

IBM Kenexa BrassRing on Cloud

*IBM Kenexa BrassRing on Cloud
Release Document*

June 25, 2018



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Introduction

This document presents changes, both visible and configurable, included in the June 25, 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.

Client Reminders

The **Client Reminders** section reminds clients of recently distributed important notices and links to comprehensive documentation and training for the special features recently introduced.

Enhancements - You Asked We Listened

This build introduces a number of features that were developed in response to clients **Request for Enhancement (RFEs)**. IBM Kenexa is pleased to deliver these features in response to your responses and comments.

RFEs The following features were delivered in response to **RFEs**.



- BrassRing Homepage - New Req Option in the Actions menu the My Open Req Tab card view. Available for users that have the **Add job req** user privilege.
- New UI - Req Details - Req number on the Req Details page is now a hyperlink. Selecting the hyperlink opens a View Req Details Page and hovering over this hyperlink displays the req review panel.

Talent Acquisition Newsletter

Please visit the Talent Acquisition Newsletter for June.

Talent Acquisition Newsletter

We're Moving!

The way we send out this newsletter is changing. Continue receiving our tips about making the best use of **BrassRing** and articles about **Talent Acquisition Best Practices and Research** by subscribing to our new distribution list.

Please visit the latest Talent Management Newsletter and subscribe to our newsletter.

End of Support for Classic Talent Gateway

As notified to all IBM Kenexa BrassRing clients in October 2017, IBM Kenexa has discontinued support of **IBM Kenexa BrassRing on Cloud Classic Talent Gateways** and **classic apply process** on **December 31st, 2017**.

With the completion of the Candidate Zone through 2017, it is time to ensure your candidates are getting the latest and greatest of BrassRing's job apply functionality by moving all of our clients to

the Responsive Talent Gateways.

Competition for top candidates is fierce and **research has shown that employees designated as high-potentials are especially attracted to searching and applying for jobs using mobile devices**. Our customers who have moved to responsive are seeing a vast improvement in candidate completion rates. Sun-setting the Classic Talent Gateways will also provide efficiencies and allow IBM to focus on other areas of BrassRing that will benefit the entire BrassRing community.

Action May Be Required: If you haven't already, we advise transitioning off Classic Talent Gateways and the classic apply process no later than **December 31st, 2017**. Should you want to stay on classic, these talent gateways and classic apply processes will no longer be supported by IBM, meaning that although IBM will not be shutting Classic Talent Gateways off, IBM will no longer work on bug fixes specific to Classic Talent Gateways and we will not ensure accessibility standards on anything other than the responsive Talent Gateways and Responsive Apply process. All new functionality will only be available in the responsive experience.

Want to get started on the IBM Responsive Apply Talent Gateways but don't know where to start? Watch our Responsive Apply Overview and Configuration Webinars to understand who should be involved, an example project timeline, configuration instructions, and much more! You can also reach out to your Kenexa Representative with any questions or concerns.

Visible Changes

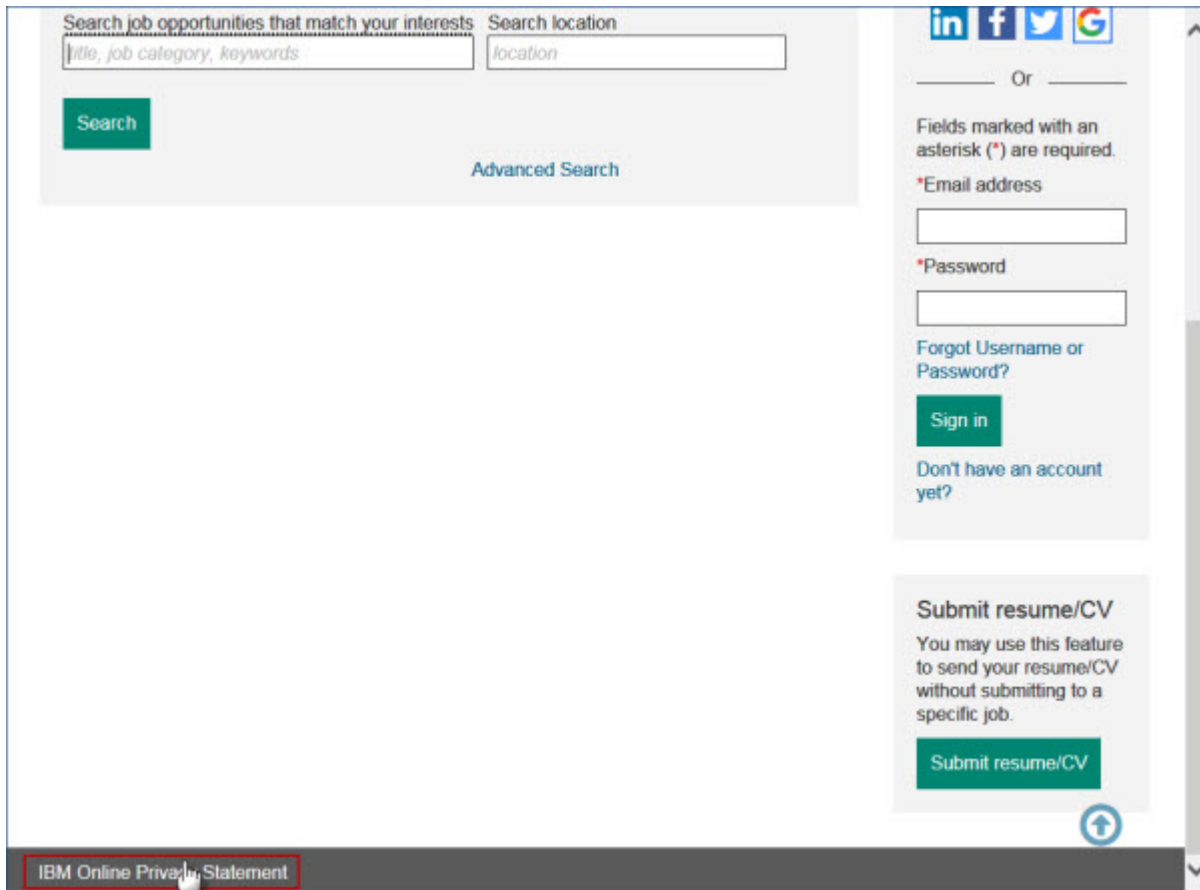
The current release of IBM Kenexa BrassRing on Cloud includes the following visible changes for BrassRing and IBM Kenexa Lead Manager.

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.

Responsive Talent Gateways - GDPR Footer

Starting this release, to meet GDPR guidelines, all Responsive Talent Gateway pages display the text **IBM Online Privacy Statement** with hyperlink to URL <https://www.ibm.com/privacy/details/us/en/>. Selecting this link launches a web page with title IBM Online Privacy Statement. If a custom footer text or link is configured for the client's responsive Talent Gateway, then this link is displayed at the end.

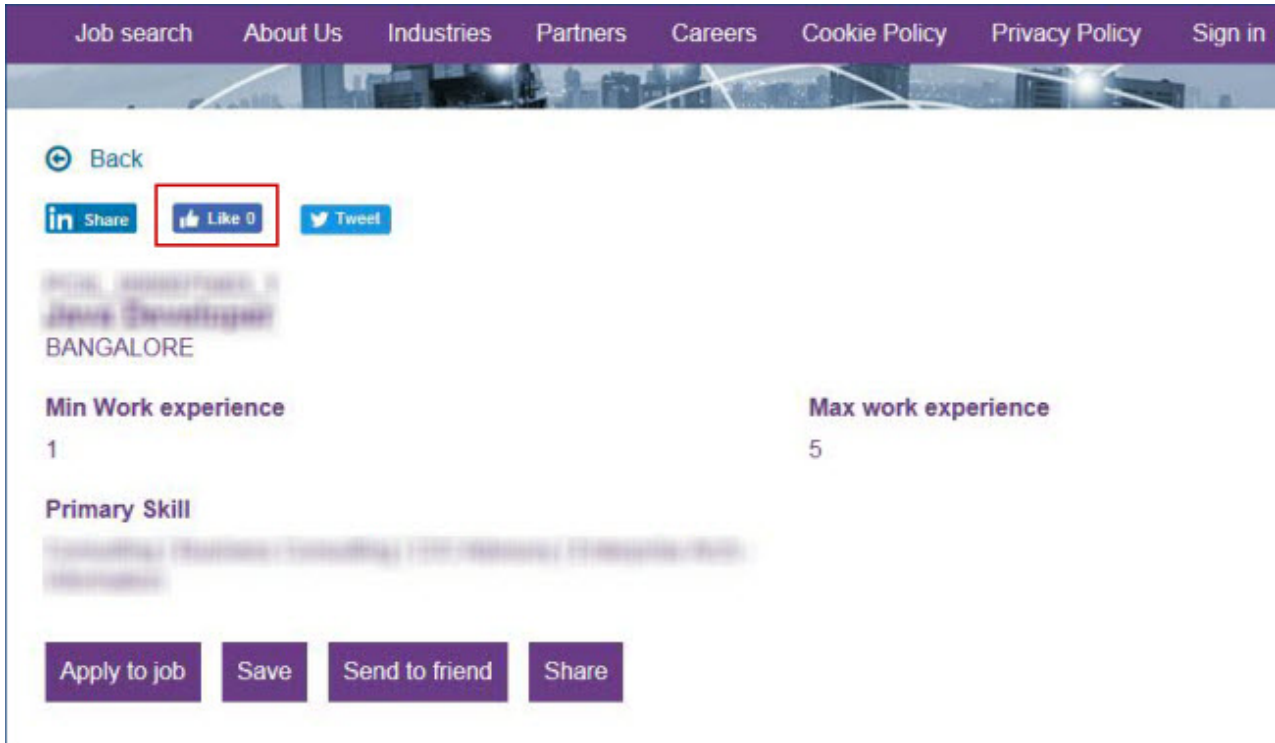


RTC Internal Reference # 106635.

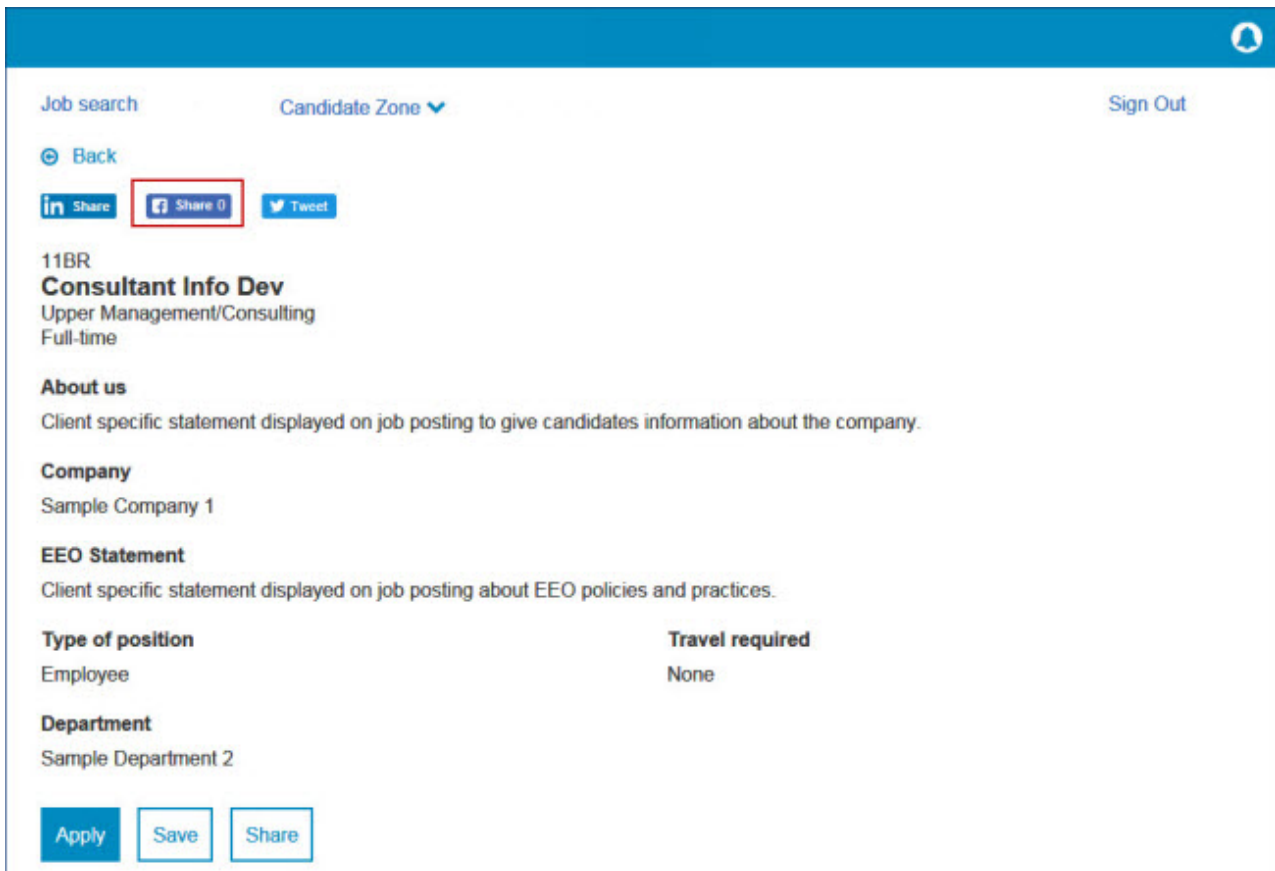
Responsive Talent Gateways - Facebook Share Option

Starting this release, Responsive Talent Gateways that have social media integration with Facebook configured have a change. Candidates that open a job details page now see a **Facebook Share** instead of **Facebook Like** that displayed previously.

Before this release:



After this release:



RTC Internal Reference # 106211

Candidate Portal - Elink Behavior

Starting this release, the eLink URL that the candidates receive and the system behavior when candidates access the eLink are going to be consistent. The URL contained in the merge token used in the candidate communication is now a req specific URL. The candidates that access the new eLink URL land on the Responsive Talent Gateway sign-in page (if the target Talent Gateway is responsive). After the candidates sign in, the Talent Gateway redirects them to the appropriate page based on the client setting configuration.

For example, the link that the candidates receive in their communication will take them directly to the req specific page of the candidate zone for either document or form access. Your current links will automatically redirect to the appropriate Candidate Zone location after the Responsive Candidate Portal release to production. Please update your communication templates to reflect the new URL.

In addition to providing consistent behavior, this change helps the transition process in preparation to the delivery of the responsive Candidate portal. These eLink types work correctly for both old and new candidate zones. This behavior will change when Responsive Candidate Portal is released to the production environment (date to be announced).

RTC Internal Reference # 106986.

Candidate Portal - "Offer" Wording Update

Note: This change is available in **Staging Environment only**.

Messages related to Offer on the following Responsive Talent Gateways pages have been updated based on client feedback:

- Alert messages on Application details page
- Action message on Application details page
- Job cards

This change in wording is requested for ensuring global acceptance. When an Offer document is posted to Candidate portal, the following alert messages are displayed to the candidate on Application Details page:

- Old string (plain text): **You have received an offer for this job!** updated to **You have received an offer/contract for this job!**
- Old string (link): **Review offer** updated to **Review offer/contract**

The following change on the Card of offer document with subsidiary form

- Old string (link): **Review offer** updated to **Review offer/contract**

RTC Internal Reference # 106695.

Responsive Talent Gateway - SSN Field Helper Text

Starting this release, based on accessibility and usability suggestions, the position of the helper text for the field **Social Security Number** is changed. The helper text for the Social Security Number field **###-##-####** was previously displayed within the input field. Starting this release, the helper text is displayed following the input field.

What is this?

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.

How does this benefit me?

WOTC helps qualified job seekers obtain employment by offering an incentive to employers who are considering hiring them. Qualified job seekers include veterans, TANF recipients, SNAP (Food Stamp) recipients, Vocational Rehabilitation participants, ex-offenders, SSI recipients, and individuals who live in certain low income communities. You may **opt-out** if you do not wish to participate.

BirthDate:



SSN:

RTC Internal Reference # 100478.

New 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.

Home Page - Add Req

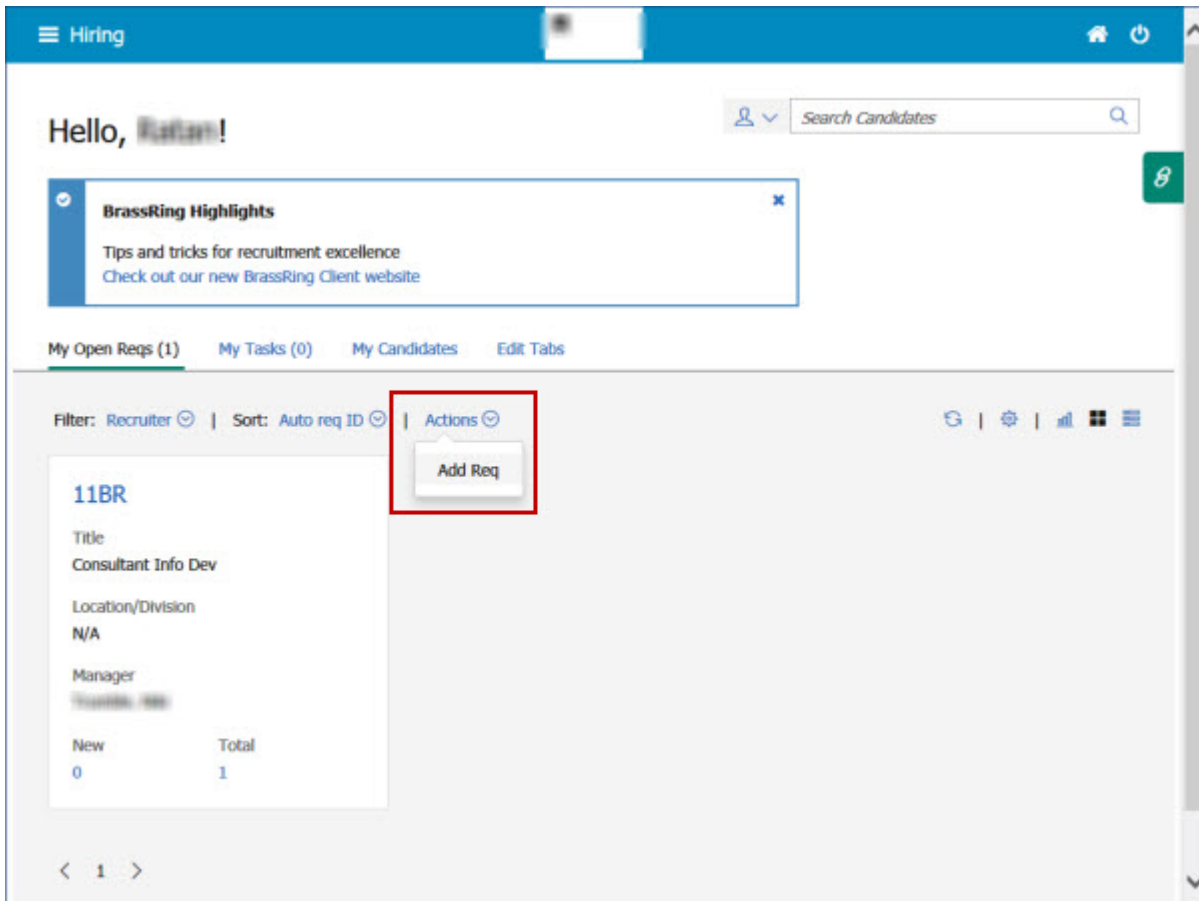
The BrassRing Home page has a client requested addition. A new action option **Add Req** is added in the Actions menu of My Open Reqs tab, cards view.

Before this release:

Filter: All Associated | Sort: Auto req ID

New	Total
0	1

After this release:

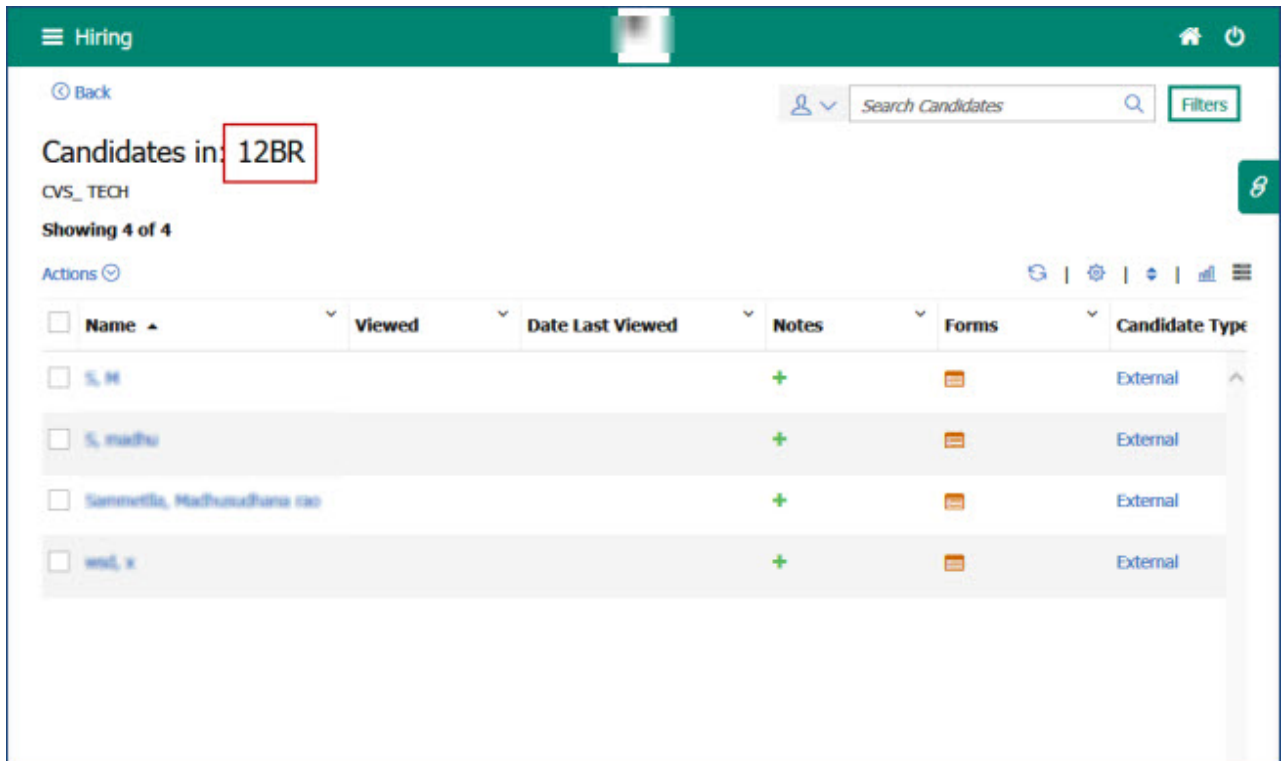


RTC Internal Reference # 103511.

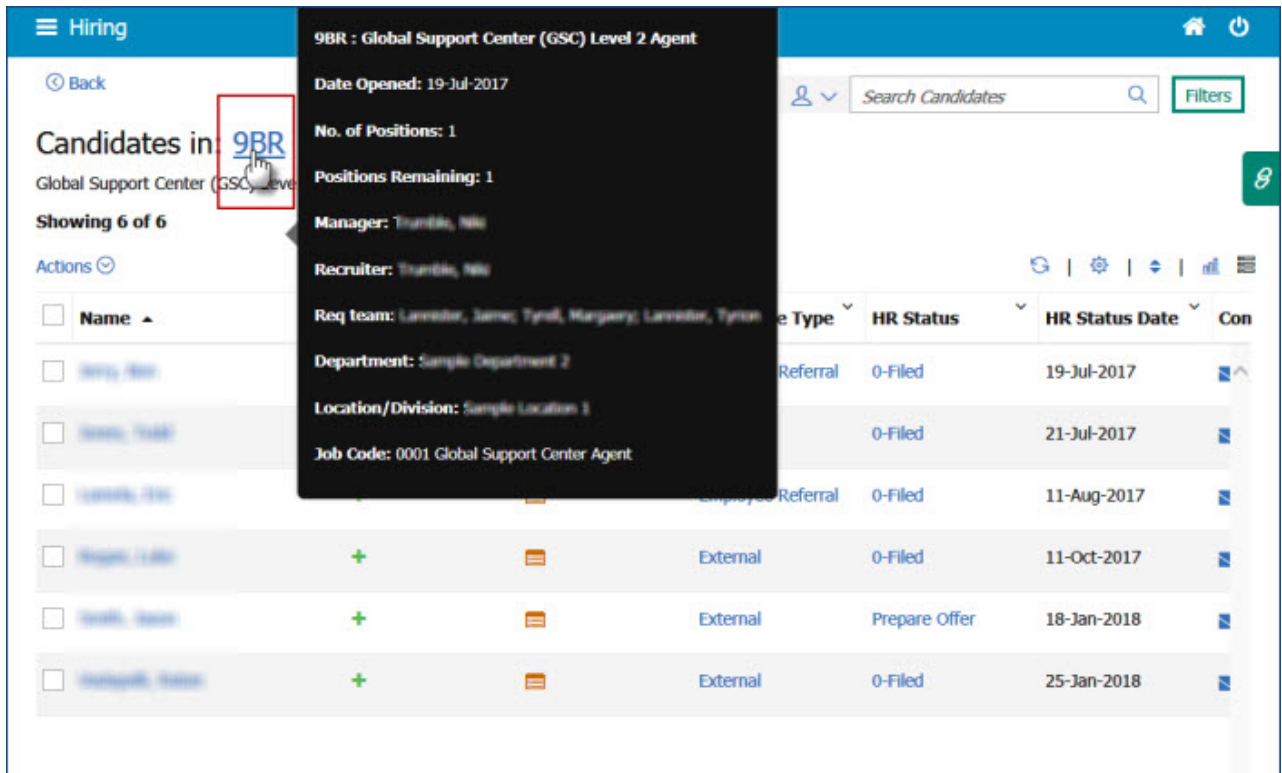
Req Results - Req Details

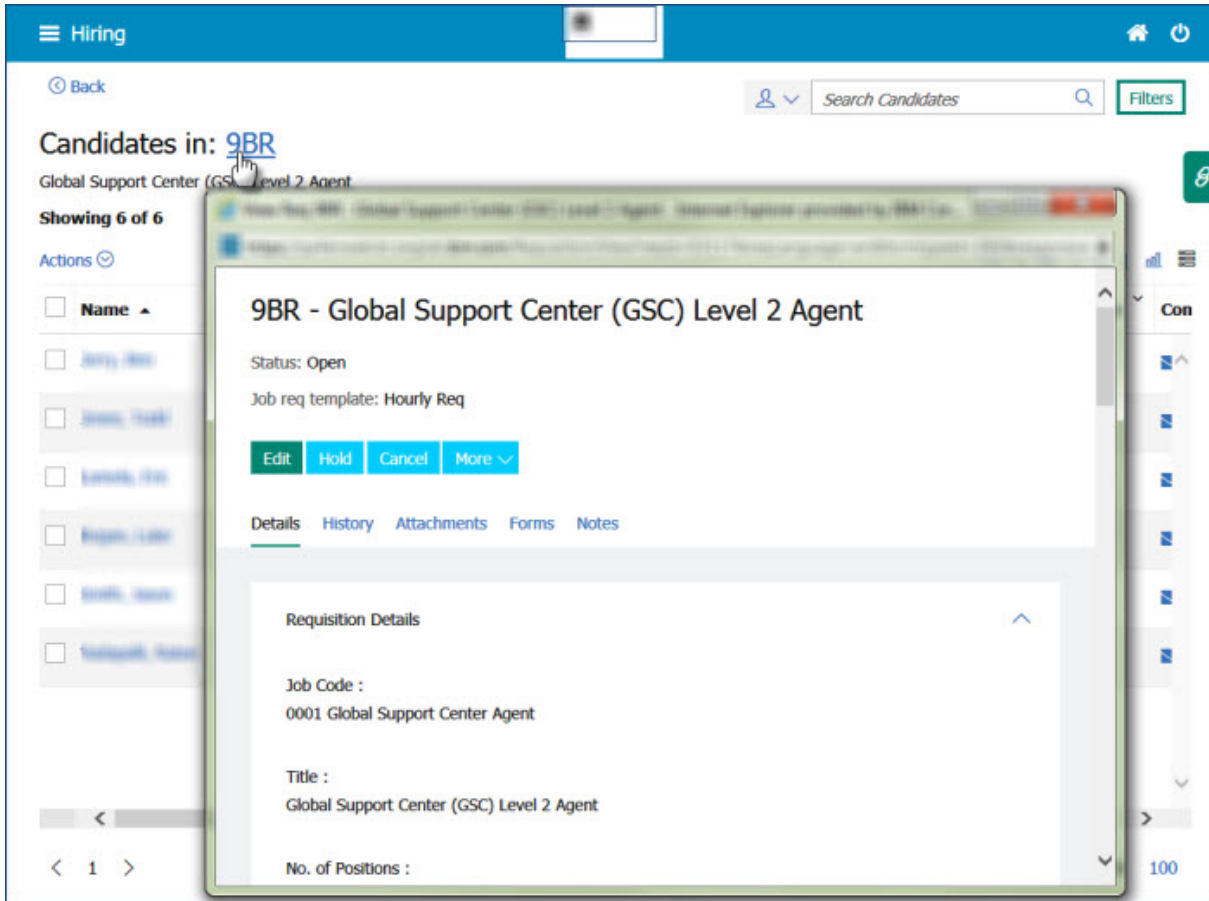
The req number in the Req results screen previously was plain text. Based on client request, the req number is enhanced to contain a hyperlink starting this release. Selecting the hyperlink displays a new pop-up, the View req details screen. Hovering mouse over the hyperlink displays the req review panel.

Before this release:



After this release:





RTC Internal Reference # 103512.

Candidate Profile Fields - Character Length Synchronization

Based on client feedback, the character length of the various candidate profile fields is synchronized to ensure that the fields have the same character length in the New UI, Candidate zone and the Gateway Questionnaire. This uniformity across all the modules helps avoid confusion. Following are the fields and their respective character length. They are synchronized with same character length across the three modules:

- First Name - 100
- Middle Name - 20
- Last Name - 100
- Email - 200
- Address line 1 - 50
- Address line 2 - 50
- City - 45
- Zip/Postal code - 10
- Country - 40
- State/Region/Province - 100
- Home phone - 25
- Work phone - 25
- Other phone - 25
- Fax - 25
- Web address - 100

- Last name pronunciation key - 100
- First name pronunciation key - 100
- Candidate stacking field - 128

RTC Internal Reference # 105812.

eLink - Non-System Users

It was observed that when non-system users access an eLink sent to them to view or edit a requisition, they receive an error message. An error message is displayed instead of the requisition information when the client has secure req client setting is enabled. This behavior is adjusted to display req information to non-system users when they access an eLink sent to them.

RTC Internal Reference # 107632.

My Open Reqs - HR Status Update

When BrassRing users updated the HR status of multiple candidates in **Home Page > My Candidates > Total Candidates [of a specific HR Status] > Candidates in: [status]** previously, the candidate's name used to get sorted and was not displayed in this grid. This makes the task of the user difficult as the users would have to scroll through numerous pages in order to find and review the status of the candidates that were just updated. This is now corrected. Unless there is a filter used, when the HR status of multiple candidates is updated, the candidates' names are displayed in the grid along with the updated HR status and dates. If there is a filter set up for this grid, then the grid is immediately sorted and the candidates with updated HR status are moved out of display.

<input type="checkbox"/>	Name ▲	Notes	Forms	Candidate Type	HR Status	HR Status Date	Communication
<input type="checkbox"/>	[Name]	+	[Form]	External	Applied	29-Jun-2018	[Email]
<input type="checkbox"/>	[Name]	+	[Form]	External	Recruiter Review	29-Jun-2018	[Email]
<input type="checkbox"/>	[Name]	+	[Form]	External	Applied	29-Jun-2018	[Email]
<input type="checkbox"/>	[Name]	+	[Form]	Employee Referral	Applied	26-May-2017	[Email]
<input type="checkbox"/>	[Name]	+	[Form]	External	Applied	26-Feb-2018	[Email]

RTC Internal Reference # 106919.

Lead Manager

The current release of Lead Manager does not include any visible changes 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.

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 include any configurable changes for Responsive Apply. Configurable features must be configured or turned on to be visible and available to users.

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.

Lead Manager

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

Job Board Aggregator - URL White Listing

TalentFilter, the Job board aggregator used for searching job boards from Lead Manager, is changing their URLs. This change is to ensure optimum utilization of their updated infrastructure. Clients that previously required to whitelist the TalentFilter URLs are required to update the following URLs:

- Remove the following URLs:
 - ibm-staging.talentfilter.biz
 - tf2-s-be1.talentfilter.biz
 - tf2-p-be1.talentfilter.biz
- Add the following URLs:
 - staging.talentfilter.biz
 - prod.talentfilter.biz

RTC Internal Reference # 106123

BrassRing Workbench

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

BrassRing Workbench Changes

Candidate Portal - Client Setting Renamed

A client setting used to configure Candidate Portal's cards is renamed this release to ensure accurate understanding. The setting Candidate Portal - Append expiration date to the links of posted documents and document packets is updated to **Candidate Portal - Append expiration date to all posted items (if posted with expiration selected)**. This setting's configuration impacts not just document and document packets alone, but also anything else that is posted to a Candidate Portal including documents, offer letters, file attachments, forms and document packets. The message displayed in the information icon is also updated. The new message now reads as following: **Controls the visibility of the expiration date on documents, offers, file attachments, document packets and forms posted to the Candidate Portal.**

Before this change:

Edit client settings

Bypass ClosedLogic when Updating HRStatus in RAM No Yes

Bypass RTR for candidate form approval No Yes

Candidate Bulk Print: Include All Attachments (not only Req specific) No Yes

Candidate communication preference

- Email format - HTML
- SMS
- Email format - text

Candidate enforce continuity of history No Yes

Candidate Portal - Append expiration date to the links of posted documents and document packets No Yes

Candidate Portal - Auto-remove candidate form on completion No Yes

Candidate Portal - Password for Non TG applicants None

Candidate Portal - Post existing "single per" candidate/req forms in EDIT mode if form has "Send existing form in edit mode" enabled (else, use add mode) No Yes

Candidate Portal - Username for Non TG applicants e-mail address

After this change:

Edit client settings

Bypass ClosedLogic when Updating HRStatus in RAM No Yes

Bypass RTR for candidate form approval No Yes

Candidate Bulk Print: Include All Attachments (not only Req specific) No Yes

Candidate communication preference

- Email format - HTML
- SMS
- Email format - text

Candidate Portal - Append expiration date to all posted items (if posted with expiration selected) No Yes

Candidate Portal - Auto-remove candidate form on completion No Yes

Candidate Portal - Password for Non TG applicants Zip/Postal code

Candidate Portal - Post existing "single per" candidate/req forms in EDIT mode if form has "Send existing form in edit mode" enabled (else, use add mode) No Yes

Candidate Portal - Username for Non TG applicants e-mail address

RTC Internal Reference # 105849.

Responsive Talent Gateways - Gateway Service Level

Starting this release, while adding a new Talent Gateway, the default value of the setting **Gateway Service Level** is set to Platinum. The configuration of this setting for existing Talent Gateways (both Responsive and Classic) is not changed. Therefore, when Workbench administrators edit an existing Talent Gateway, the existing value is displayed.

+ Add new - Step 2
Step 2: Gateway details

Client ID: [redacted]
Site ID: [redacted]

*Talent Gateway name:

Localization settings:

*Gateway service level:

*Resume input type:

- Enable auto extraction
- Enable auto proper case names
- Make extraction optional after first upload
- Allow apply without resume/CV on mobile
- Allow cover letter file upload
- Enable cover letters for mobile

Intro URL:

Add as job apply URL option to Posting Partners

Vanity URL:

*Designate candidates as:

SSO Talent Gateway: Yes No

RTC Internal Reference # 102467.

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