

IBM Kenexa BrassRing on Cloud

*IBM Kenexa BrassRing on Cloud  
ReleaseDocument  
February 2019*



**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 release , 19.02.11, IBM® Kenexa® BrassRing® on Cloud and to all subsequent releases and modifications until otherwise indicated in new editions.

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# Chapter 1. Release Notes for Release 19.02.11

Introduction.

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.

To download the PDF version of this document and the preceding versions, go to [Down-loadable PDF Release Notes](#).

## Client Reminders

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

### 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. This can be achieved 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 Talent Gateways are seeing a vast improvement in candidate completion rates. Withdrawing 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. No support means that, although IBM will not be shutting Classic Talent Gateways off, IBM will no longer work on bug fixes specific to Classic Talent Gateways. 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 Over 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.

**Note:**

**New:**As communicated on January 3rd, 2019, we are currently targeting the week of February 11th (Staging) and 18th (Production) for some upgrades that may have an impact on our customers who have not yet converted all of their Talent Gateways (TGs) and Gateway Questionnaires (GQs) to the Responsive layout.

The planned changes include:

- **Do not allow posting without Gateway Questionnaire (GQ) selected for Responsive Talent Gateways (TGs)** - A key feature of Responsive Apply is the use of Responsive GQs, which creates an optimized candidate experience. With release 19.02.11, clients will no longer have the ability to post jobs to a responsive Talent Gateway without a GQ selected. All Responsive TGs and Responsive Global TGs will be updated so that a GQ is always required on the Posting Options page.

- **Prevent clients from Editing classic GQs** - This update will disable the ability for clients to create new Classic Gateway Questionnaires. When using save as new to create a new GQ, only the Responsive option will be available. The Classic option is being removed. Please also note that when adding a brand new Gateway Questionnaire, only the Responsive option is available (this has been in affect since mid-2018).

## Discussion: We Want Your Feedback About Upcoming Features

The IBM BrassRing team has adopted a Dark Launch release process for high-impact features which entails having select features rolled out to the **Staging-environment-only** for an undetermined amount of time. This process allows you to test and provide feedback on those select features. The Production release date is then determined based on feedback collected, testing, additional development required, etc.

### How do you provide feedback about the features released to Staging only?

A new discussion link is included in the feature description of the Release Notes document. (Only select features will have this discussion link included.) The link directs you to the Salesforce Support Community and does require you to have an IBM ID to post your feedback.

**Note:** Please note, this discussion link is to be used to provide feedback on the new feature. For questions about functionality not answered via the release notes, please reach out to the Product Consulting team for additional details.

### Benefits Include:

- Releasing specific features to Staging only allows you to test the feature and complete any change management activities required within your recruitment team.
- A quick and easy way to submit your valuable feedback about an upcoming feature.
- Monitored by the IBM Offering Management team, meaning your feedback is getting directly to the team responsible for the future direction of the BrassRing product.
- Ability to view feedback provided by other clients

We look forward to your participation and feedback!

## Client Training and Enablement Sessions

Please join the IBM Talent Management Solutions Training team for our regularly scheduled Training and Enablement sessions. These sessions may include release information, product demonstrations, implementation processes, and so much more!

Visit our [site](#) often for the most up-to-date schedule and agenda topics!

## 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**.



- New UI: Job Apply URL - Source Code Addition
- Responsive Talent Gateways - Accessibility Enhancement

## Dark Launch Features

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Dark Launch features are those features that are released to **Staging environment - Only** and are NOT released to Production environment for a considerable amount of time. This process gives an opportunity and enough time to test these features thoroughly before they are available in the production environment.

### Candidate Form - Approval Process Improvement

**Note:** This feature is deployed to **Staging environment - Only** with this release. A Production date is to be determined.

Before this release, the standard sequential Candidate Form approval process would reroute the form for approval if the Approvers were updated or changed exclusively while the form approval was in flight. With this release, organizations can configure their Candidate Form approval process to allow edits to the Approvers without having to restart the whole approval process. This change enhances the user's ability to update approvers giving them the ability to delegate the approval to another user if the original approver is not available.

To read more about this feature, please visit the [November 2018 release notes](#) on the IBM Knowledge Center.

We want to hear from you! To provide feedback about this feature go to our [Discussions Forum](#) post. RTC internal reference # 109917, 111563, 110400, BR154, 110313, 109917, 110403.

## Visible Changes

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

### Unified Candidate Zone - Submitted Applications across Talent Gateways

**Note:** This feature was deployed to Staging environment - Only during release 19.01.07. **Starting the current release, this feature is going to be available in the Production environment.**

The Unified Candidate Zone is a new feature that provides next generation candidate experience. The prime aspect of this feature is that when candidates create their profile on one of the responsive Talent Gateways of the client, their submitted application information can be accessed across all the responsive Talent Gateways that belong to the same client. This applies whether the candidate is accessing different responsive Talent Gateways of same locale or of different locales.

**Duplicate Submissions:** In addition to providing candidates access to their applications across the Talent Gateways, this feature **helps prevent duplicate applications** across the multiple same locale Talent Gateways. For example, a candidate can apply to a job on an English Talent Gateway and then if that same candidate attempts to apply to the same job on a different English Talent Gateway a message is displayed stating that they have already applied to the job. Previously there was no way to block the ability for the same candidate to apply to one job on multiple Talent Gateways of the same locale. For clients that allow reapply on the same Talent Gateway, the current rules are enforced (duplicate re-apply is prohibited unless the reqs allow reapplies and the candidates is at an HR status that allows re-applies).

With this feature switched on, candidates can review their job related information, across all sites (for the same client), so that the candidates are not blocked from accessing their application data by existence of multiple Talent Gateways for same client which do not share the candidate data.

#### Across Talent Gateways of Same Locale :

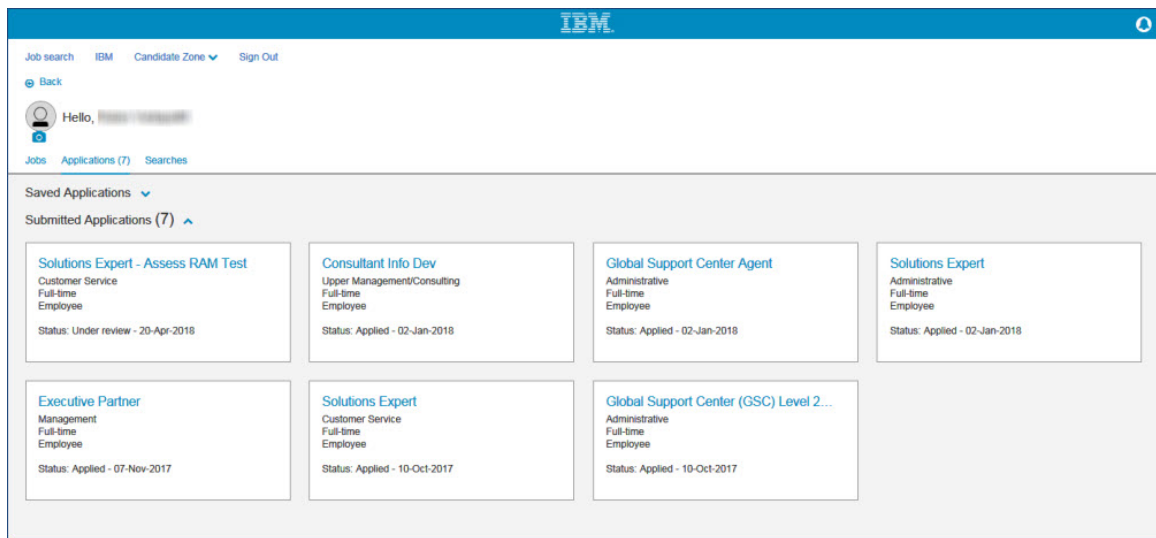
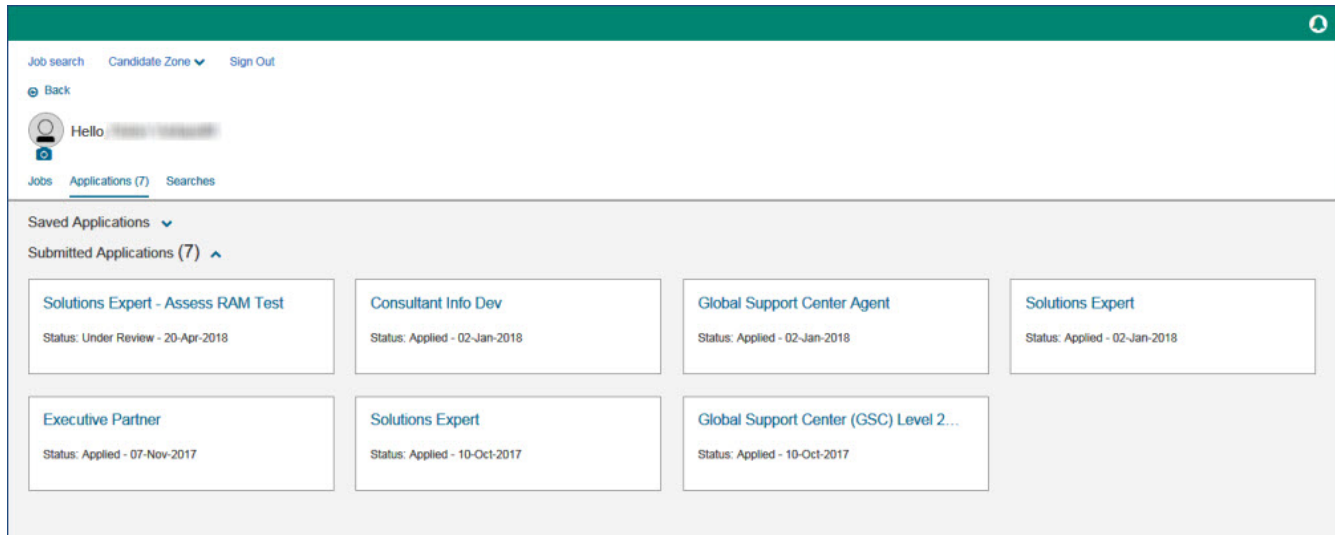
The Submitted Applications list and Application Details screens, across all responsive Talent Gateways within the same locale, display for the candidates.

1. Submitted Applications: This section displays submitted applications from any/all sites of the client.



- a. Navigation: **Talent Gateway > Candidate Zone > Dashboard > Applications tab > Submitted Applications.**
  - b. **Format:** All cards in this tab/section display in “this site” format with “this site” Position 2 and 3 fields (not original site format/fields).
  - c. **Content:** Cards display for all reqs (in “this locale”) which are open and the candidate is currently filed to, even if they were manually copied/moved/filed to a folder the candidate didn’t apply to.
  - d. The **Withdraw/Reactivate** work as usual (HR Status change occurs for the candidate, this is not site-specific)
  - e. Automated removal of the job card from the submitted application section will occur across all sites. (Per current functionality: Req Status = Closed (or Canceled or Deleted) AND > 90 days since the last HR status change.)
  - f. If a candidate is added/moved/removed from any req folder, from any site submission, this is reflected in the Submitted Applications section.
  - g. Candidates that did not apply to a requisition, but have the requisition shown in the Submitted Applications section by having the “Display job/referral status information” HR Status setting enabled, will continue to show.
2. Application Details: This page and all subsequent pages, (View application, View job description, Add files, Status, Documents, and Forms) includes details form any/all sites in the same locale.
- a. Navigation: **Talent Gateway > Candidate Zone > Dashboard > Applications tab > Submitted Applications > [select link for job card].**
  - b. **Format:** All statues, tabs, branding, etc. will be displayed in format consistent with currently logged in Talent Gateway.
  - c. **Content:** Status, attachments, documents and forms display with content and values from "this job" regardless of which Talent Gateway the candidate applied to the job through.
  - d. **Add Files:** The Attachment Category list may vary from job to job. This is because, different categories may be configured to be displayed on different Talent Gateways. The candidate sees the attachment categories that were displayed on the site that they applied through. The recommended best practice is to use the same attachment categories across Talent Gateways that the same set of candidates may use.
  - e. **Documents and Forms Tabs:** These cards exist per job, per candidate and are site-independent.
  - f. **HR Status Categories:** The HR Status Categories can be customized per Talent Gateway. To reduce confusion and keep the experience consistent, the statuses that show are from the Talent Gateway that the candidate is currently visiting. Recommended best practice is to use the same HR Status Category customizations across sites that the same candidate may visit.

Different Talent Gateways displaying the same set of applications:



**Note:**

- Candidates are not able to switch sites while on the Submitted Applications or Application Details pages. Candidates would need to log into the appropriate Talent Gateway if necessary.
- Headers, footers and other branding is always inherit from the site that the candidate is currently on.
- This feature is for same locale Responsive Talent Gateways only. A project is under way to implement a cross-locale/multi-locale unified Candidate Zone.
- Additional Candidate Zone pages, unrelated to Submitted Applications, are NOT included in this feature.

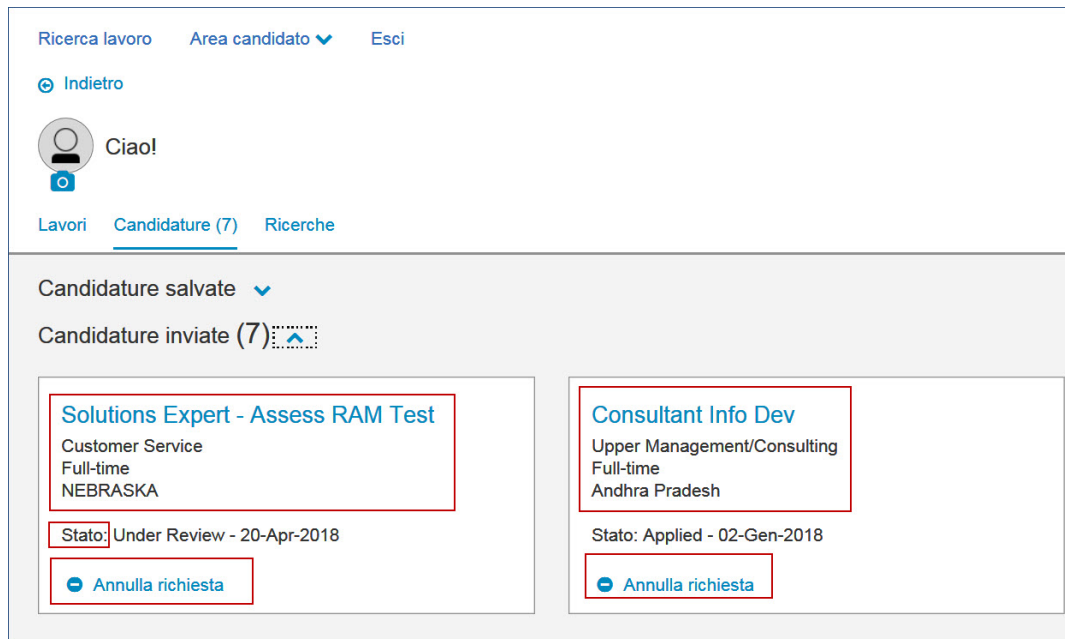
RTC internal reference # 107178, 107171, 96238, 93135, 112071, 110359, 92451, 92452, 95528.

**Across Talent Gateways of different Locales:**

Following are the updates made in the Submitted Applications section of the Responsive Talent Gateways **Candidate Zone > Dashboard > Applications > Submitted Applications:**

- **Submitted Applications** section -
  - In the submitted application section, job cards are displayed for
    - All reqs to which the candidate applied across all locale Talent Gateways.

- Reqs that are open and candidate is currently in designated **Display job/referral status information** HR status.
- Reqs to which a candidate is filed (and are open) and the candidate is currently in an HR status designated to **Display Job/referral status** information.
- Reqs to which a candidate is filed and a recruiter has posted documents or forms to.



- All submitted application cards are displayed in a format consistent with the Talent Gateway the candidate is currently logged in.
  - The locale of the cards is consistent with the current site locale to which the candidate is logged in. However, the job title of the card would be consistent with the Talent Gateway where the candidate applied to that job.
  - Candidates can withdraw a job application from any Talent Gateway irrespective of the Talent Gateway they have applied to that job on as long as the HR Status allows for withdrawal. (The withdraw action is not site specific, but rather specific to your organization's configuration and the HR Status the candidate is currently at.).
  - If a job card is removed from a candidate's Submitted Applications section, the job card also gets removed across all locale Talent Gateways.
  - For jobs that a candidate did not apply to (that is, the candidate was manually filed in to, submitted via agency contact, etc):
    - If the req was created in only one locale, the job title on the job card is displayed in that locale.
    - If the req was created in multiple locales, the job title on the job card is displayed in the locale of the Talent Gateway that the candidate is currently logged into.
  - Any warnings or pop-ups are displayed in the locale of the Talent Gateway that the candidate is currently logged into, even if the message is related to a job card in another locale.
  - Other Pages -
    - **Add files** - page format is displayed consistently with the Talent Gateway to which the candidate is currently logged in. The only exception is that the attachment categories display the values from the Talent Gateway in which candidate has applied in the format consistent with the same Talent Gateway.
- Note:** It is recommended that clients use the same attachment categories across all their Talent Gateways.

- **Document Packet page** - the packet title is displayed in the format consistent with the Talent Gateway where the candidate applied.
- Document Packet page - Header links, Button labels and Footer links and notifications to the candidate are displayed in the format consistent with the Talent Gateway the candidate is logged into.
- **Open/download document** - The documents open or download as they were in the Talent Gateway where the candidate has applied. This is because, the documents would be of the same locale of the applied Talent Gateway.
- **View Application** - The headers and footers of the view application page are displayed in a format consistent with the Talent Gateway in which the candidate is currently logged in. The Review Gateway Questionnaire is displayed as it is available in the Talent Gateway in which the candidate has applied for that specific req.
- **View Job description** - The job description information is displayed as it is displayed in the Talent Gateway where the candidate has applied for the requisition.

Recherche d'emploi   Zone du candidat ▼   Se déconnecter

Retour

**Solutions Expert - Assess RAM Test**

Statut actuel: Under Review

Dernière mise à jour: 20-avr-2018

Réviser la candidature   Afficher la description de l'offre   Ajouter des fichiers   Retirer la candidature

État   Documents (0)   Formulaires (0)

1   2   3

**2. Under Review**

20-avr-2018

We are currently reviewing your application!

Recherche d'emploi   Zone du candidat ▼   Se déconnecter

Retour

**Review Application - Solutions Expert - Assess RAM Test**

Initial Questions

Are you now or have you ever been employed by [CLIENT NAME] or an affiliated entity?  
Current Employee

Please provide your Employee ID  
asdf

Last 5 of SSN  
23456

**Note:**

- Headers, footers and other branding is always inherited from the site that the candidate is currently on.
- This feature is only related to the Submitted Applications section. No other sections are affected.

- This feature does not prevent a candidate from applying to the same req across multiple locale Talent Gateways. For example, the same candidate is able to apply to the same job in English and then again in Spanish. This is the current behavior and is not being changed.
  - For candidates that apply to the same job in multiple locales, they see multiple instances of the same job card.

### How do clients get this feature enabled?

A client setting **Unified Candidate Zone - Candidates can see their data across all Responsive TGs** that was introduced during the October 2018 release (Unified Candidate Zone – Submitted Applications – Dark Launch) also controls this feature. This setting has Yes and No as options. By default, this setting is configured as Yes for all clients in the Staging environment only this release. Clients can request this client setting to be turned off by their IBM representative if required. (Only IBM team members can edit Client Settings.)

The screenshot shows the 'Edit client settings' page with the following settings:

- Time Zone**: (GMT-05:00) Eastern Time (US & Canada)
- Time Zone user default**: (GMT-05:00) Eastern Time (US & Canada)
- Unified Candidate Zone - Candidates can see their data across all Responsive TGs**:  Yes
- USA Jobs Application - HRStatus Integration**:  No  Yes
- User Code Filtering**:  No  Yes

RTC internal reference # 92453, 93135

### Handling of Posted Forms Across Locales (multi-lingual)

When candidates access their submitted applications across multiple locales, their Forms handling is done in the following manner:

- **Offer** (Document with Subsidiary Form) page displays PDF as it is created within the recruiter-created locale and the contents of the form are displayed in the locale of the Talent Gateway where the candidate originally applied for that job. The headers/footers of this form remain in locale into which the candidate is currently logged in.
- Form page displays the contents in a format that is consistent with the Talent Gateway in which the candidate has applied, although headers/footers are displayed in a format consistent with the Talent Gateway the candidate is currently logged into.
- Offer and regular Form **submission** are displayed in a format consistent with the site in which the candidate applied for the job. For example, German locale is displayed for a German job application, even though the candidate is currently logged into a Talent Gateway with English as locale.

#### Note:

As per the responsive candidate portal implementation design, the locale of a posted form/document subsidiary form must match the locale of the Talent Gateway to which the candidate is currently logged into (provided all translations are available).

Clients should provide full translations for all candidate forms/fields in all locales for which candidates apply (and forms are used for). If translations are unavailable, the form may display in client's default locale or otherwise miss translated fields/options.

RTC internal reference # 111028.

### Responsive Talent Gateway - Job Posting Not Allowed without a Responsive Gateway Questionnaire

BrassRing's endeavor has always been to provide the best experience to its users as well as the candidates. One of the most important moves towards this end is upgrading the Talent Gateways to be mobile responsive. For our candidates to have the best possible responsive experience from the Talent Gateways, they are required to be paired with responsive Gateway Questionnaires. We have been requesting all our clients to completely move over to the Responsive Talent Gateways and also not to post jobs to these Talent Gateways without Gateway Questionnaires.

In order to ensure that the jobs posted to the Responsive Talent Gateways have Gateway Questionnaires, the option of posting jobs without Gateway Questionnaires is disabled. Starting this release, when a new job is posted to a Responsive Talent Gateway, it must have a Gateway Questionnaire. For this to happen, the following steps are taken:

- Talent Gateway setting **Do not allow posting without GQ selected** is checked and disabled for all the Full and Global Talent Gateways across all clients. Upon mouse hover on this check box, a tool tip message is displayed stating **Non-GQ job postings are not allowed for responsive TG.**
- When a new Full Talent Gateway is added, the setting **Do not allow posting without GQ selected** is already checked and disabled.
- When editing a classic Talent Gateway, if the setting **Talent Gateway search layout** is set to Responsive, the setting **Do not allow posting without GQ selected** is checked and disabled automatically.
- While creating or editing a Global Talent Gateway, if a user selects **Talent Gateway search layout** is set to Responsive, the setting **Do not allow posting without GQ selected** is checked and disabled automatically.

Require encryption

Disable GQ pre-filled responses for classic GQ (does not impact Responsive GQ)

Disable JSQ widget only pre-filled responses for classic GQ (does not impact Responsive GQ)

Do not allow posting without GQ selected

Enable Search Engine Optimization

Show link/button to take assessments regardless of score (for jobs with associated assessments)

Launch KAS assessment(s) via new window

Auto-launch assessments (only with assessment batches)

Default "Preferred Candidate Score" with max GQ score (excludes JSQ)

WOTC Integration

Enable Job Feed Integration

Google

Default site for Candidate Portal access for non-logged in profiles with matching locale.

Save Revert To Saved Cancel

**Note:** There is no impact to either the Basic Talent Gateways or the Classic layout Talent Gateways due to this feature.

RTC internal reference # 111949.

### Responsive Talent Gateways - Password Lockout

Based on client configuration, a candidate is locked out of their Talent Gateway profile for a set amount of time between 10 minutes to 60 minutes upon trying to login using incorrect password. However, it was observed that after the lockout period has elapsed, if the candidate tries to login using an incorrect password for one time, the candidate again gets locked out for the configured amount of time.

For example, your organization's Talent Gateway TG lockout setting is configured to lockout a candidate for 10 minutes upon three unsuccessful login attempts. A candidate attempts to login and is unsuccessful three times and gets locked out of their account for 10 minutes. After the 10 minutes elapse, if the candidate tried to login using an incorrect password, they were locked out for 10 more minutes.

This resulted in a bad candidate experience. Starting this release, this lockout pattern is updated such that, after the lockout period elapses, the candidates get to attempt to login three times before getting locked out of their account again.

**Note:** Please note that this inconsistency is present in Classic Talent Gateways as well. However, as mentioned, all enhancements and fixes are made only in the Responsive Talent Gateways. The

existing client setting **Lockout Period Gateway** controls how long your candidates are locked out after three failed attempts. Client settings can only be enabled and edited by IBM team members.

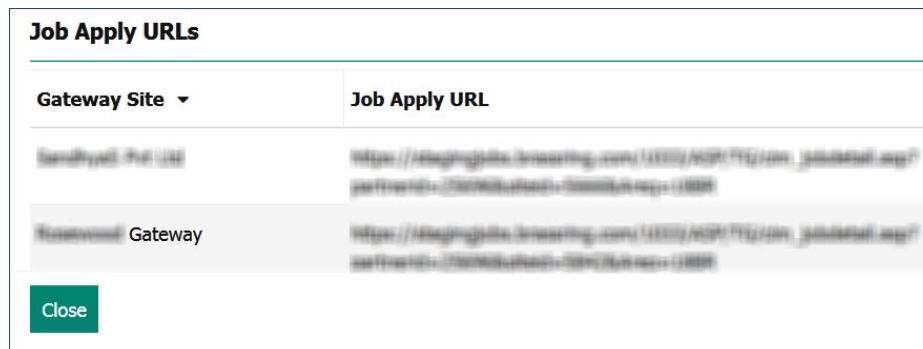


RTC internal reference # 113520.

### New UI: Job Apply URL - Source Code Addition

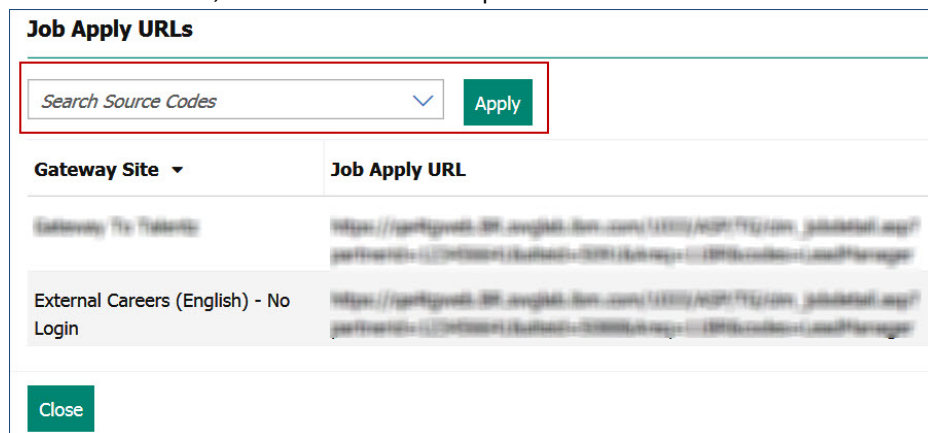
Based on client request, starting this release, BrassRing users have the ability to add a source code to the job apply URLs for their select requisitions. This helps recruiters create the correct URL after they have posted the job for ease of distribution to their candidates. The availability of source code in the URL also helps your organization in posting the jobs to niche job portals. In order to select the URLs with the specific Job code, a new drop down control is provided in the **Job Apply URLs** screen. Path: **BrassRing > [launch to view a requisition] > More > View Job Apply URLs.**

Before this release:

A screenshot of the 'Job Apply URLs' screen before the release. It features a table with two columns: 'Gateway Site' and 'Job Apply URL'. There are two rows of data. Below the table is a green 'Close' button.

Gateway Site	Job Apply URL
Gateway To Talent	https://ibmgateway.brassring.com/11331/ADP/TG/com_3644441.asp?partnerId=11331&id=11331&req=11331
External Gateway	https://ibmgateway.brassring.com/11331/ADP/TG/com_3644441.asp?partnerId=11331&id=11331&req=11331

After this release, with Source Code drop down:

A screenshot of the 'Job Apply URLs' screen after the release. A new search dropdown is added at the top, containing the text 'Search Source Codes' and a green 'Apply' button. Below this is the same table as in the previous screenshot, with a green 'Close' button at the bottom.

Gateway Site	Job Apply URL
Gateway To Talent	https://ibmgateway.brassring.com/11331/ADP/TG/com_3644441.asp?partnerId=11331&id=11331&req=11331&sourceCode=LeadManager
External Careers (English) - No Login	https://ibmgateway.brassring.com/11331/ADP/TG/com_3644441.asp?partnerId=11331&id=11331&req=11331&sourceCode=LeadManager

**Job Apply URLs**

Search Source Codes

Gateway Site	Job Apply URL	Copy
Internal Careers (English)	<a href="https://google.com/landing/apply/external-careers-english?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-english?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers - Spanish	<a href="https://google.com/landing/apply/external-careers-spanish?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-spanish?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers - Polish	<a href="https://google.com/landing/apply/external-careers-polish?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-polish?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers - Italian	<a href="https://google.com/landing/apply/external-careers-italian?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-italian?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers - German	<a href="https://google.com/landing/apply/external-careers-german?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-german?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers - French (Canadian)	<a href="https://google.com/landing/apply/external-careers-french-canadian?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-french-canadian?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers - English (US)	<a href="https://google.com/landing/apply/external-careers-english-us?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-english-us?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	
External Careers (English) - Classic	<a href="https://google.com/landing/apply/external-careers-english-classic?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs">https://google.com/landing/apply/external-careers-english-classic?partnerid=12345678901234567890&amp;Areq=21BR&amp;codes=GoogleJobs</a>	

RTC internal reference # 111899, 111331.

**Responsive Talent Gateways - Accessibility Enhancement**

This update is based upon a client request regarding accessibility compliance in the Responsive Talent Gateways. Within the Advanced Search, if an incorrect date is entered for search, an error message is displayed next to the date field. However, this error message was not being announced by the screen reader. In order to remedy this, starting this release, top level error messaging is added to the **Advanced Search** page. Top level error messages are announced by the screen readers. Users that require screen reader assistance therefore get the guidance on how to proceed if there is an error in the date field.

Before and after this release:

**Job Type**

Regular

Contract

**Post Date**  
Include postings from

Please choose a date after 12/31/1918 and before 1/1/2120

**Language**

All

English (United States)

French (Canada)



RTC internal reference # 115107.

### Social Media Integration - Post to Facebook

If your organization uses Social Referral and allows your internal users to post jobs to their Facebook account, there is a minor change with this release. Previously, the Social Referral Talent Gateway used Facebook's API services. These services have been deprecated by Facebook. Therefore, in order to share jobs on Facebook, a new approach is used starting this release. The social referral link now uses Facebook's java script share widget instead of API calls to share jobs. No configuration changes are required for this change to be available.

RTC internal reference # 116356.

### Lead Manager - Sort Lead and Campaign Search by Custom Fields

Previously when Lead Manager users performed a lead search or a campaign search, the columns of the search results grid were not sortable by custom field types. Starting this release, the search results grid columns can be sorted based on the following custom field types:

- Text
- Text Area
- Single Select
- Radio
- Numeric

Columns with the following custom field types are **not** sortable:

- Multi select
- Check box

RTC internal reference # 112540, 115759, 115681.

### **Integrations - Req Import Enhancements**

It was observed that while performing requisition imports, different req templates were being used for the same requisition. This overwrites existing req fields resulting in issues while posting reqs, and inconsistent reporting data.

In order to remedy this situation, starting this release, BrassRing system prevents users from importing a requisition with multiple req templates. For example, if a user imports Req 1BR with Req template A, and then tries to import Req 1BR with Req template B, an error message is returned stating **Cannot import existing Req with different template.**

RTC internal reference # 116309.

### **Integrations - HR Status Enhancements**

Based on an organization's recruitment process, updating a candidate's HR status involves completion of certain forms. The HR status should not be updated without the completion of these forms. However, previously, when a candidate's HR status update was requested via a RAM trigger or an integration, the update was performed, in spite of the candidate's record not having the required forms. When a candidate export of such candidate was performed, the export was restricted for the lack of the forms.

Starting this release, to streamline the processes, and for better user experience, the HR status update is denied if the request comes in without the prerequisite forms. The following message is returned for such requests that come without the supporting forms: **The candidate record was not created or updated. Candidate missing the required forms for the selected HR status may not be updated at this time.**

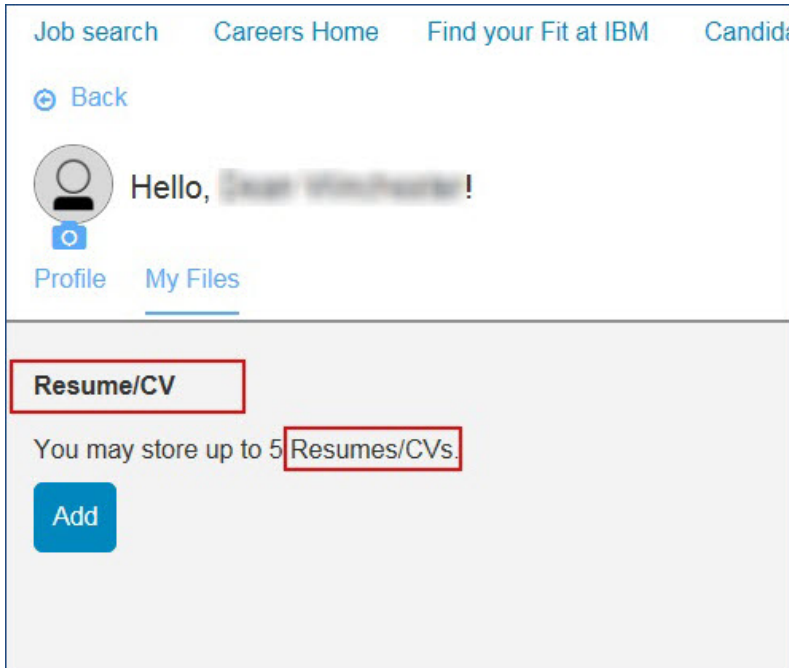
RTC internal reference # 115237.

### **Responsive Talent Gateway - Words with Accents and Accessibility**

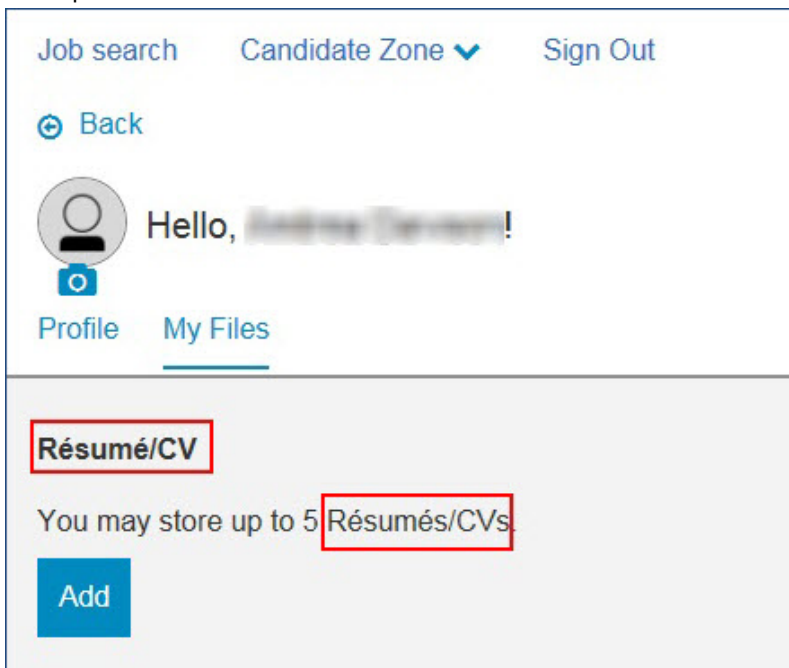
BrassRing Talent Gateways have multiple screens that have the word Resume without the required French language accents. *Résumé*. To meet accessibility standards and allow screen readers to read **Resume/CV** with the correct sense on the Responsive Talent Gateways, Resume/CV is replaced with **Résumé/CV**. This updated is going to be on the following pages:

- **Candidate Zone > Profile > My Files**
- Throughout the Responsive Apply process:
  - Custom page with profile details > Import Profile modal (import and upload)
  - Custom page with Resume/CV widget.
  - Review page with Resume/CV widget.
- **Candidate Zone > Dashboard > Applications Submitted Applications**
  - **View application (button) > Review page with Resume/CV widget**

Example before this release:



Example after this release:



## Configurable Changes

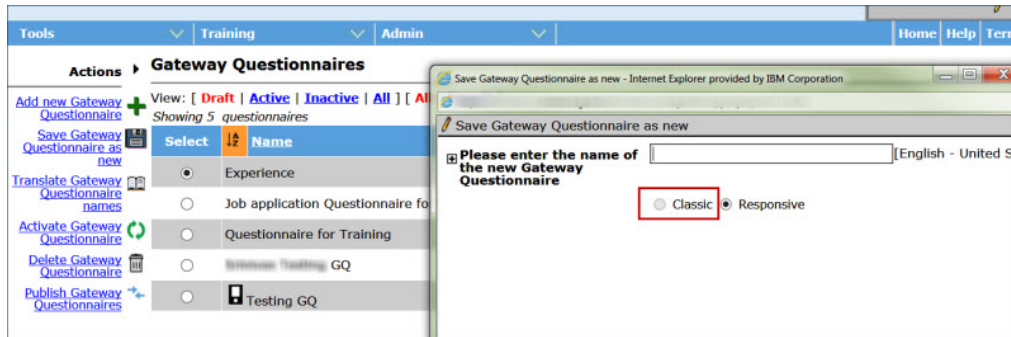
The current release of includes the following configurable features for BrassRing and IBM Kenexa Lead Manager. Configurable features must be configured or turned on to be visible and available to users.

### Responsive Talent Gateways - Responsive Gateway Questionnaire

This change is a part of our continuous endeavor to provide the best candidate experience. Responsive Apply feature of the Responsive Talent Gateways work best when the requisition is posted using a Responsive Gateway Questionnaire. In order to ensure that the Gateway Questionnaires created are only responsive and not classic, the option of creating new Classic Gateway Questionnaire was disabled during Release 18.05.28. Please find more information about the change on this [Knowledge Center page](#).

In addition to this, starting this release, clients would also not be able to save an existing classic Gateway Questionnaire as a new classic Gateway Questionnaire.

- When a Workbench user selects an existing classic Gateway questionnaire and selects **Save Gateway Questionnaire as new**, the option to select Classic as the type of gateway questionnaire is unavailable.



- When a Workbench user selects an existing draft classic Gateway Questionnaire and renders a preview, preview is not rendered.
- When a Workbench user selects an existing draft classic Gateway Questionnaire and tries to activate the Gateway questionnaire, it does not get activated.

RTC internal reference # 111950.

## BrassRing Workbench

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

### Integrations Dashboard - Onboard Integrations

The Integrations Dashboard serves as a ready reckoner of all the integrations that run between BrassRing and other client systems. Starting this release, in addition to the integrations of BrassRing, the Dashboard also provides information about various IBM Kenexa Onboard on Cloud integrations. These include

- Integrations between Onboard and other client systems.
- Integrations from Onboard to BrassRing.

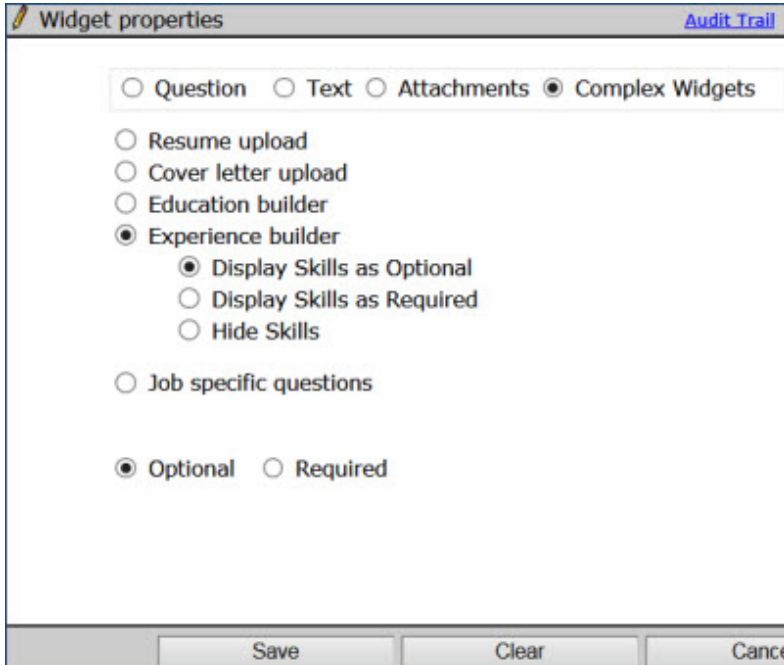
The Integrations Dashboard can be accessed via the following Workbench path: **Tools > Integrations > Integrations Dashboard**.



## Gateway Questionnaires - Widget Attributes

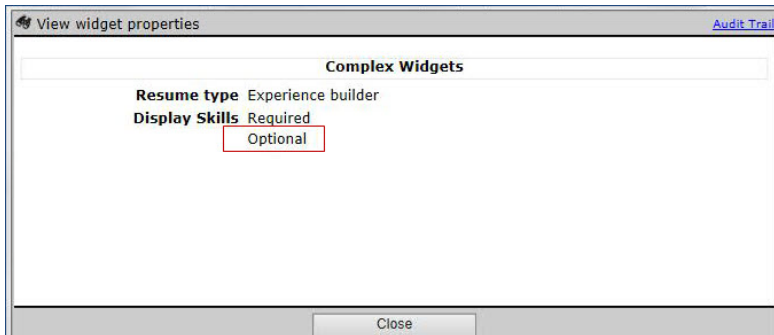
When Workbench administrators work with complex widgets in the Gateway Questionnaires, the attributes **Required/Optional** are to be configured. While configuring these attributes for the Skills field in edit mode, they make sense in spite of not having a label. However, when they are seen in View mode, the attributes without label result in confusion. In order to improve the user experience and avoid ambiguity, an appropriate label is added to the attribute in the **View widget properties** screen.

The Edit Widget properties screen:

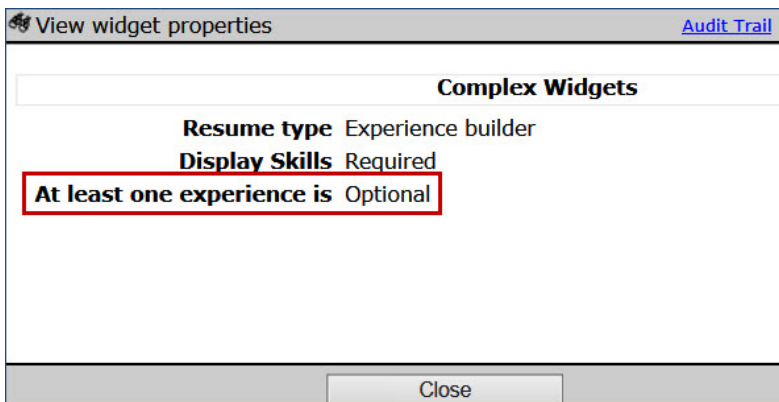


The screenshot shows the 'Widget properties' dialog box. At the top, there is a tab labeled 'Widget properties' and a link for 'Audit Trail'. Below this, there are radio buttons for 'Question', 'Text', 'Attachments', and 'Complex Widgets', with 'Complex Widgets' selected. Under 'Complex Widgets', there are several options: 'Resume upload', 'Cover letter upload', 'Education builder', 'Experience builder' (selected), and 'Job specific questions'. Under 'Experience builder', there are three sub-options: 'Display Skills as Optional' (selected), 'Display Skills as Required', and 'Hide Skills'. At the bottom, there are radio buttons for 'Optional' (selected) and 'Required'. At the very bottom of the dialog are three buttons: 'Save', 'Clear', and 'Cancel'.

View widget properties screen before and after this release:



The screenshot shows the 'View widget properties' dialog box. It has a tab labeled 'View widget properties' and a link for 'Audit Trail'. The main content area is titled 'Complex Widgets' and contains the following text: 'Resume type Experience builder', 'Display Skills Required', and 'Optional'. The 'Optional' text is highlighted with a red rectangular box. At the bottom of the dialog is a 'Close' button.

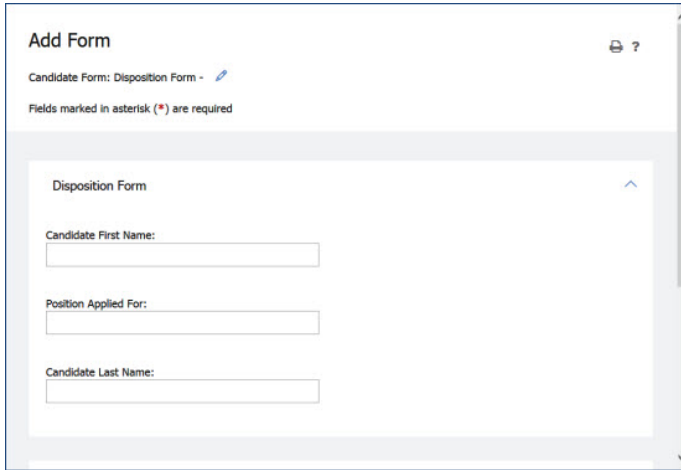


The screenshot shows the 'View widget properties' dialog box after the release. It has a tab labeled 'View widget properties' and a link for 'Audit Trail'. The main content area is titled 'Complex Widgets' and contains the following text: 'Resume type Experience builder', 'Display Skills Required', and 'At least one experience is Optional'. The text 'At least one experience is Optional' is highlighted with a red rectangular box. At the bottom of the dialog is a 'Close' button.

RTC internal reference # 113445.

## Workbench - Candidate Form Preview

Starting this release, when Workbench administrators preview a candidate form, the preview form is displayed in enhanced format instead of the classic format. Workbench Path: **Tools > Forms > Candidate Forms > [select form] > [select preview icon]**.



The screenshot shows a web interface titled "Add Form". At the top, it says "Candidate Form: Disposition Form" with an edit icon. Below that, a note states "Fields marked in asterisk (\*) are required". The main content area is a preview of the "Disposition Form" with three input fields: "Candidate First Name:", "Position Applied For:", and "Candidate Last Name:". Each field has a small blue upward-pointing arrow icon to its right.

RTC internal reference # 61944.

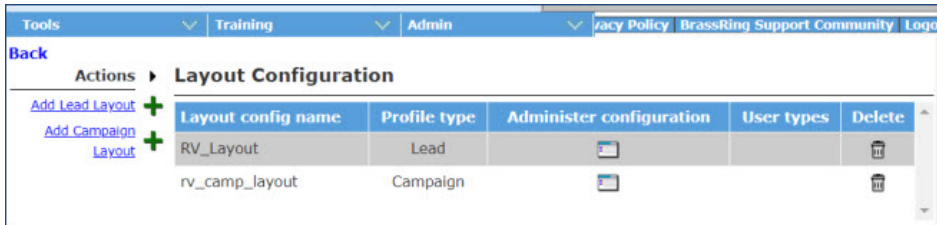
## Lead Manager - Section Layout Configuration

Custom fields are often added to Lead Manager campaigns and lead profiles to help collect additional information meaningful to your organization. When new fields are added to these pages, the fields are appended to the page. Because of this, users have the possibility of missing the added fields, this also may result in too much of scrolling to find the additional fields. To enhance the user experience starting this release, the section layout of the campaign and lead profile pages can be configured. Workbench administrators now have a configuration option to define the section layout for specific user types.

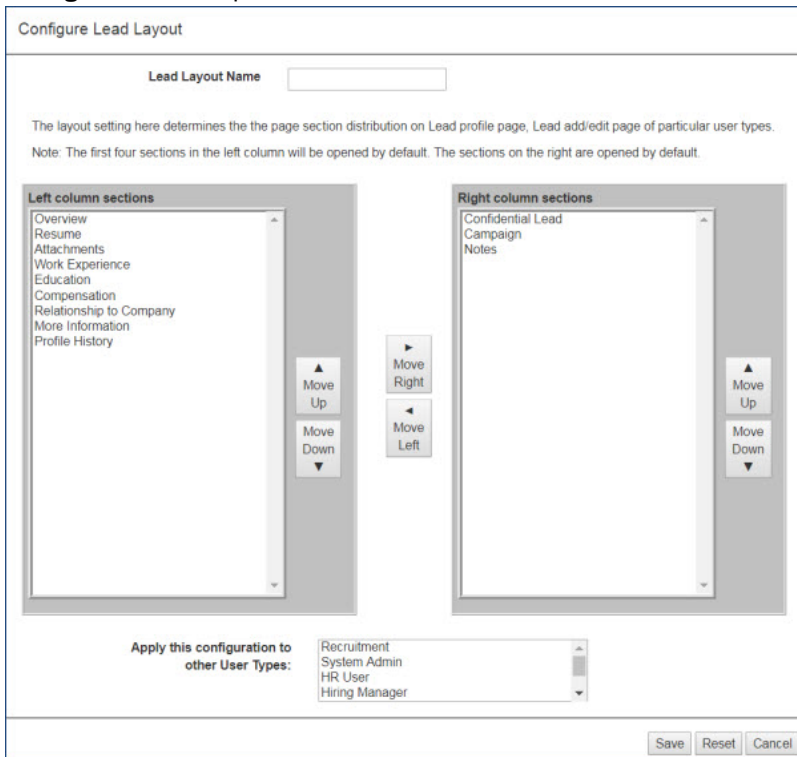
Before this change:



After this release:



Based on this configuration, administrators can configure the layout of various sections. This configuration is respected while a user adds a new lead, edits a new lead or view an existing lead.





**Configure Campaign Layout**

Campaign Layout Name

The layout setting here determines the the page section distribution on Campaign profile page, Campaign add/edit page of particular user types.

Note: The first four sections in the left column will be opened by default. The sections on the right are opened by default.

**Left column sections**

- Overview
- Job Details
- Apply URLs
- Pay and Benefits
- Additional Information

▲ Move Up  
▼ Move Down

▶ Move Right  
◀ Move Left

**Right column sections**

- Team Members
- Notes

▲ Move Up  
▼ Move Down

Apply this configuration to other User Types:

This configuration is respected while a user adds a new Campaign, edits a new Campaign or views an existing Campaign profile.

RTC internal reference # 105862, 115756, 114189, 114191, 115757, 116010.

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