

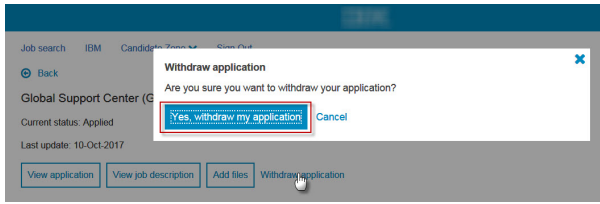
Grad Year in the Education section.

The screenshot shows the 'Work experience' section of a form, identical to the one above. However, the 'End year' field now contains the value '19'. A red error message box is displayed over the 'End year' field, containing the text: 'Please enter a valid year'. The 'Responsibilities' section remains empty.

RTC Internal Reference # 51113.

Application Withdrawal - New Button Label

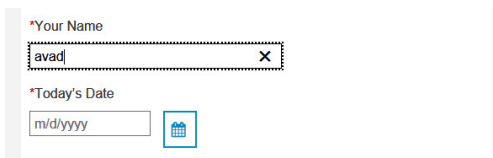
If your organization chose to enable the withdrawal functionality on the Responsive Apply Talent Gateways, and candidates attempt to withdraw their application, an alert message is displayed. The confirmation buttons on this screen were previously **Yes** and **Cancel**. The label Yes is updated to **Yes, withdraw my application**. This makes the action more understandable for the candidate and is overall a better user experience.



Responsive Talent Gateways - Focus Indicator Border

Starting this release, there is a change in the focus indicator border across the responsive Talent Gateways to ensure accessibility compliance. A new dotted line border that is prominently visible is displayed as a border of the screen element that has the user's keyboard focus starting this release.

Text box with focus indicator border.



Button with focus indicator border.

Application Complete



Solutions Expert

Next, we would like you to take an assessment before you can be considered for employment at our company.

If you are ready, you can start now.

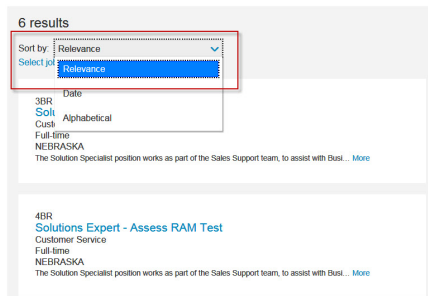
[Take assessments](#)

Your application has been submitted. We would like to take this time to express our appreciation to you. We will review your skills and experience to see if there is a match with our open positions. If there is, you will be contacted by a member of our recruitment team.

Thank you.



Drop down element with focus border indicator.



RTC Internal Reference # 83410

User Interface

The current release includes the following visible changes for the User Interface. Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

Standard Reports - Site Activity

Starting this release, the Standard Report called Site Activity now logs/tracks the number of clicks/hits for the Job Details and Apply pages on the Responsive Apply Talent Gateways. Users that have access to Standard Reports can browse to **Hiring > Reports > Standard Reports > Site activity** and run the report to see the results.

BrassRing Return to filter page. Export to MS Excel. Close window.

Site activity
Sort by: Site name

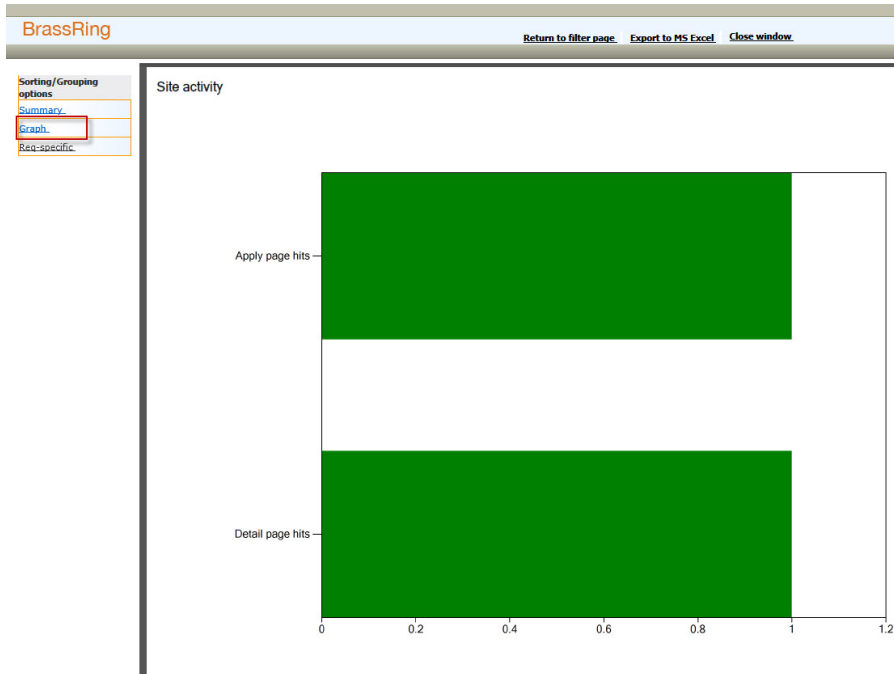
Date range: Oct 2017
Site language: ALL
Site name: External Careers (English)
Auto req ID: ALL

Column name	Column definition
Search page hits	This column counts each individual time a candidate landed on the "Search openings" page for the listed site. The Search openings page is accessed by clicking on the "Search openings" link on the site's Welcome screen. This data is available at a site level only.
Detail page hits	This column counts each individual time a candidate lands on the "Job details" page for the listed site. The "Job details" page is accessed by clicking the "View job(s)" button or the job title hyperlink on the "Search results" screen.
Apply page hits	This column counts each individual time a candidate accesses the first page in the "apply" process on the listed site. The "apply" page is accessed by clicking on the "Submit" button on either the "Job details" or "Search openings" page.
Submissions	This column returns counts of how many candidates applied through the listed site and were loaded into KRB.
Returned profiles	This column returns counts of how many candidates returned to a previously created profile for the listed site. This data is available at a site level only.
Search agents assigned	This column returns counts of how many candidates created or edited a search agent within the listed site. This data is available at a site level only.
Jobs e-mailed to friends	This column returns counts of how many times the "Send to a friend" button was clicked by a job seeker for the listed site. This does not track if the email was sent, however. This data is available at a site level only.

This report provides the number of times a candidates click on a responsive Talent Gateways. The Job Details and Apply page values now include those clicks performed by candidates on the Responsive Talent Gateways.

Site activity
Sort by: Site name

Site name	Search page hits	Detail page hits	Apply page hits	Submissions	Returned profiles	Search agents assigned	Jobs e-mailed to friends
External Careers (English)	0	1	1	0	0	0	0



This report provides req specific information as well.

The figure is a screenshot of the BrassRing 'Site activity' report showing a table for 'Auto req ID: 3BR'. The table has four columns: 'Site name', 'Detail page hits', 'Apply page hits', and 'Submissions'. There is one row of data for 'External Careers (English)'. The 'Detail page hits' and 'Apply page hits' columns both show a value of 1, while the 'Submissions' column shows a value of 0. The 'Req-specific' option in the 'Sorting/Grouping options' menu is highlighted with a red border.

Site name	Detail page hits	Apply page hits	Submissions
External Careers (English)	1	1	0

RTC Internal Reference # 42199

eLink - eLinking Req in Edit Mode in the New User Interface

An inconsistency in the send eLink behavior (eLinking a req in edit mode while the req was in pending status) is observed and addressed. A user is unable to send an eLink of a req to edit while the req was in pending status the within classic user interface of BrassRing. The same user was able to send an eLink to edit a req in pending status from the BrassRing new user interface. This inconsistency is adjusted to ensure that the user is unable to send edit req eLink from both classic and new user interfaces. According to the BrassRing design, users must not be able to send a pending requisition's eLink for editing.

[Help](#)

eLink req to: View

*From:

To: (system users) To: (non-system users)
Separate multiple users with a comma using no spaces.

Cc: (system users) Cc: (non-system users)
Separate multiple users with a comma using no spaces.

Bcc: (system users) Bcc: (non-system users)
Separate multiple users with a comma using no spaces.

Note: Only "Cc" and "Bcc" recipients will see the "To" recipients

New User Interface (After)

Send eLink- 10BR-Executive Partner

Fields marked in asterisk (*) are required

eLink req to: View

From *

Send to *

System users:

Email address:

Separate with a comma

New User Interface (Before)

20elink_1;%igswidth;%avlmeas-x1304;%igsdepth;50p

RTC Internal Reference # 91520

Req - Approval in Edit Mode

When a BrassRing user attempts to approve a requisition in edit mode, it was observed that the user is able to alter the name of the approver in the Approver section and continue to approve. This option creates a possibility of altering the approver records of a requisition. This issue is now addressed. Starting this release, if a user selects a different approver from the drop-down after checking the approve check box in edit mode of a requisition, the check box gets cleared automatically. When the BrassRing user checks the check box while another approver is selected in the drop-down, the name in the drop-down changes automatically to the logged in user's name. This change ensures that no one tampers with the approval record by selecting another approver while approving a requisition in edit mode.

Approval routing

*Approval 1

Vadapalli, Ratan

Approve

Bypass

*Approval 2

Vadapalli, Ratan

Approve

Bypass

*Approval 3

Bypass

Approve

Bypass

Non-system user

*Notify upon approval completion

Vadapalli, Ratan

Req notes

Save Cancel

Approval routing

*Approval 1

Vadapalli, Ratan

Approve

Bypass

*Approval 2

Vadapalli, Ratan

Approve

Bypass

*Approval 3

Bypass

Approve

Bypass

Non-system user

*Notify upon approval completion

Vadapalli, Ratan

Req notes

Save Cancel

RTC Internal Reference # 91064

Requisitions - Editing Reqs in Multiple Languages

Based on client request the following changes were to the edit req page when editing a req that was created in multiple languages. This reduces the time it takes for a recruiter to edit a req and save through each.

When editing a req that has multiple languages, the Save button has been renamed to Save and Continue. When users select Save and Continue, the next language the req has been saved in is displayed for editing.

A new button called Save and Exit is added. When users select Save and Exit, they save the req in the language they are viewing and then the system attempts to save the req in all other languages it was previously saved in. If there are missing fields in another language, the system will take the user to that language to fill out the missing fields.

Edit req: 12BR

Status: Open

Job req template: Standard Req

Fields marked in asterisk (*) are required

English (US) Spanish Chinese (Simplified)

Requisition Details

* Job Code	12345 Solutions Expert	* Job Description	Job Description Details are entered here.
* Title	Solutions Expert		
* No. of Positions	1		
* Recruiter	Lannister, Jaime	* Required Qualifications, Skills and Experience	test
* Manager	Stark, Arya		
* Req team	Lannister, Jaime Lannister, Tyrion Stark, Arya Stark, Sansa	Desired Qualifications, Skills and Experience	Text Editor
		About us	Client specific statement displayed on job posting to give confidential information about the company.

Save and continue Save and exit Cancel

When the Save and exit button is selected, if there are any missing required fields on the req in the other languages, a message is displayed for the recruiter to correct before proceeding with the save.

Edit req: 12BR

Status: Open

Job req template: Standard Req

Fields marked in asterisk (*) are required

English (US) Spanish Chinese (Simplified)

One or more fields require your attention

- Spanish
- Numero de puestos de trabajo: Required

Requisition Details

* 工作代码	12345 Solutions Expert	工作说明	Job Description Details are entered here.
* 头衔	Solutions Expert (Chinese)		
* 职位序号	1		
* 招聘人员	Lannister, Jaime		
* 经理	Stark, Arya		
* 申请团队	Lannister, Jaime Lannister, Tyrion Stark, Arya Stark, Sansa		

Save and continue Save and exit Cancel

RTC Internal Reference # 86857

Lead Manager

The current release of Lead Manager includes the following visible change for Lead Manager. Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

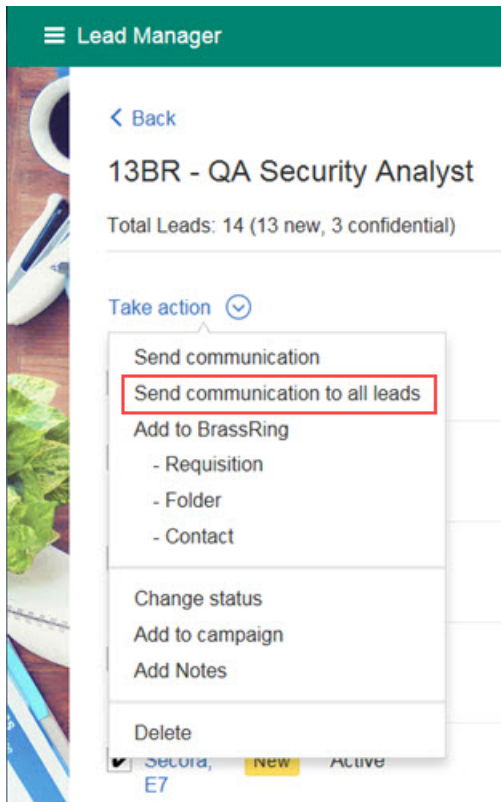
Send Communication to All Leads in Campaigns

Within a campaign grid, Lead Manager users with the **Leads - Send Communication** privilege can now select **Send communications to all leads** to send a single communication to all leads within the campaign. If a Lead Manager users has 10 pages of leads within a campaign, **all** the leads within the campaign receive the communication. Lead Manager users must have the existing privilege **Lead - Send Communications** to see this visible change.

Send Communication to All Leads

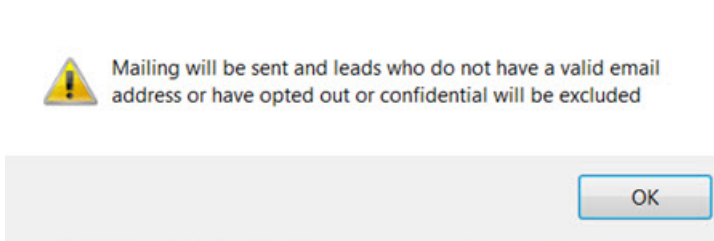
Previously when a Lead Manager user would choose to Select All leads in a Campaign, Lead Manager would only select those leads on the current page (max of 100). A new action has been added called Send Communication to all leads. This allows Sourcers to send a communication to all leads in a campaign at one time. Lead Manager user with the **Leads - Send Communication** user type privilege select the new Send Communication to all leads action.

- User selects **Action > Send communication to all leads** to send a communication to all the leads within the campaign.



- The Send Communication page opens. The **To** field auto populates with the campaign name, and the **From, From address,** and **Reply to** auto populate with the Administrator's name and email addresses.

- Lead Manager user completes all necessary fields on the Send Communication page.
- Selects **Send**. The communication is sent to **all** of the leads within the campaign.
- A modal opens displaying the following message. **Mailing will be sent and leads who do not have a valid email address or have opted out or confidential will be excluded.**



- Selects **OK**.

Note: The **Send Communication to All Leads** is NOT supported for **My Leads**, **All Leads**, or **Unassigned Leads** pages.

RTC Internal Reference #77704

Configurable Changes

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

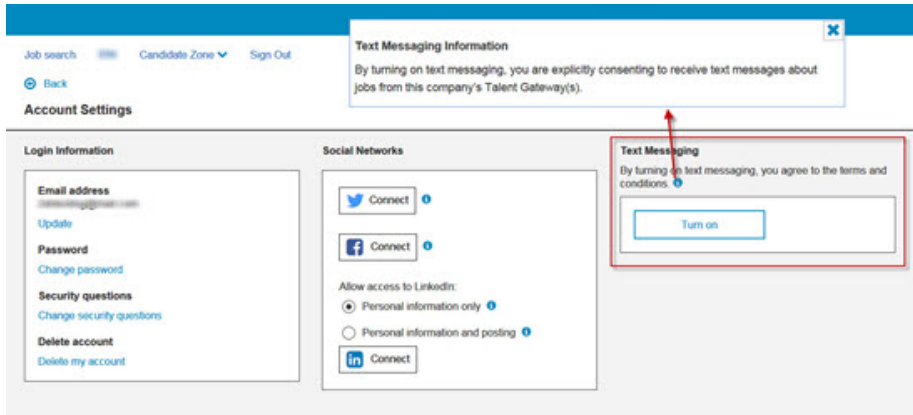
Responsive Apply

The current release does not includes any configurable changes for Responsive Apply. Configurable features must be configured or turned on to be visible and available to users.

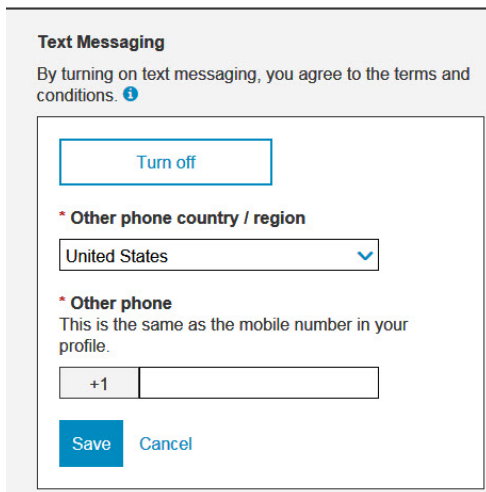
Candidate Zone - SMS Capability

SMS (Short Messaging Service) capability is available in the classic Talent Gateways. Starting this release, the SMS capability is extended to the Responsive Talent Gateways. If SMS is already configured to your organization, candidates can choose to opt in for this service from the Account Settings section of the Candidate Zone or when they apply to a requisition.


Candidates accessing the Account Settings page see an option to **Turn on**, SMS/Text Messaging




for their profile. After selecting **Turn on**, the Country and Other phone number information from the candidate's profile are populated in the appropriate fields. However, the candidate can update this information and save the settings if necessary. If a new candidate enables this feature, they can directly provide the information in these fields.



After saving this information, candidates can come back to their Account Settings page at anytime and turn off the SMS option. Text messaging can be turned off by selecting the Edit text messaging icon and then selecting Turn off.

Text Messaging 

By turning on text messaging, you agree to the terms and conditions. 


SMS messaging is turned
ON

Other phone country / region
India

Other phone
+91

This feature is dependent upon the configuration of the existing client setting **Candidate communication preference**, where the SMS option must be selected. Client Settings are only editable by IBM team members. Please reach out to your IBM Kenexa Executive Partner if you would like to implement the SMS functionality.

The other way candidates can enable Text Messaging for their profile is by applying to a

Candidate communication preference 

Email format - HTML

SMS


Email format - text

requisition. Should your organization have the Text Messaging enabled, your candidates will now see an additional required field added prior to the **Other phone** field while applying. This field reads, **By turning on text messaging, you agree to the terms and conditions. Would you like to receive text messages about jobs?**

By selecting the information icon, the candidate sees the terms and conditions defined by your

*Home phone

Work phone


By turning on text messaging, you agree to the terms and conditions. 

*Would you like to receive text messages about jobs?
 Yes
 No

Other phone

*Email

organization.

Text Messaging Information 

By turning on text messaging, you are explicitly consenting to receive text messages about jobs from this company's Talent Gateway(s).

12%

If the candidate selects **Yes** to the question, a new field displays (Other phone country / region) to be completed and the Other phone field becomes a required field automatically.

*Home phone

Work phone

By turning on text messaging, you agree to the terms and conditions. [i](#)

*Would you like to receive text messages about jobs?
 Yes
 No

*Other phone country / region

*Other phone

*Email

RTC Internal Reference # 83629

New User Interface

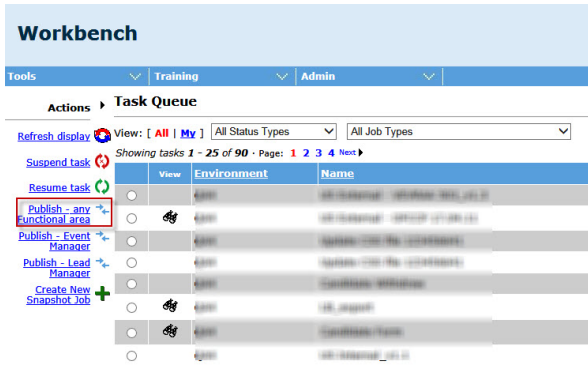
The current release does not include any configurable changes for New User Interface. Configurable features must be configured or turned on to be visible and available to users

BrassRing Workbench

The current release IBM Kenexa BrassRing Workbench includes new features and changes in the BrassRing Workbench module.

Publish - New Additions

Starting this release, an additional functional area is available when using the Publish functionality in BrassRing Workbench. IBM team members with access into Workbench can publish the configuration options of Question Branching for Requisition Form Fields from one environment to another. To access this functionality, the Workbench user must browse to **Tools > Task manager** select the action item **Publish - any Functional area** in the Task Manager.



Question Branching - Req Form Fields is available next to the existing option Question branching - Candidate Form Fields. A check box is available to enable the publish option and a list button to select the desired Req form fields that are configured for question branching. In order for the published req form (with Question Branching Req form fields) in the target client to match the source req form, the following items must be published:

1. Req form - Requisition forms (including fields, options, and form layout)
2. Options - Select the req form field Options for the Question Branching Form Fields
3. Question Branching - Req Form Fields

RTC Internal Reference # 91084, 91162

Responsive Apply - SMS Configuration Changes

Following are the changes that are made in the BrassRing Workbench for the new SMS feature in Responsive Talent Gateways.

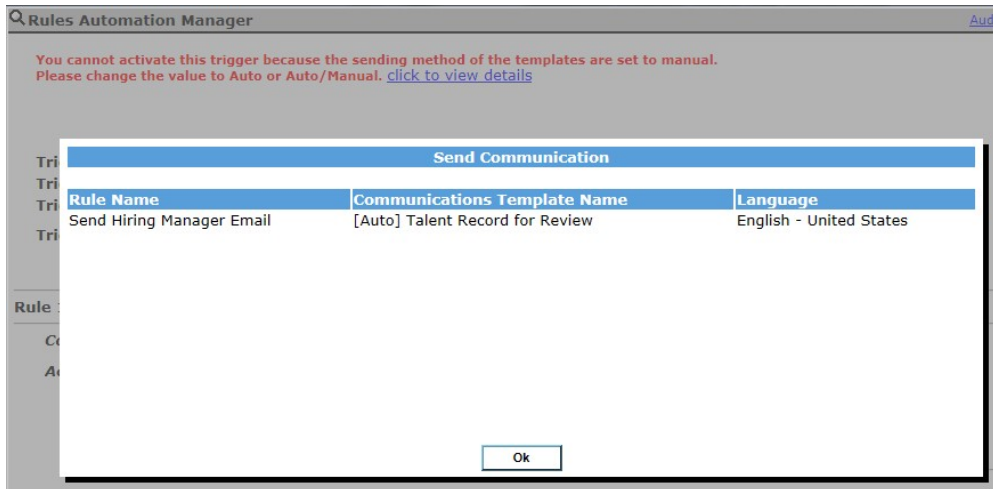
- The setting **SMS messaging - candidate consent pop-up message** is moved to the Responsive Lay out page. Workbench users with the appropriate privileges can browse to **Tools > Talent Gateways** select the check mark icon under the Responsive layout column. This field contains the legal/disclaimer text that needs to be displayed to the candidates when the information icon is selected in the Text Messaging section of Account Settings page or while the candidate is applying to a requisition. This setting is disabled if the Candidate communication preference does not include SMS.
- A new setting, **Vendor specific setup instructions** with a text area is now available for the Responsive Layout page. Workbench users with the appropriate privileges can browse to **Tools > Talent Gateways** select the check mark icon under the Responsive layout column. This field does not have any default text, but allows for 4,000 characters, and is set to read-only if the Candidate communication preference does not include SMS. The BRUID token is allowed in this text area field, and if used, displays the candidate's BRUID value to the candidate. Clients should also consider adding the their Client ID (unique ID for the BrassRing system) and the Vendor Short Code (provided by the SMS vendor) to this field as the candidate might all three pieces of information to finish the opt-in process.

RTC Internal Reference # 87865

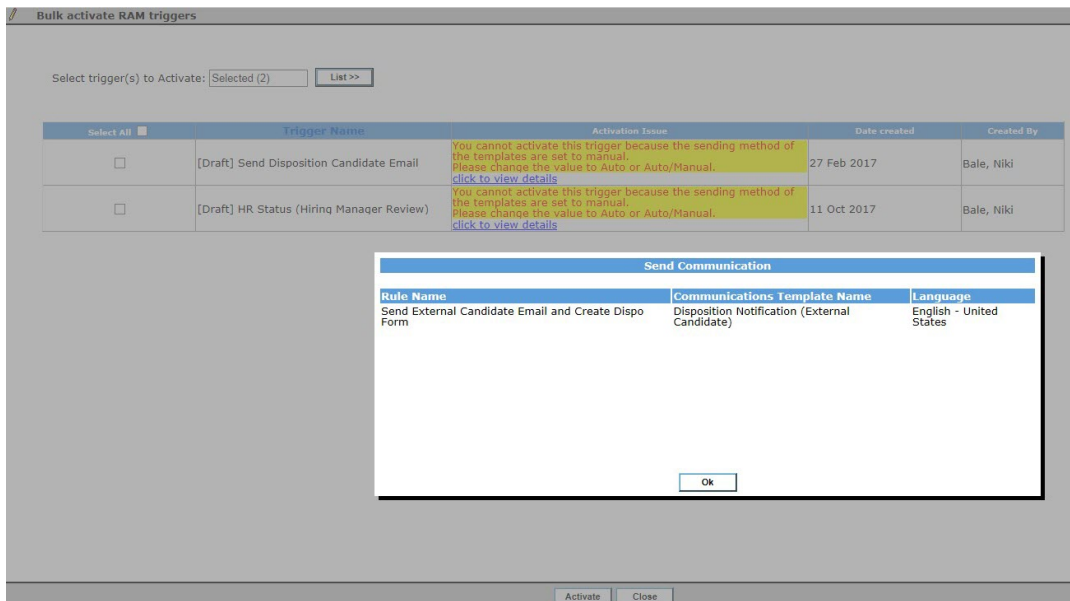
Rules Automation Manager - Message upon Activation when Communication Templates are not set to Manual

When Workbench Administrators choose to activate a RAM trigger with the Send Communication action that is selected within one or more rules, a new alert message displays a warning if that trigger has one or more communication templates has the **Sending method** field marked as **Manual**. This needs to be corrected before the RAM trigger can be activated. To correct this, log in to BrassRing and browse **Hiring > Admin > Communications > Communication Templates > [find the template and select to edit] > [update the Sending method field to either Auto Send or Auto and Manual Send**

If you are activating a single trigger, this alert displays and states **You cannot activate this trigger because the sending method of the following templates are set to manual. Please change the value to Auto or Auto/Manual.** By selecting the link, you can view the communication templates that are not marked to auto or auto/manual.



If you are attempting to bulk activate RAM triggers and any communication templates are marked to manual, each RAM trigger has a link and selecting that link shows which communication templates must be updated. Once the communication templates are updated, the RAM(s) can be activated.



RTC Internal References #84427

Notices

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