IBM Kenexa BrassRing on Cloud

IBM Kenexa BrassRing on Cloud Release Document April 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 version 19.04.08 of IBM Kenexa BrassRing on Cloud and to all subsequent releases and modifications until otherwise indicated in new editions.

This edition replaces XX99-9999-99.

Terms and conditions for product documentation

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

Applicability

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

Personal use

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

Commercial use

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

Rights

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

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

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

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

Contents

Chapter 1. Release Notes for Release 19.04.08

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.

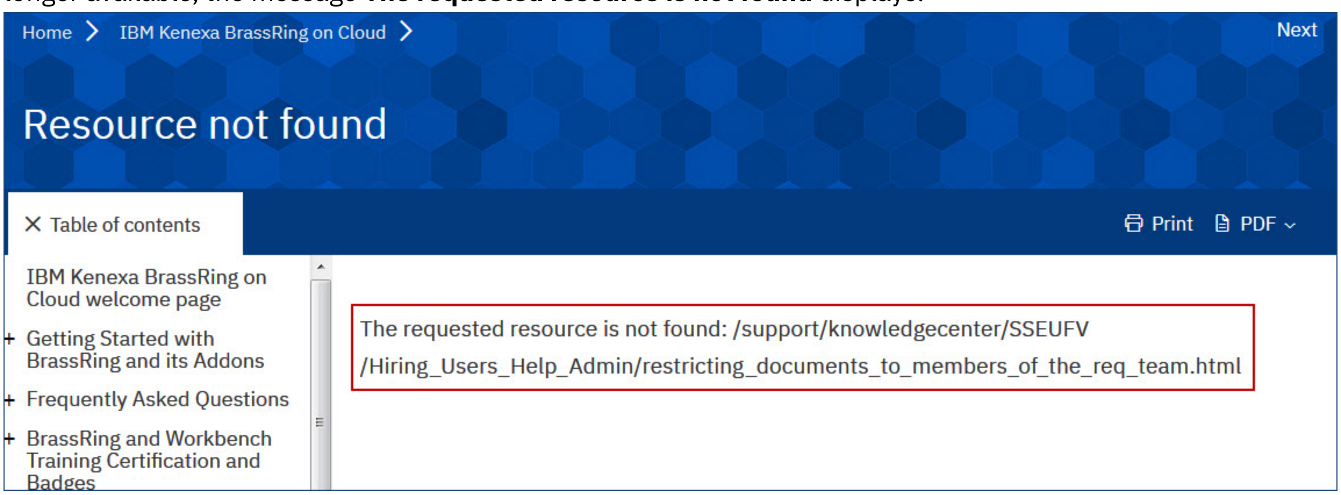
To download the PDF version of this document and the preceding versions, go to Download-able PDF Release Notes

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.

IBM Knowledge Center - Broken Links

In October 2018 the BrassRing on Cloud documentation was rewritten with a new approach and structure. This rewrite resulted in the existing content being moved to different URLs. If a URL is no longer available, the message **The requested resource is not found** displays.



This message does not mean that the content is not available, just that it might be available at a different location in the documentation. It is recommended that you use the **Search** function or the Table of Contents to find the content that you need and update any existing bookmarks to the new content that is available.

Ending Support for Classic 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 that moved to responsive Talent Gateways are seeing a vast improvement in candidate completion rates.

Ending Support for Classic 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 that moved to responsive Talent Gateways are seeing a vast improvement in candidate completion rates.

Upgrading your Classic Full & Global Talent Gateways to the Responsive, mobile-friendly experience is not only beneficial for you, it is **required** as IBM focuses on responsive design and providing a great user experience in all areas of BrassRing feature development.

Support has been discontinued for:

- Classic Full & Global Talent Gateways - as of Dec, 2017.
  - Includes: Classic Search and Classic Candidate Zone.
- Classic Job Apply (including classic Non-Gateway Questionnaire and classic Gateway Questionnaire job postings) – as of Dec, 2017.
  - Clients can no longer create (or save as new) classic Gateway Questionnaires – as of Feb, 2019.
  - Recruiters and Hiring Managers can no longer post jobs without Gateway Questionnaires – as of Feb, 2019.
- Classic Candidate Portal – as of Dec, 2018.
- Classic Full Talent Gateway Attachments – as of Feb, 2019.

Support continues for (but will be dropped at future point To Be Declared):

- Classic Jobless Apply on Full or Global Talent Gateways.
- Classic Basic Talent Gateways (such as Add candidate or Add contact).
  - However, we do have responsive stand-alone Gateway Questionnaire feature that might be used to replace some simple external Basic Talent Gateways.

Note: Discontinued support means that, for these areas of classic candidate experience, IBM will not accept defects, will not test for nor guarantee accessibility and that no RFEs nor feature development will be considered, even though legacy configurations of these types may still be available for you to use.

Caution: Classic Full Talent Gateway features may be shut off at IBM's discretion.

Action May Be Required:

If you haven't already, we require that you upgrade any Classic Full or Global Talent Gateways to use the responsive candidate experience and that you complete HR Status Category mapping (which is required for candidates to access the Application Details page, including posted Offers, Documents and Forms [i.e., responsive candidate portal).

Want to get started on the IBM Responsive Candidate Experiences 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! IBM has also hosted multiple sessions on Migrating to the Responsive Talent Gateways. Check out the recordings on our Training and Enablement site. You can also reach out to your IBM Kenexa Representative with any questions or concerns.

BrassRing Classic UI - Retirement

The **Classic User Interface (UI)** of IBM Kenexa® BrassRing® on Cloud will be sunset throughout 2019, and **no longer be accessible after the February 2020 BrassRing Build**. This is in light of the New BrassRing Recruiter UI that has been available since February of 2015.

Note: This is in reference to the Recruiter UI, and **not to be confused with Classic Talent Gateways (candidate experience)** which were sunset on December 31st, 2017.

Currently, users toggle between the classic and new UI via the "Rocket Ship"

icon in standalone BrassRing or via the "Enhanced Experience" option in Talent Suite. While the default settings for user types update to the new UI in **May (staging)** and **August (production)**, the toggle remains in tact, allowing users to switch back and forth, until **February of 2020** when the classic UI is retired. At that time, the toggle is removed and the classic UI will not be accessible in any environment of BrassRing.

IBM strongly urges and recommends that your organization transitions to use of the new UI as soon as possible if you haven't already! The new UI:·

- Provides a smoother recruiter experience while being away from the office/work space.
- Offers a clean and fast approach to BrassRing functions.
- Has the ability to brand the pages and set defaults per persona.
- **MOST IMPORTANT!** All new features and functionality improvements, such as the Advanced Search feature and the Metrics Dashboard, are **only available in the new UI**.

Not sure where to start? Our Training and Enablement Team offers a wealth of resources regarding the new UI on the BrassRing Knowledge Center (KC).

Please feel free to cascade these useful tools to your team!Training and Enablement Session: BrassRing New UI (Scroll down to 2018 sessions to find this recording from July 17th)

e-Learning:

- Navigating BrassRing
- Creating Requisitions
- Post to Talent Gateways
- Searching BrassRing
- Updating HR Statuses
- Reviewing Talent Record
- Working with Candidate Forms
- Sending Communications

Thank you for your support and partnership as we look to the future of BrassRing and your Recruiter Experience!

Discussion: We Want Your Feedback About Upcoming Features

The IBM BrassRing team has adopted a Dark Launch release process for high-impact features. This 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 it requires 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

We are proud to inform that 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.

Requests For Enhancement (RFEs)

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

- BrassRing home page - New My Approved Reqs Tab (Staging - Only)
- BrassRing home page - New My Reqs Pending Approval Tab
- BrassRing Home page - Req Filters
- Candidate Grids - View Selection number
- Talent Record - Action Log Filters

Dark Launch Features

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.

BrassRing home page - New My Approved Reqs Tab

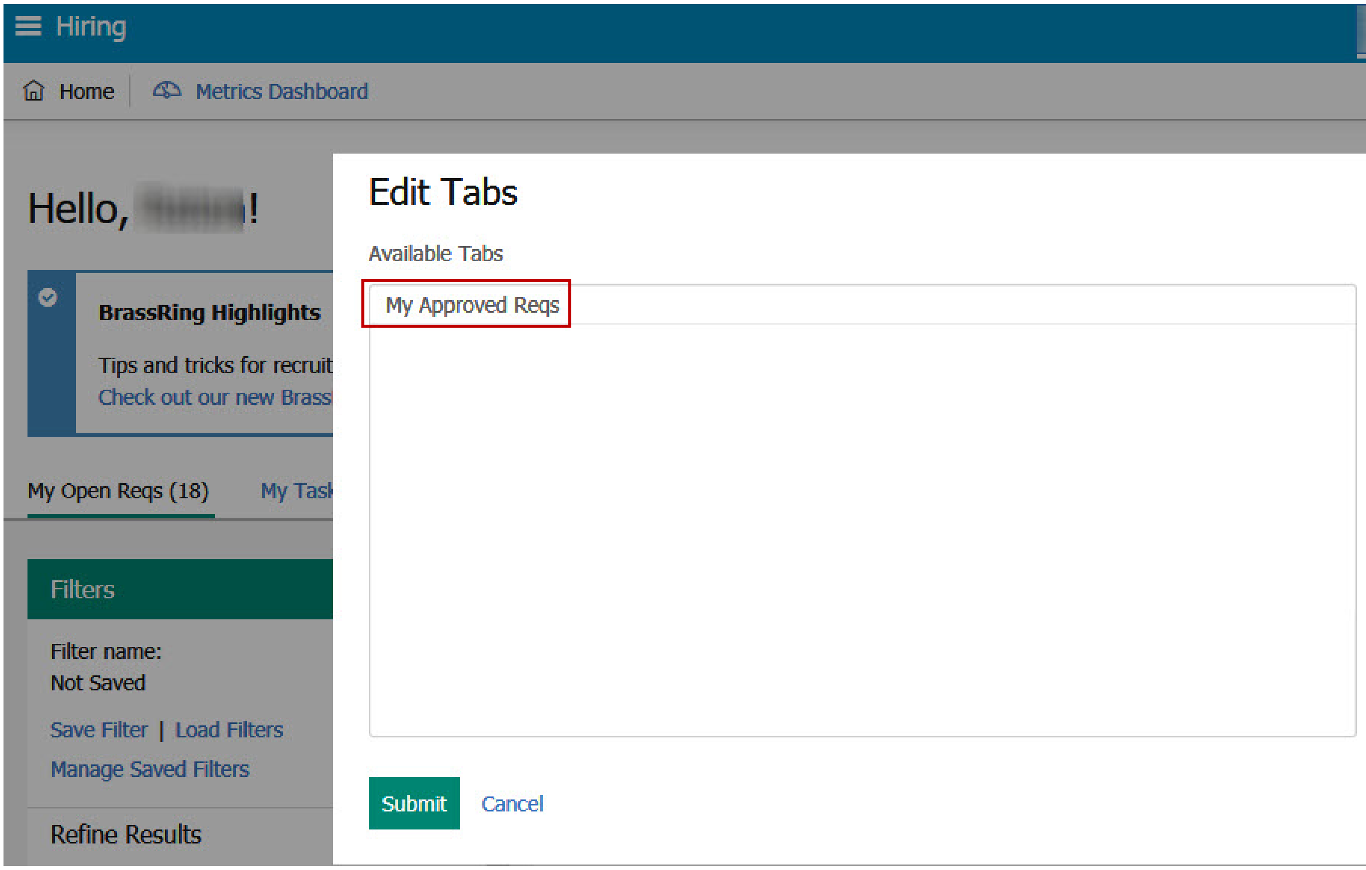
Note: This feature is deployed to Staging environment - Only with this release. This feature **will NOT be released to Production on April 15th**. A Production date is to be determined.

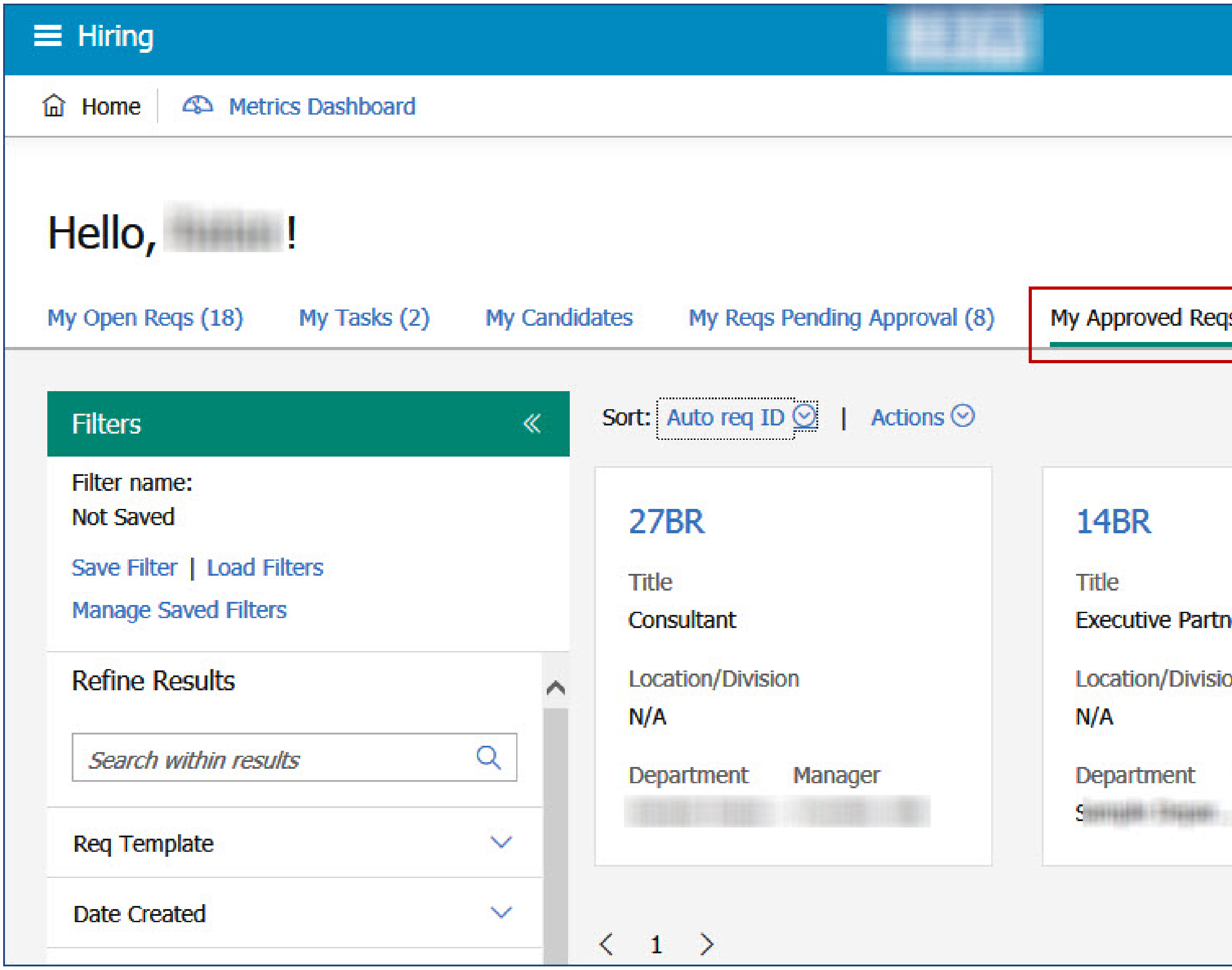
Starting this release, a new tab is available to BrassRing users to be added to their BrassRing home page. The **My Approved Reqs** tab provides users visibility into a list of all approved requisitions without having to go further into the BrassRing system to view them. The user sees requisitions that they are associated to (the req creator, listed Recruiter or Manager, or on the Requisition team).

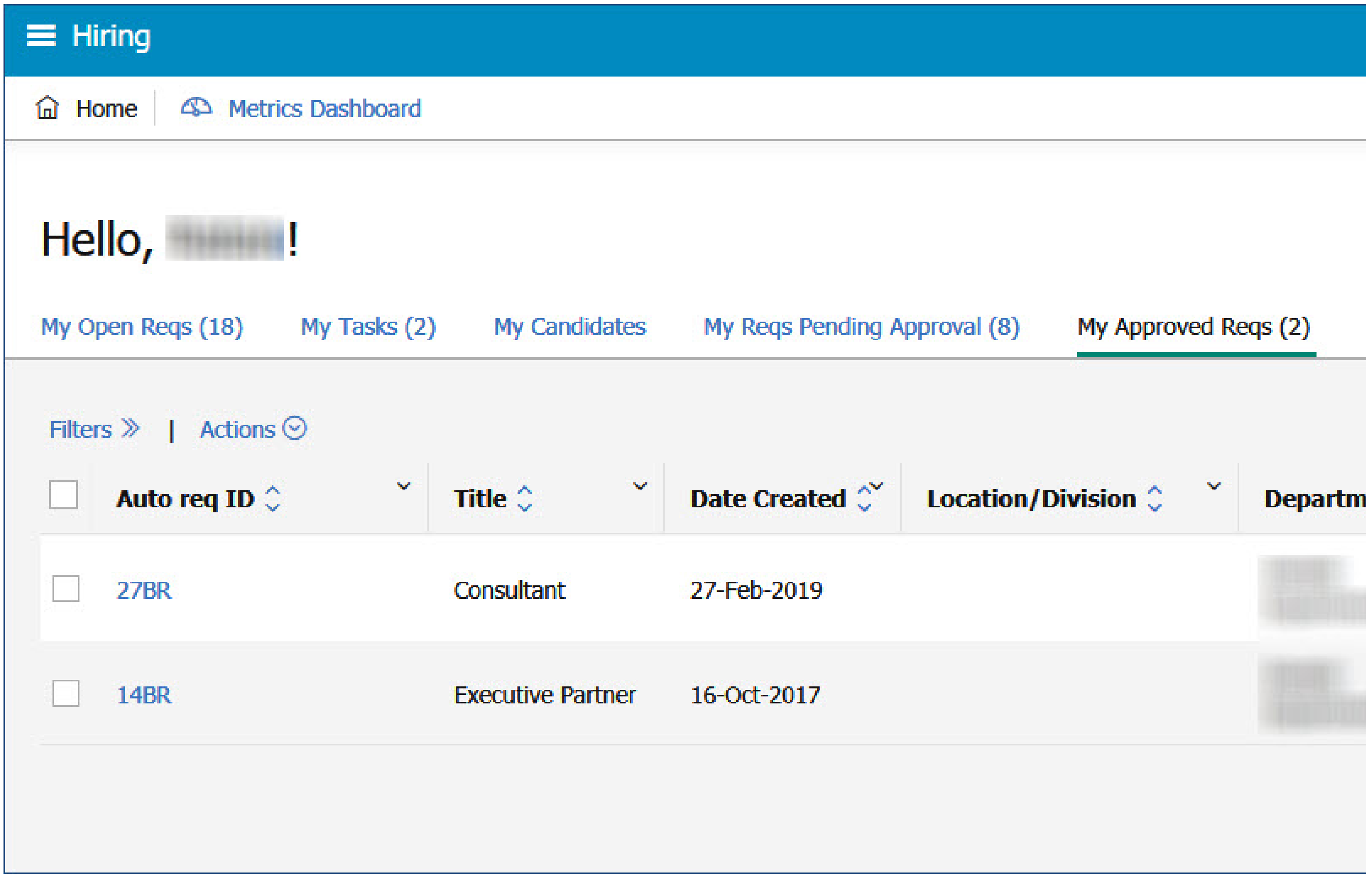
How do **existing** users get this new tab?

On the BrassRing home page

1. Select **Edit Tabs**
2. Select **My Approved Reqs**
3. Move it to the selected tabs
4. Submit




Hiring
Home
Metrics Dashboard
Hello, !
My Open Reqs (18)
My Tasks (2)
My Candidates
My Reqs Pending Approval (8)
My Approved Reqs
Filters
Filter name:
Not Saved
Save Filter | Load Filters
Manage Saved Filters
Refine Results
Search within results
Req Template
Date Created
Sort: Auto req ID | Actions
27BR
Title
Consultant
Location/Division
N/A
Department
Manager
14BR
Title
Executive Partn
Location/Divisio
N/A
Department
1



Note:

- Users see the My Approved Reqs tab only if the user type has the privilege to view their Approved requisitions.
- Admins cannot add the tab automatically for existing users. New users see this tab automatically on their home page if the user type has the privilege to view their reqs in Approved status.
- The My Approved Reqs tab has the following defaults:
  - Card View and Grid View (Personas affected: Administrator, HR User, Recruiter, Reporting/ Analytics and Default)
    - Auto req ID
    - Job Title
    - Date Created
    - Location/Division (Req standard field)
    - Department
    - Manager
  - Card View and Grid View (Persona affected: Manager)
    - Auto req ID
    - Job Title
    - Date Created
    - Location/Division (Req standard field)
    - Department
    - Recruiter

RTC internal reference # 96572.

Responsive Talent Gateways - Responsive Jobless submission

Note: This feature is deployed to Staging environment - Only with this release. This feature **will NOT be released to Production on April 15th**. A Production date is to be determined.

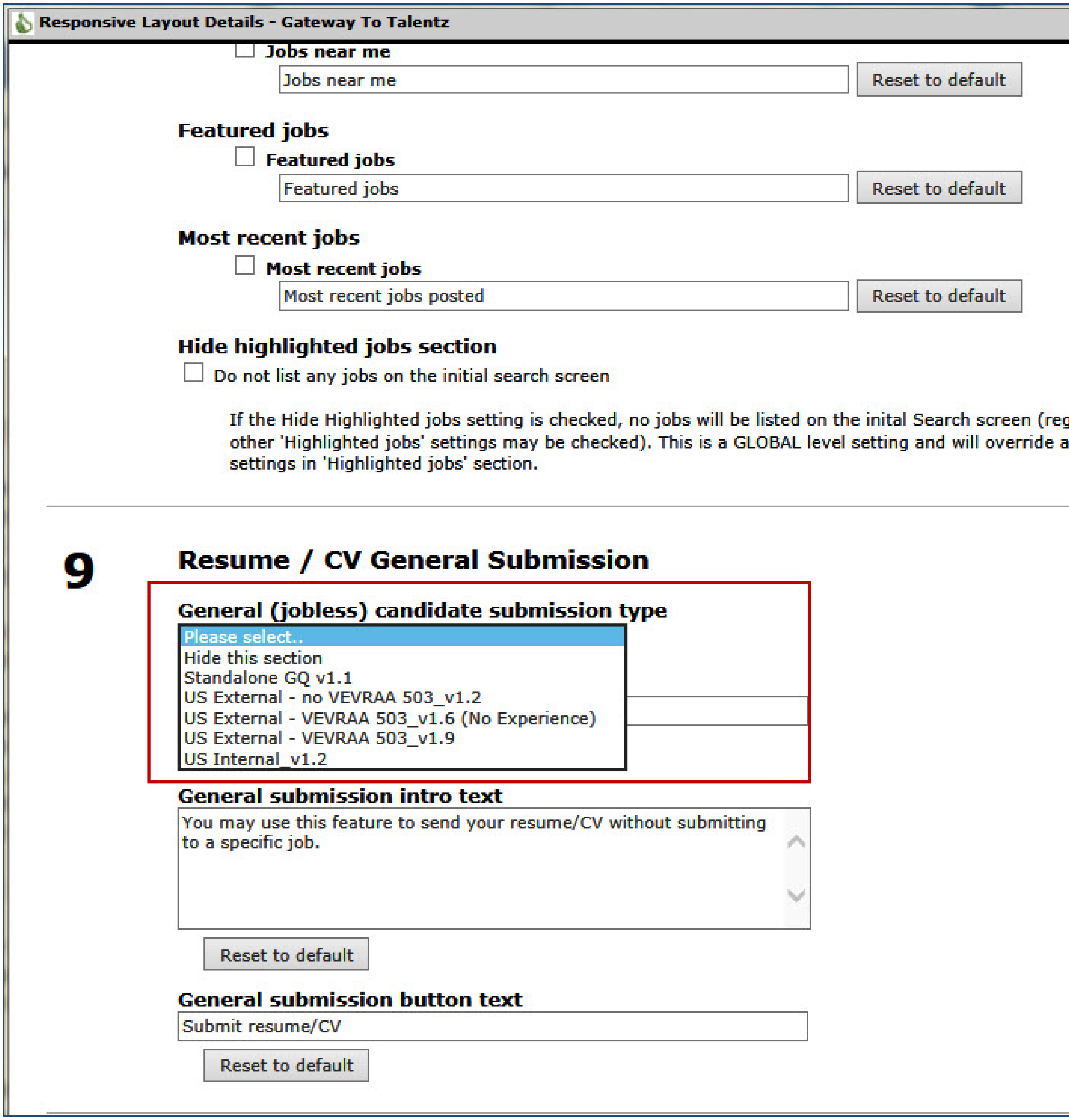
Clients can now configure the responsive Talent Gateways to either allow candidates to submit Resume/CV without applying to a job with better responsive candidate experience, or restrict candidates from doing so. If clients would like to allow jobless submission, that can be done by selecting a specific Responsive Gateway Questionnaire from a new setting in the Responsive Talent Gateway section. Starting this release, the candidates would have a enhanced experience during the jobless submission workflow.

How do clients get this feature:

The following Talent Gateway settings were removed from the TG details screen:

- Site general job submission type
- Remove general job submission link from candidate landing page

Replacing these two settings, a new setting **General (jobless) candidate submission type** is added in the Responsive layout configuration screen under **Talent Gateways** > **Responsive layout details** > **Welcome / Search** > **Resume / CV General Submission**. The default option for this setting is **Hide this section**, followed by a list of responsive Gateway questionnaires that belong to the same locale as the Talent Gateway.



Selecting "Hide this section" provides the same result as checking the old setting Remove general job submission link from candidate landing page. Selecting any other Gateway questionnaire provides the same result as selecting a Gateway questionnaire from the old setting: "Site general job submission type".

Based on this configuration, when a candidate applies via the Jobless apply workflow:

- Candidates do not see a job title on-screen or in browser title.
- The apply screen does not show options to save.
- The candidates do not see WOTC page (if GQ contains WOTC widget).
- The candidates do not see any job-specific questions.
- On the GQ confirmation page, the View applications button is not displayed.

Candidates that have already applied on a locale cannot apply again within the same locale.

Your feedback is important! To provide feedback about this feature, go to the Discussions Forum post.

RTC internal reference # 97608, 97609.

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 rerouted the form for approval if the Approvers were updated or changed exclusively while the form approval was inflight. 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 thus giving them the ability to delegate the approval to another user if the original approver is not available.

As a part of this feature and based on client feedback, the following updates are made after its initial release to Staging environment during Release 18.11.12:

- After a candidate form is sent for approvals for the first time, if any edits are made to the form, the button label is changed. Save and Send for Approvals is to **Save and Resend for approval**.
- If the user wants to update the form and does not want to change the approval routing, they must select the Submit button. A warning message clearly mentioning this information is provided stating: **Original approval(s) status(es) will be reset. The form will be sent for new approval(s). If your intention is just to save changes, please cancel and use the submit button instead. Do you wish to continue?**

To read more about this feature, go to November 2018 release notes on the IBM Knowledge Center.

Your feedback is important! To provide feedback about this feature, go to the Discussions Forum post.

Visible Changes

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

BrassRing home page - New My Reqs Pending Approval Tab

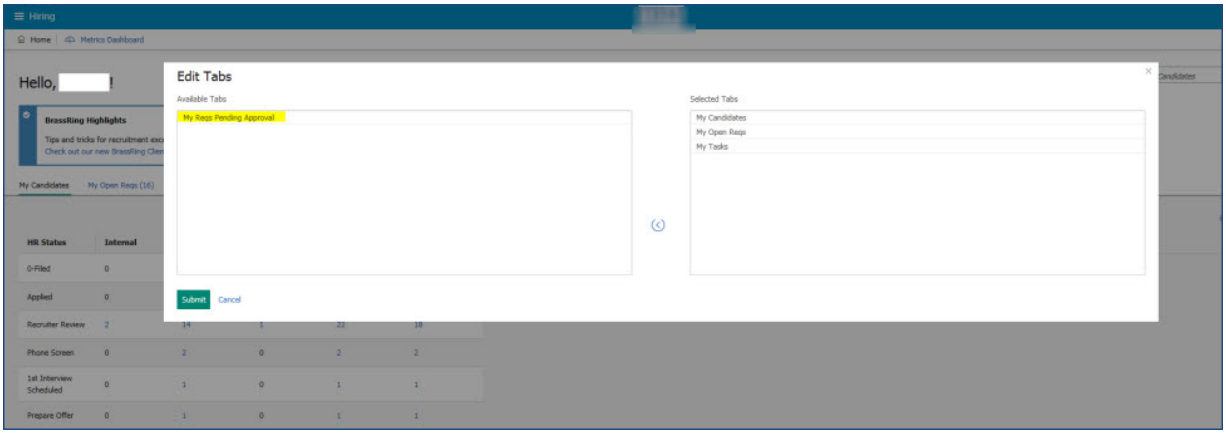
Note: This feature was deployed to **Staging environment - Only** with release 19.03.11. **This feature is available in the Production environment starting this release.**

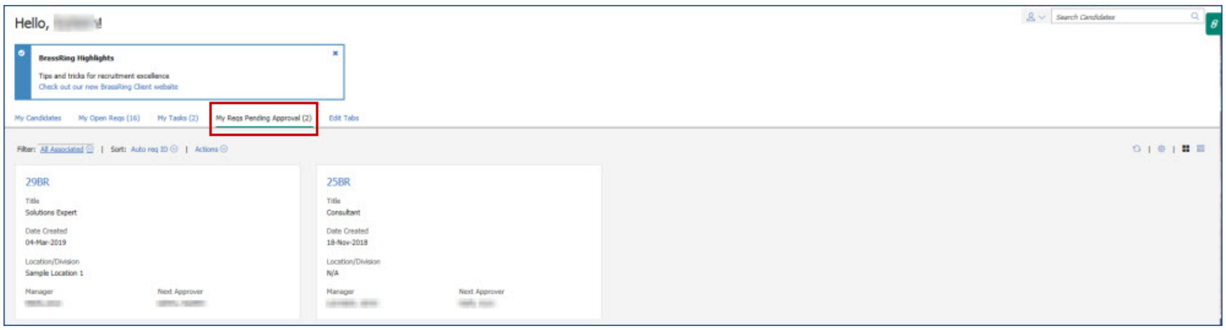
Starting this release, a new tab is available to BrassRing users to be added to their BrassRing home page. The **My Reqs Pending Approval** tab provides users visibility into a list of all of their currently Pending requisitions without having to navigate further into the BrassRing system to view them. The user sees requisitions that they are associated to (the req creator, listed Recruiter or Manager, or on the Requisition team).

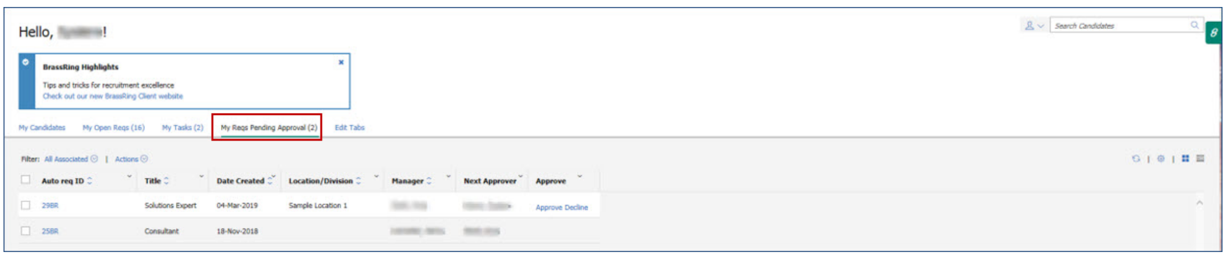
How do **existing** users get this new tab?

On the BrassRing home page

1. Select **Edit Tabs**
2. Select **My Reqs Pending Approval**
3. Move it to the selected tabs
4. Submit







Note:

- Users see the My Reqs Pending Approval tab only if the user type has the privilege to view their pending requisitions.
- Admins cannot to add the tab automatically for existing users. New users see this tab automatically on their home page if the user type has the privilege to view their reqs in a Pending status.
- Users have an approve action available on the Grid view of the tab. This is displayed if the req is pending the user's approval.
- The My Reqs Pending Approval tab has the following defaults:
  - Card View (Personas affected: Administrator, HR User, Recruiter, Reporting/Analytics and Default)
    - Auto req ID
    - Job Title
    - Date Created
    - Location/Division (Req standard field)
    - Manager
    - Next Approver
  - Card View (Persona affected: Manager)
    - Auto req ID
    - Job Title
    - Date Created

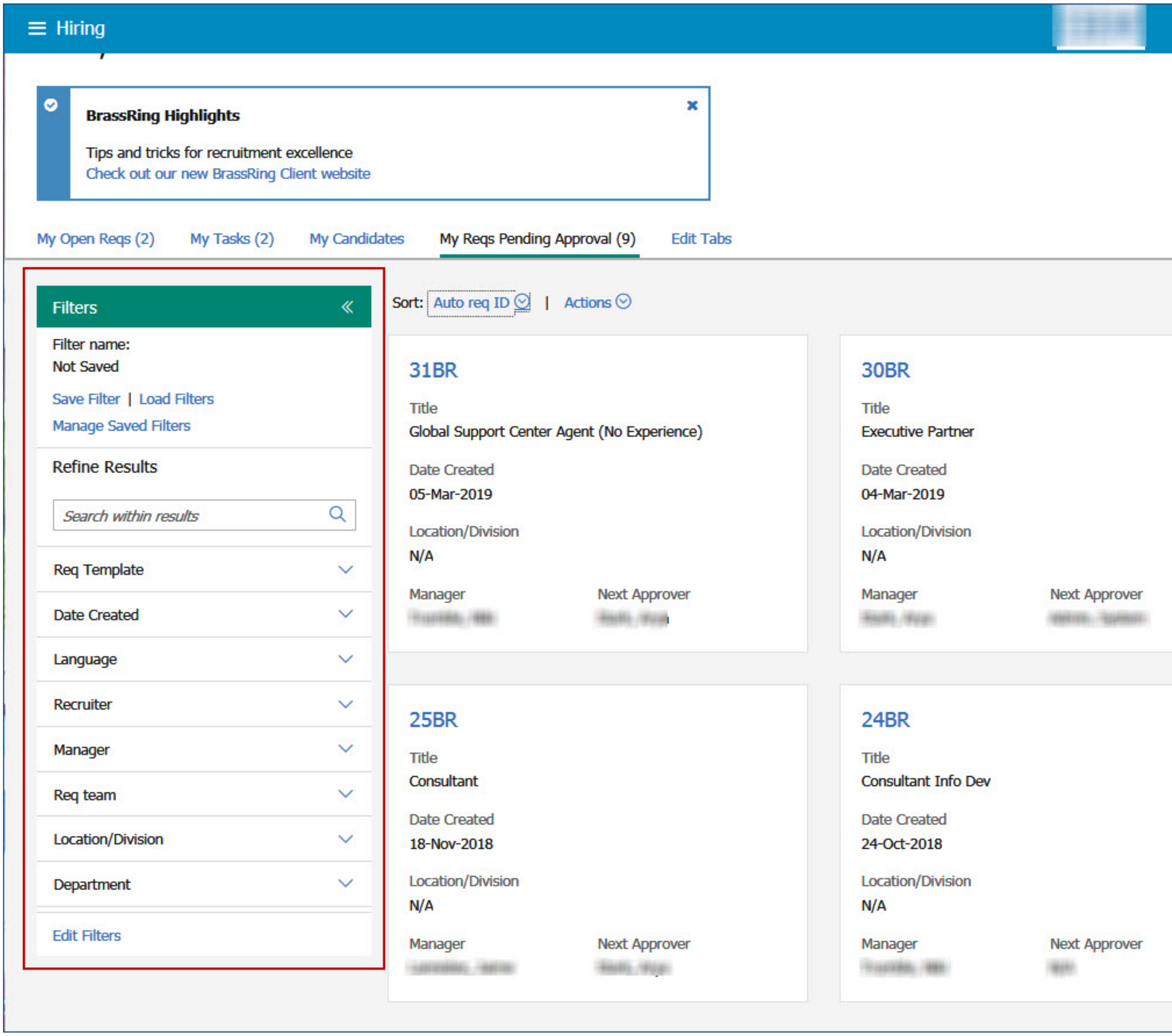
        - Location/Division (Req standard field)
        - Recruiter
        - Next Approver
    - Grid View (Personas affected: Administrator, HR User, Recruiter, Reporting/Analytics, and Default)
        - Auto req ID
        - Job Title
        - Date Created
        - Location/Division (Req standard field)
        - Manager
        - Next Approver
        - Approve Action
    - Grid View (Persona affected: Manager)
        - Auto Req ID
        - Job Title
        - Date Created
        - Location/Division (Req standard field)
        - Recruiter
        - Next Approver

      Approve Action

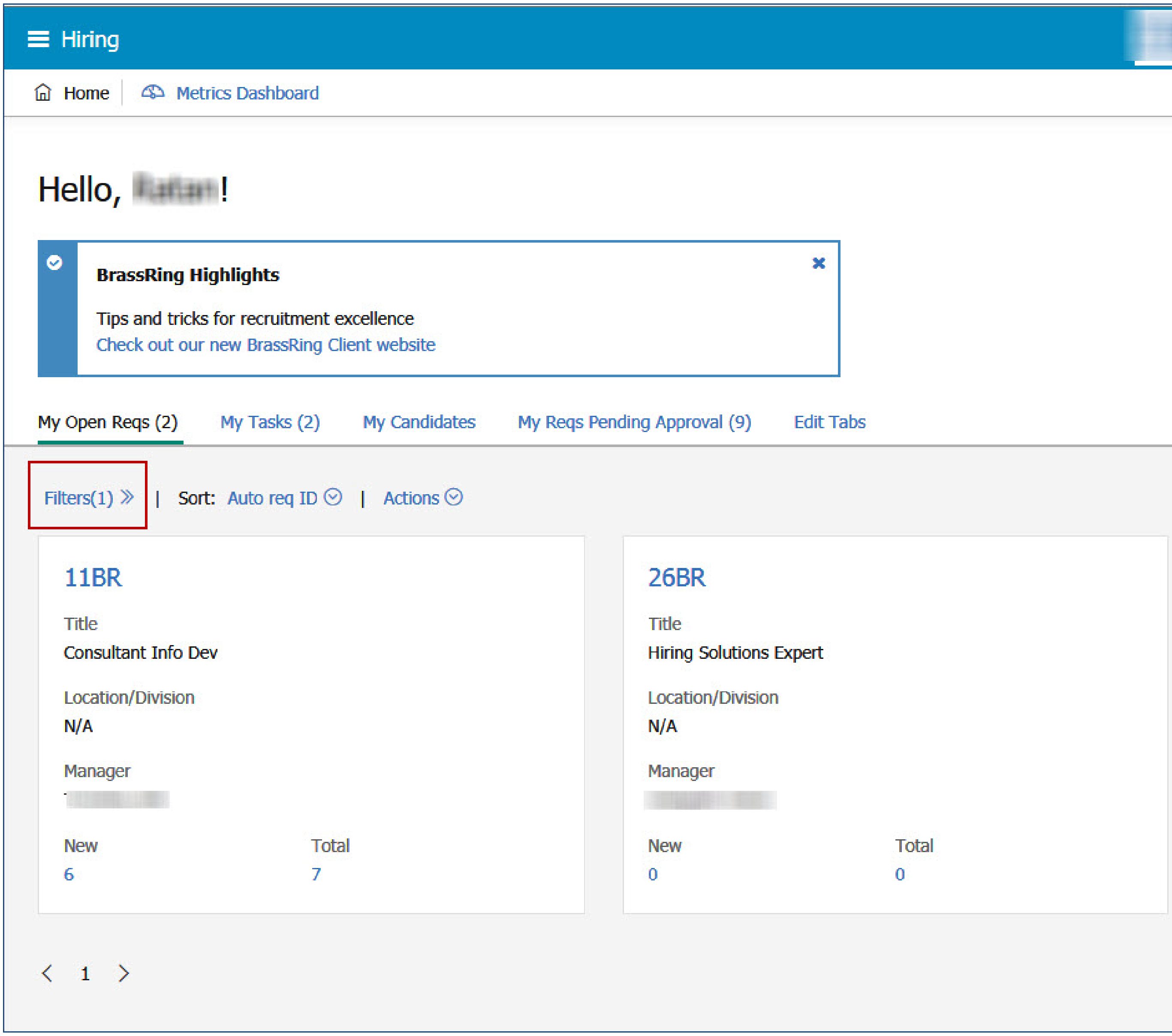
  RTC internal reference # 96571.

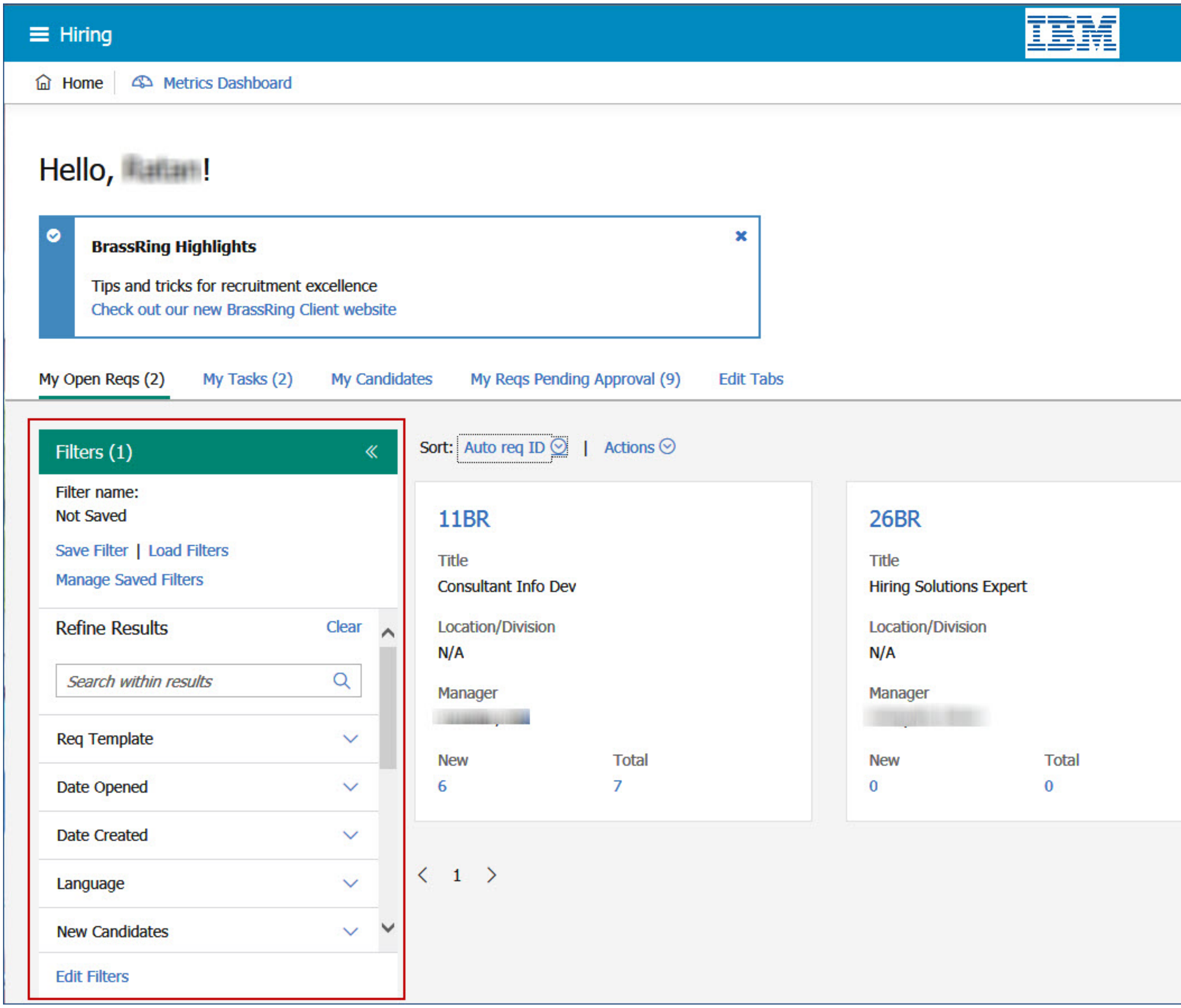
BrassRing Home page - Req Filters

BrassRing users can manage requisitions in a better way on the home page tabs now. Starting this release, all the requisition related tabs on the BrassRing home page feature filters. Filters come handy to users that have a number of requisitions to manage. Users can save and manage filters specific to each tab and each view of a tab.


Hiring
BrassRing Highlights
Tips and tricks for recruitment excellence
Check out our new BrassRing Client website
My Open Reqs (2)
My Tasks (2)
My Candidates
My Reqs Pending Approval (9)
Edit Tabs
Filters
Filter name:
Not Saved
Save Filter | Load Filters
Manage Saved Filters
Refine Results
Search within results
Req Template
Date Created
Language
Recruiter
Manager
Req team
Location/Division
Department
Edit Filters
Sort: Auto req ID | Actions
31BR
Title
Global Support Center Agent (No Experience)
Date Created
05-Mar-2019
Location/Division
N/A
Manager
Next Approver
30BR
Title
Executive Partner
Date Created
04-Mar-2019
Location/Division
N/A
Manager
Next Approver
25BR
Title
Consultant
Date Created
18-Nov-2018
Location/Division
N/A
Manager
Next Approver
24BR
Title
Consultant Info Dev
Date Created
24-Oct-2018
Location/Division
N/A
Manager
Next Approver

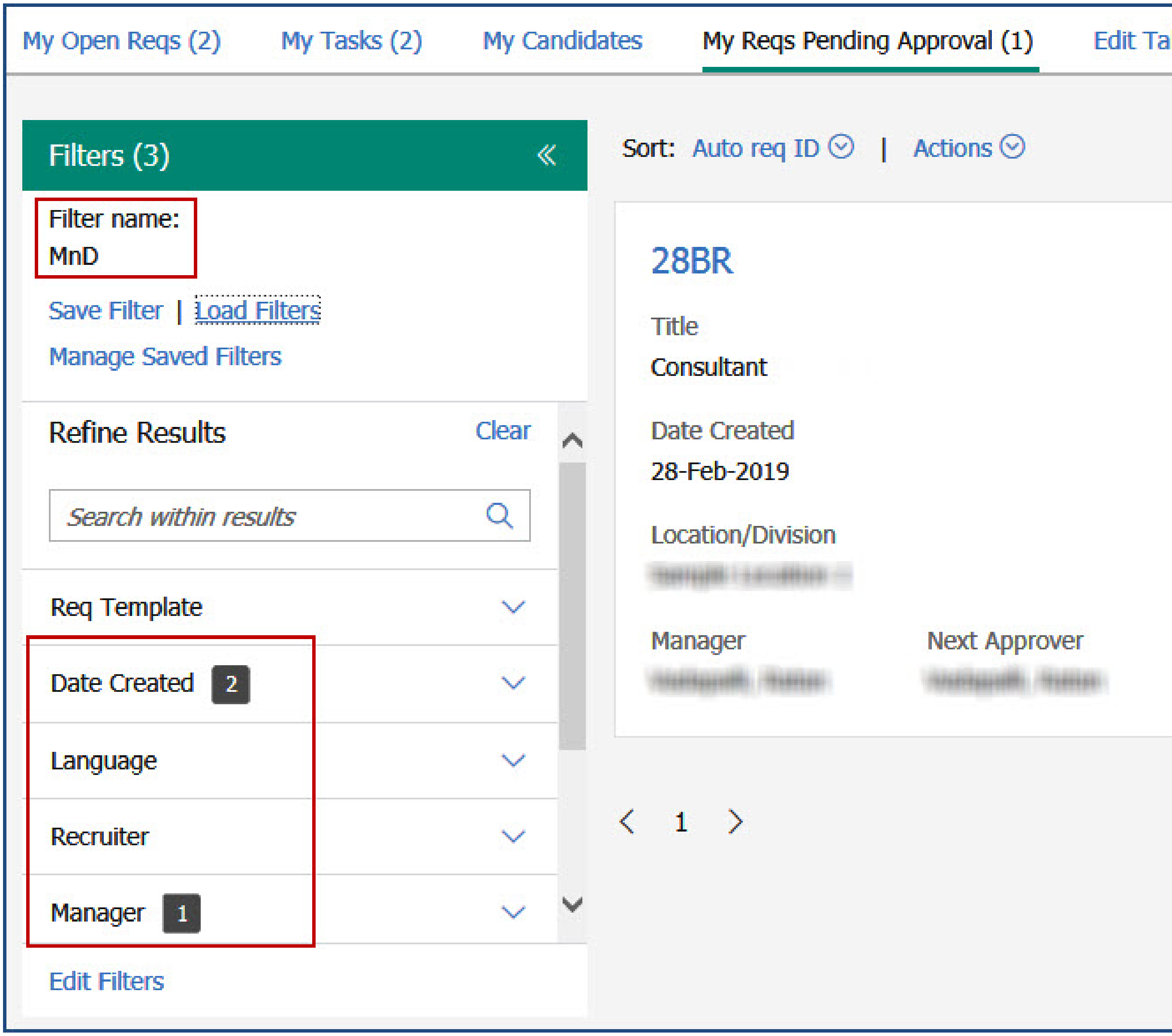
Filters Closed.



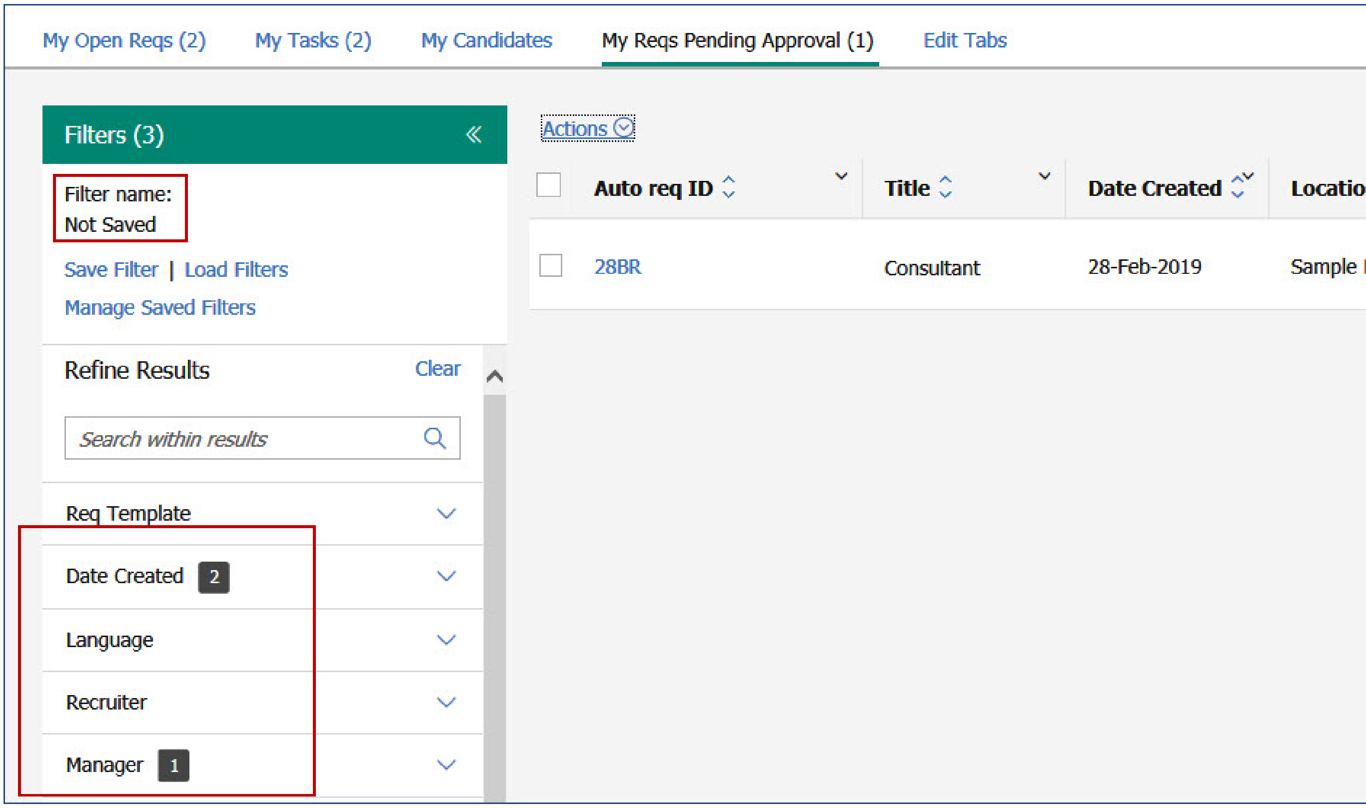


Filter management: By default, whenever filters are edited and a criteria is applied, the Filter name is displayed as **Not saved**. When a filter is saved in a specific view of a tab, that filter is not available in a different view or a different tab. For example, if a user saved Filter A in the Grid view of the My Open reqs tab of the home page, the same filter is not available in the cards view. When the user toggles to cards view after saving Filter A, the Filter name is changed to 'Not saved', however the filter criteria selection is retained. If required, user can again save this filter for the current view.

Saved Filter in Card view.



After toggling the view to Grid view, filter criteria is retained, but filter is not saved.



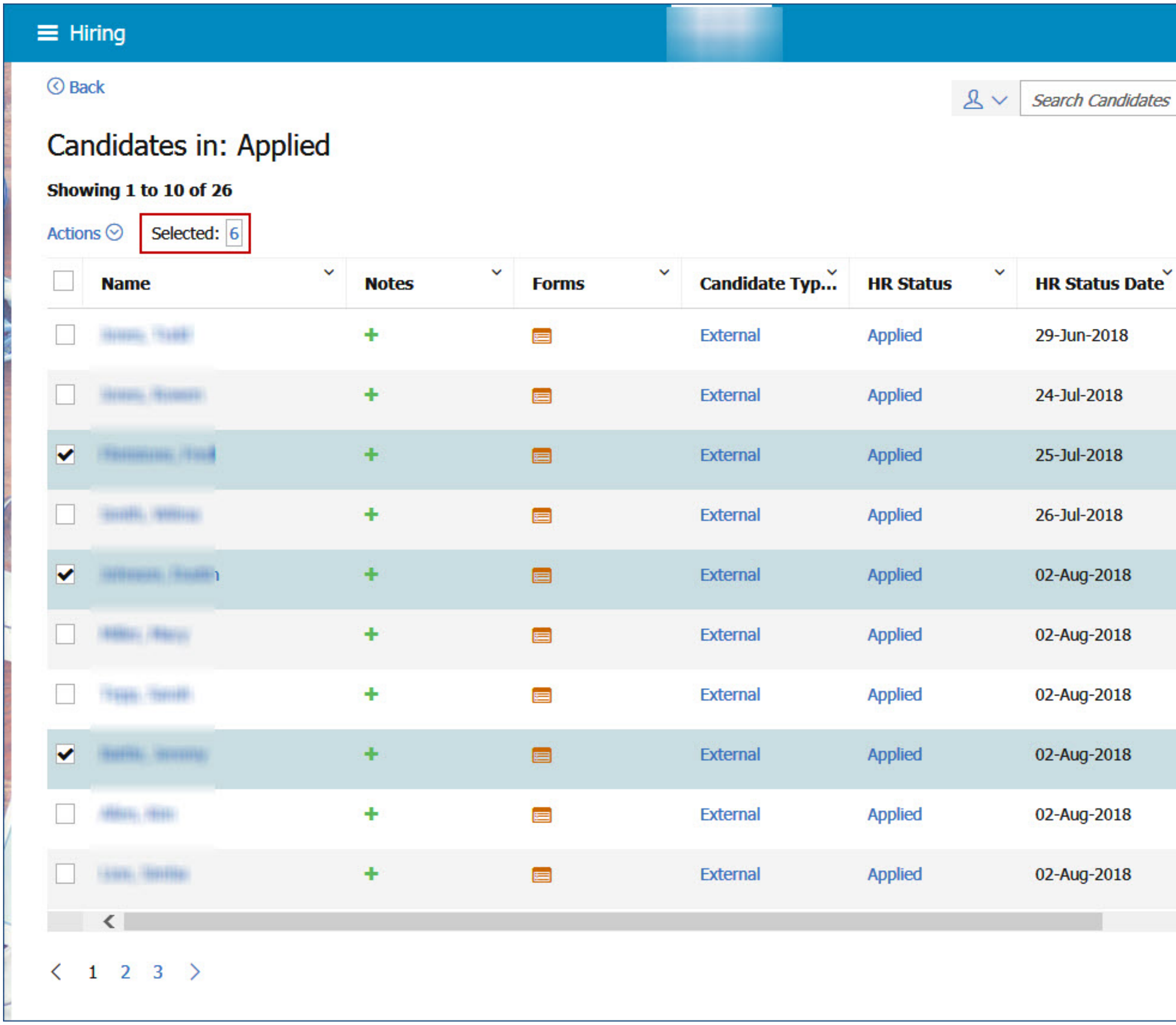
If a user selects a specific filter criteria and logs out of BrassRing without saving the filter, the filter criteria selection is retained when the user logs back into BrassRing.

RTC internal reference # 117401.

Candidate Grids - View Selection number

When a user needs to select multiple candidates spanning across a number of pages in a candidate search grid, it becomes difficult to keep track of the total number of candidates selected. Based on client request, this is now addressed.

Starting this release, BrassRing users can view the number of candidates that they have selected across the pages of a candidate search grid. This helps users improve accuracy while managing candidate related tasks in BrassRing. As the users navigate the pages and select candidates, the selection count on the candidate grid displays the number of candidates selected in total.

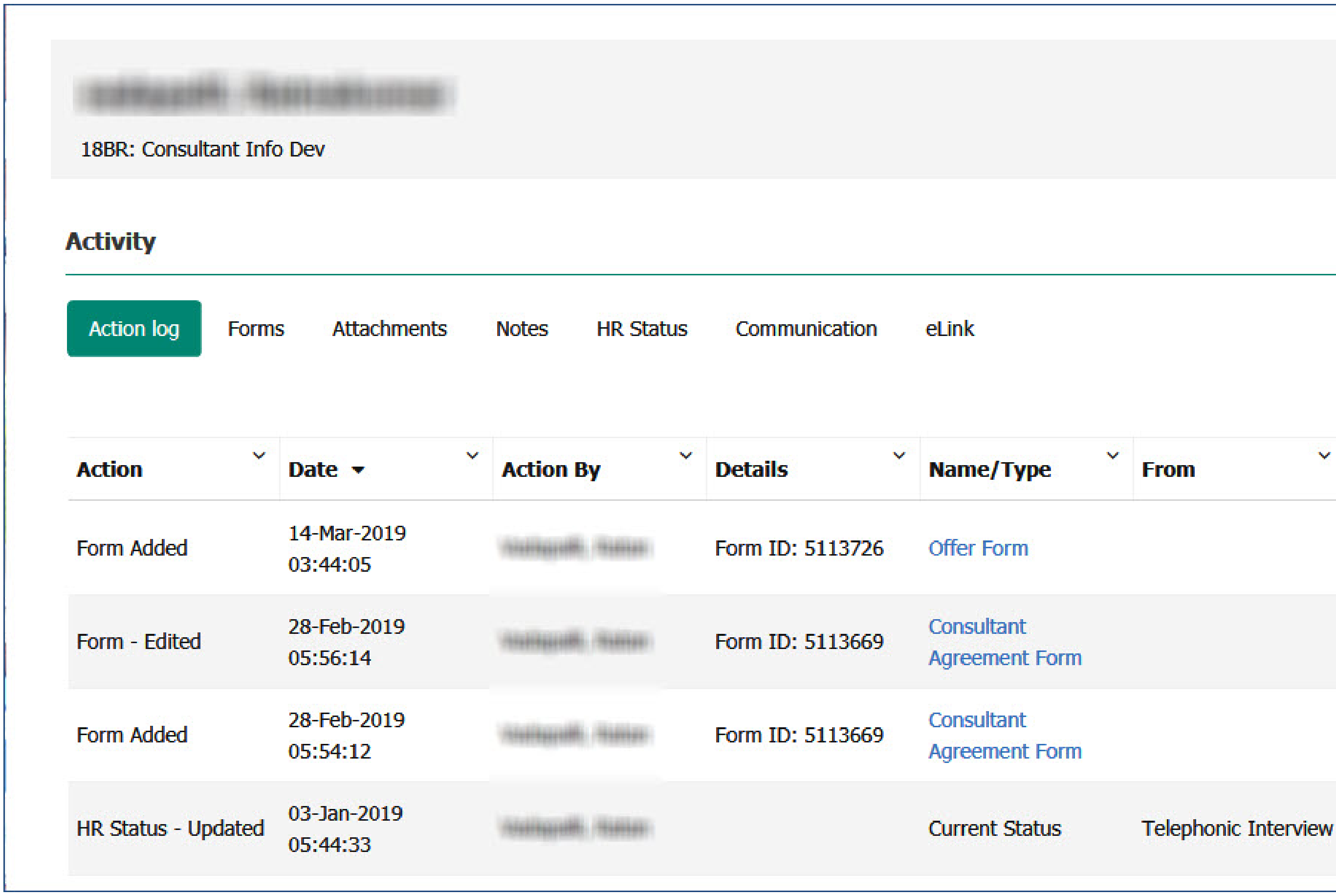


RTC internal reference # 117402.

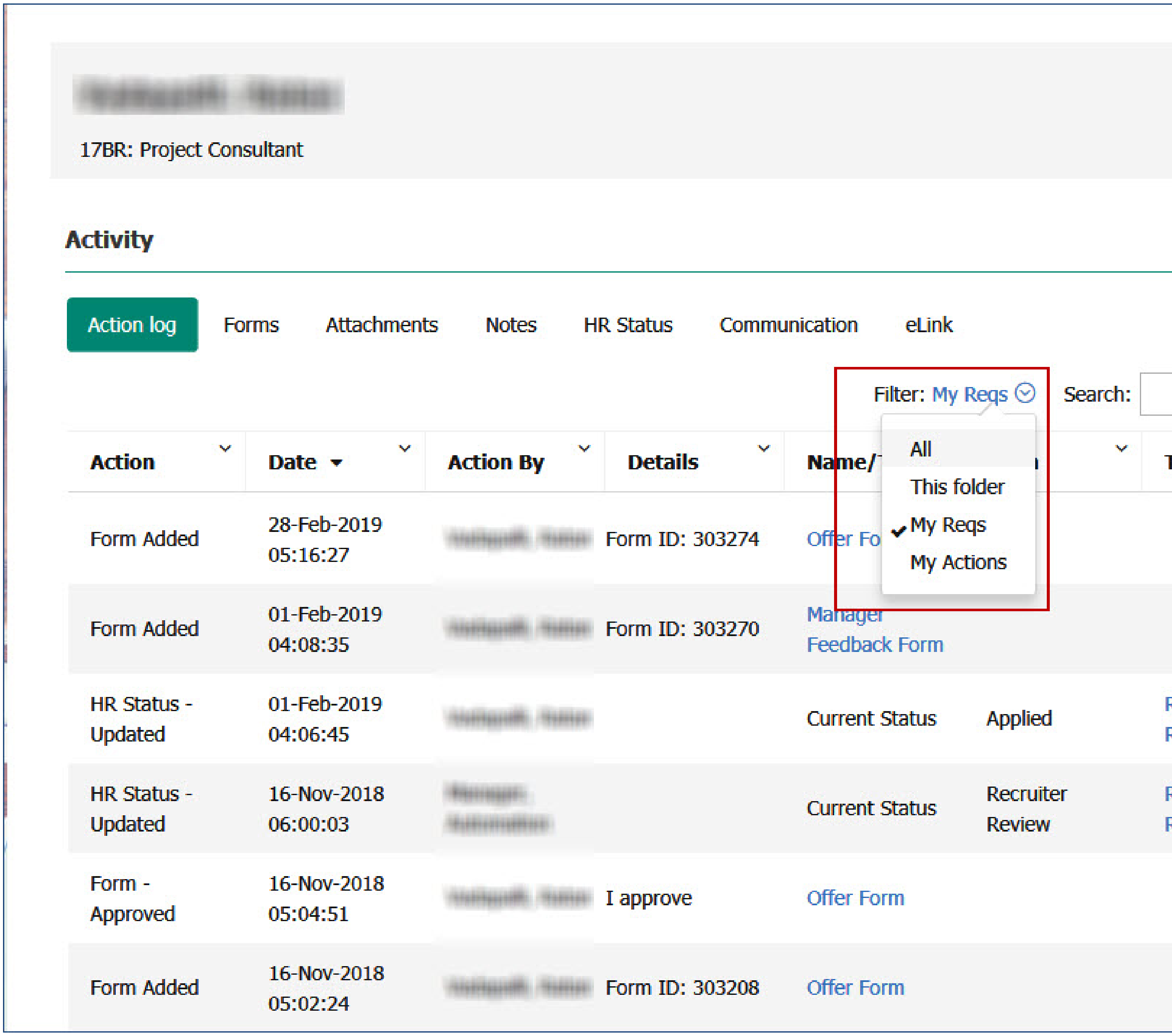
Talent Record - Action Log Filters

Candidate Talent Record in the classic user interface of BrassRing has an option to filter the view of the action log. In our efforts to provide all features in the new UI, the filter option is now provided in the Talent Record of the BrassRing new UI. Starting this release, while seeing a candidate's Talent Record, users can filter the Action log view to see records of a specific req.

BrassRing New UI Talent Record before this release:



BrassRing New UI Talent Record after this release:

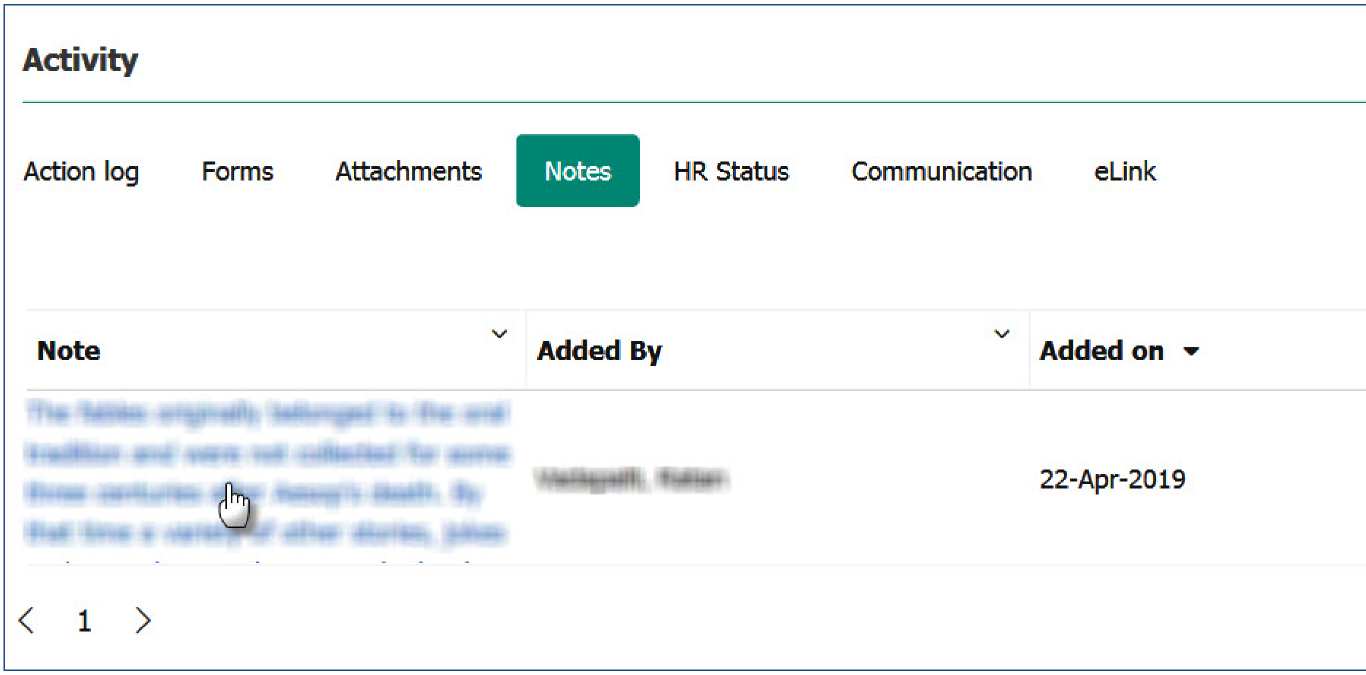


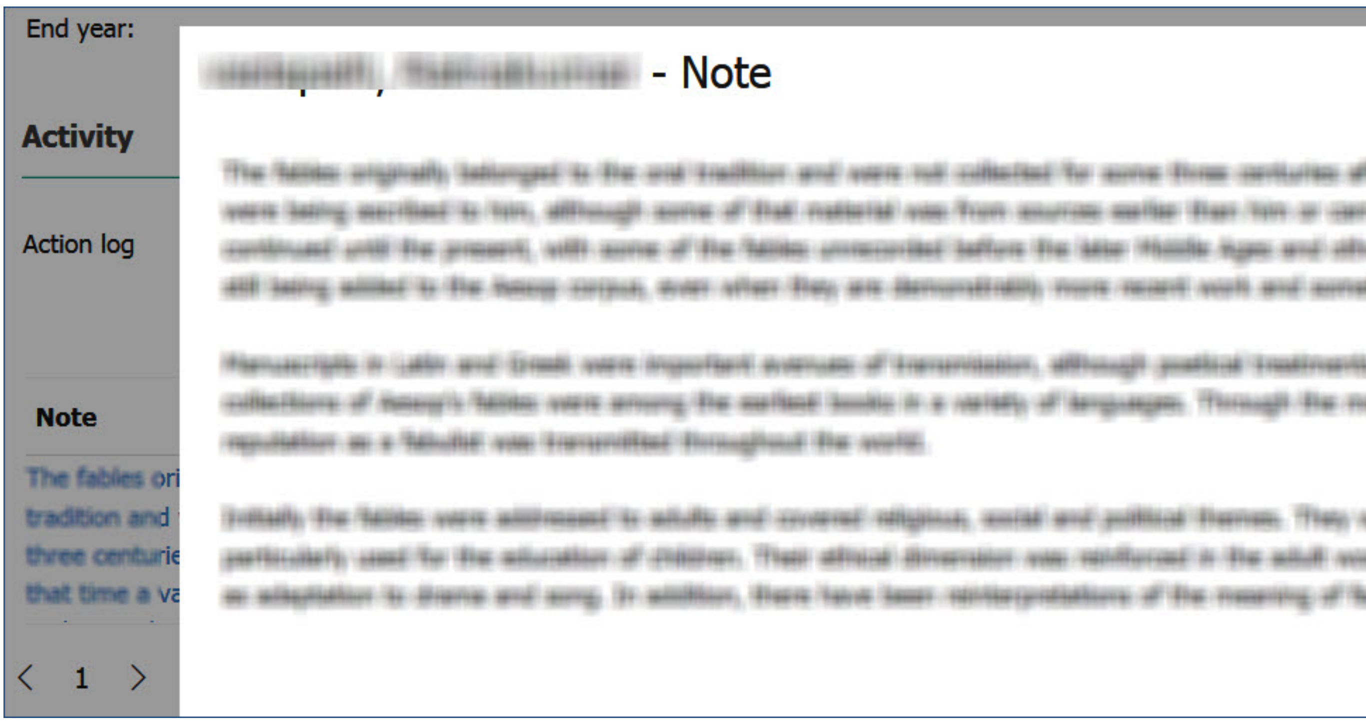
RTC internal reference # 117403.

Talent Records - Notes Tab Enhancement

Previously, when a lengthy note was added to a candidate's Talent Record, the entire notes was displayed in the Note column in the Notes tab. This occupied the entire screen and the rest of the rows were not visible thereby rendering a bad user experience.

Starting this release, the view of the Notes tab is updated to provide better user experience. When a lengthy note is added, the Note column in each row displays only limited number of lines of the note. These lines act as a hyperlink and when user selects these lines, the entire notes is displayed.





RTC internal reference # 115012.

BrassRing and Workbench - Support User Account Deactivation

As an enhanced security measure, BrassRing and Workbench support user accounts that do not have any activity in the past 180 days are deactivated starting this release. Similarly, newly created BrassRing and Workbench support accounts that do not have any user activity consecutively for 14 days are also deactivated. If you are a BrassRing or Workbench support user and are unable to login, please contact BrassRing support for reactivation.

RTC internal reference # 111641, 117679.

HR Status - Integration Confirmation message

It was observed that at times, integrations based on HR Status updates are not running as they must. This behavior has been observed intermittently. The integration related pop-up message is not displayed when the integration did not run based on the HR status update. Starting this release, a new modal dialogue with confirmation message about the integration is displayed instead of the pop-up message. This ensures that the integrations are run without any issues based on HR status updates.

RTC internal reference # 112019.

Communication Templates - Attachment File Size

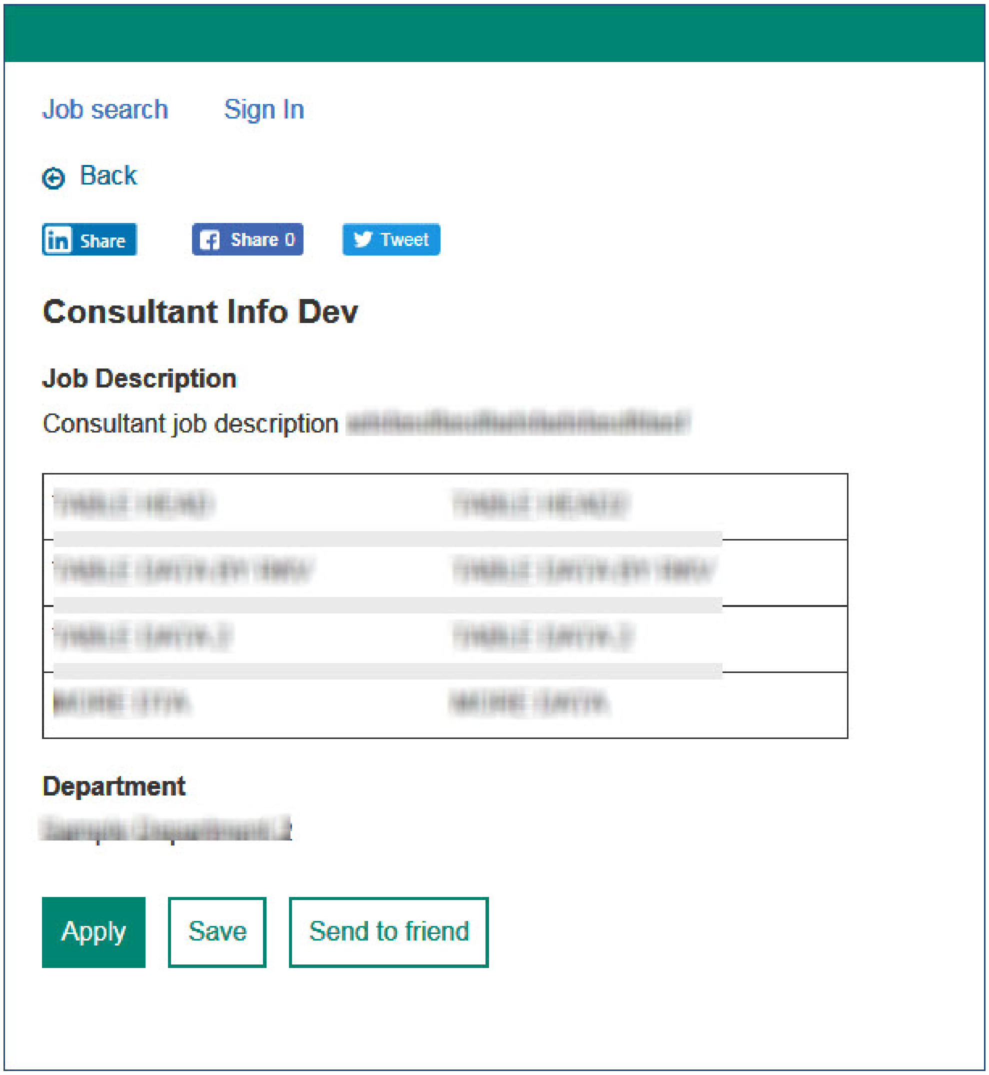
Previously, while creating a communication template, if a BrassRing Admin user tried to upload an attachment that is more than 4MB, the upload failed. However, there was no message displayed indicating that the file is more than the permitted size. This resulted in confusion. For better user experience, starting this release, when the size of an attachment that is being uploaded exceeds the permitted 4MB, an error message is displayed stating: **File size cannot be greater than 4 MegaBytes.**

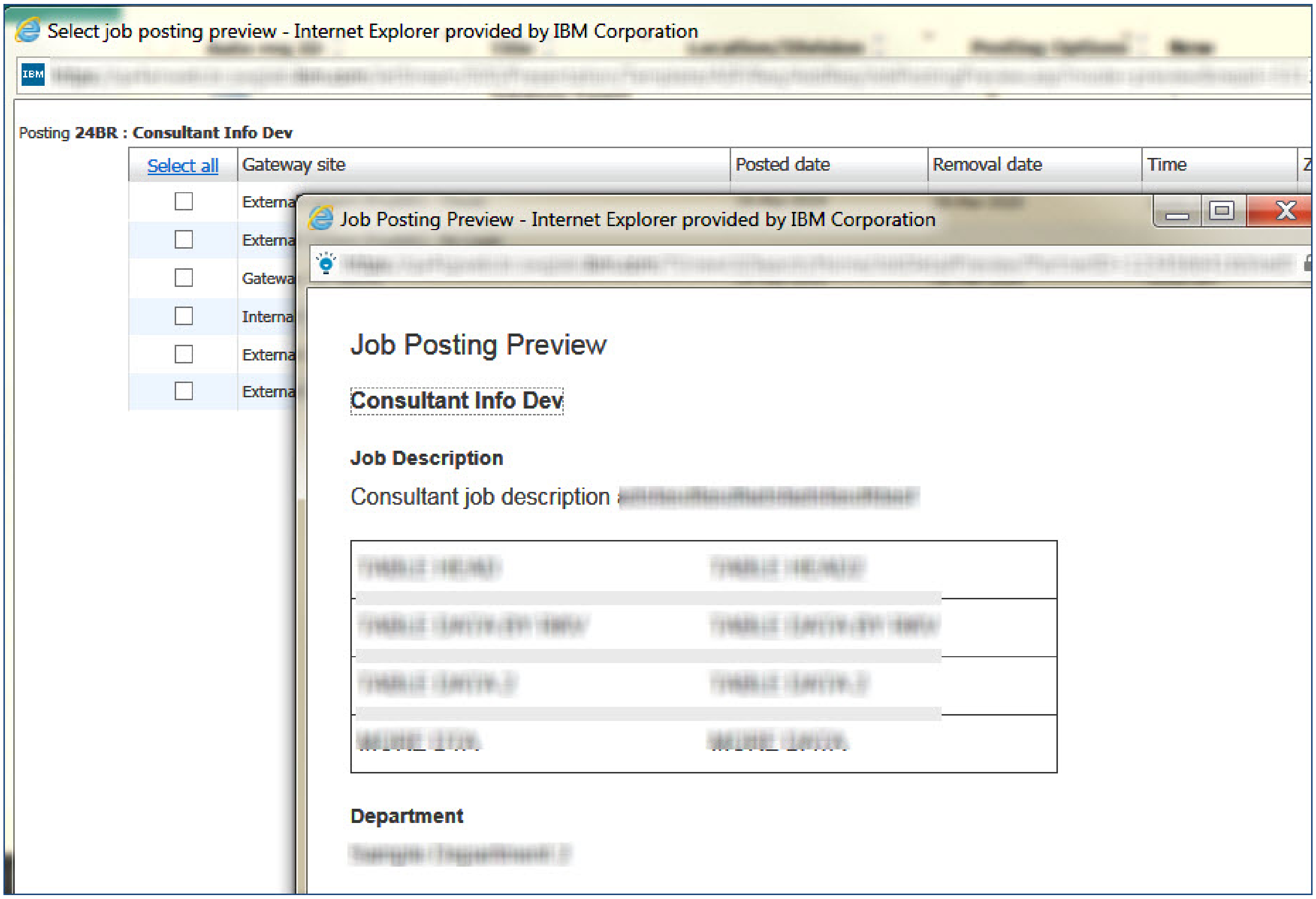
RTC internal reference # 117881.

Responsive Talent Gateways - Tables in Job Description

Starting this release, if a table is added in the job description section of a req, the job description within the Responsive Talent Gateway displays the table. The following screens display tables:

- Job details page in the Responsive Talent Gateways.
- Application Details > View Job Description.
- Job Details preview in BrassRing.


Job search
Sign In
Back
Share
Share 0
Tweet
Consultant Info Dev
Job Description
Consultant job description
Department
Apply
Save
Send to friend



Note: It is a best practice recommendation to re-save the existing settings of the Visual Branding Tool of the Responsive Talent Gateway to which clients would like to post tables in job descriptions of reqs.

RTC internal reference # 116808.

Responsive Talent Gateways - Skills Field Maximum Entries

In the Responsive Talent Gateways and candidate zone profile page, the Skills field has a maximum limit of 50 entries. The entries to this field can be made by keying in custom skills or selecting existing skills. However, it was observed that, if a candidate already selected 50 skills and is keying in custom skills, the system was accepting up to 52 skills.

Starting this release, the behavior of the skills field is updated for consistency. When the number of skills selected or added is less than 50, an information message is displayed at the top of the page stating: **50 skills maximum**. When the number of skills added is less than 50 and candidates select skills that add up the number to more than 50, the list remains open, however, an error message is displayed stating **You have added the maximum number of skills**. This message is removed when the selection is reduced back to 50. This change ensures consistent and accurate behavior of the field.

RTC internal reference # 113716.

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 Talent Gateway - Apply With LinkedIn

As previously informed, LinkedIn upgraded the Apply with LinkedIn API. BrassRing uses this API to allow candidates to import their LinkedIn profile as part of the application or profile building process in responsive Talent Gateways. Based on this LinkedIn change, the original Profile import feature was removed during release 18.11.12 and the profile building feature in the Responsive Talent Gateways is updated. More information about this change is available at this page.

Further to this change, starting this release, based on configuration, candidates can apply to jobs on the Responsive Talent Gateways by using LinkedIn. A new **Apply with LinkedIn** button is available to those candidates that already logged in to their LinkedIn profile on the same browser as they are logged in to the Responsive Talent Gateway. The **Apply with LinkedIn** is available on the **Job details** page next to the regular **Apply**.

Note: As per guidelines from LinkedIn, your organization is required to enable either the Skip Sign-in (Bypass Login) or Disable Sign-in functions on the Responsive Talent Gateways to use Apply with LinkedIn.

When candidates select **Apply with LinkedIn**, **LinkedIn confirmation** windows is displayed for confirmation to proceed. When candidate provides confirmation, the candidate's LinkedIn information is pulled into their Talent Gateway profile. The following LinkedIn profile data of the candidate is received.

Mandatory requirement for LinkedIn candidate application:

- First Name
- Last Name
- Email address
- Web address (Candidate's LinkedIn profile URL)

Optional data requirement for LinkedIn candidate application:

- Country
- Phone Number
- Up to three education fields
- Up to five Work experience fields
- Up to 50 skills fields

The candidate's Talent Gateway profile information is overwritten by the candidate's LinkedIn profile information if it belongs to the same fields. Candidates cannot submit duplicate applications by using the Apply with LinkedIn feature unless the requisition supports multiple submissions. After the candidate selects Apply with LinkedIn, the Responsive Gateway Questionnaire is displayed. This Gateway questionnaire has the respective fields that are completed with information from the candidate's LinkedIn profile or the Talent Gateway profile. The candidate proceeds to complete and submit the application as with the regular job submission workflow.

Note:

- The new Apply with LinkedIn option is available to candidates on the **Job Details** page only and not for profile import.
- There is no integration with LinkedIn's mobile applications. Candidates are required to log in to their LinkedIn profile on a web browser despite using a mobile app.
- The Apply with LinkedIn button's label is displayed in the language of the candidate's LinkedIn profile. It may or might not match the locale of the Talent Gateway in which the candidate is submitting their application. For example, if the candidate's LinkedIn profile is in French and the candidate is on a Spanish locale responsive Talent Gateway, the Apply with LinkedIn button's label is displayed in French.
- The configuration for this LinkedIn feature does not overlap with any other LinkedIn feature offerings that are used within BrassRing. Each of the LinkedIn integration features like Apply with LinkedIn, and Signing in using LinkedIn, have their own configurations.

Note: Best Practice Suggestions:

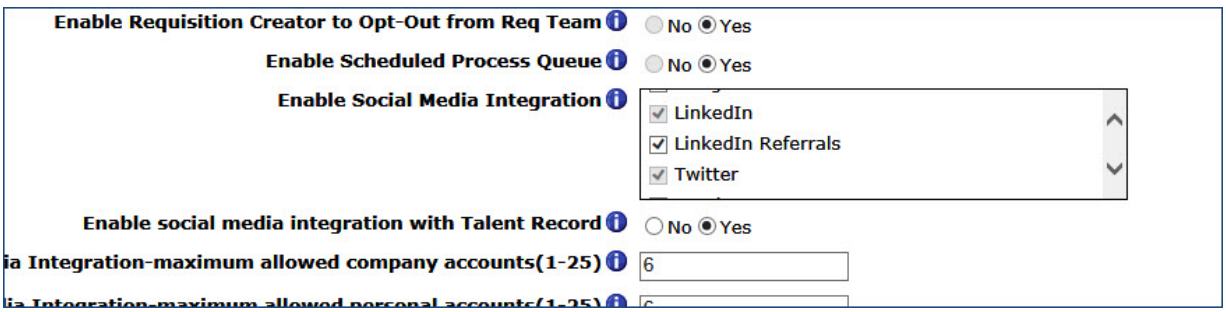
- Clients should not bypass **Job details** if they want candidates to be able to use this feature. Apply with LinkedIn feature is available only on **Job details**.
- Clients should not use read-only fields for Internal SSO TG (XML profile import) if they want candidates to be able to use this feature.
- Regular Talent Gateway apply has a better profile import (with full resume data extraction) if the candidates have a resume file. Therefore, we recommend avoiding this feature unless clients expect significant candidate volume where candidates have a LinkedIn profile and do not have resume files that are available to upload (from their laptop or device, or cloud storage applications like Google Drive or Dropbox).

How do Clients get this feature (Workbench Configuration)

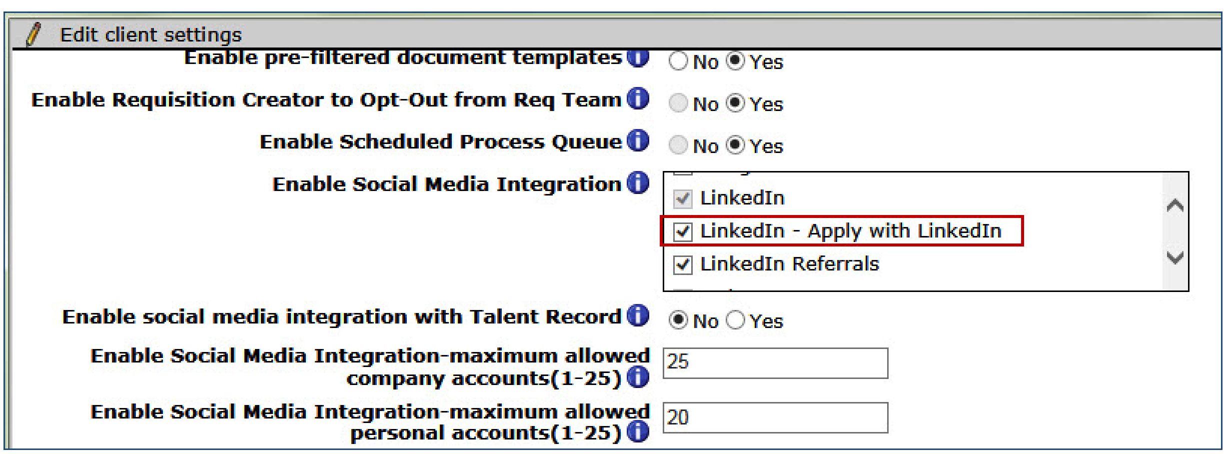
As a prerequisite for configuring this feature in Workbench, the workbench administrator must have login credentials for Apply with LinkedIn-IBM client admin account on LinkedIn Recruiter (appropriate for environment and Parent keys). LinkedIn Recruiter is separate login from the regular LinkedIn (candidate UI). If a LinkedIn user has access to both LinkedIn recruiter and LinkedIn, the user must authenticate in LinkedIn Recruiter before they access Workbench Configuration. Client Workbench administrators must have a paid LinkedIn account for this feature before they can configure the feature in Workbench.

To configure the new Apply with LinkedIn feature, new settings and options are provided in various sections of the Workbench. Client setting **Enable Social Media Integration** setting now has a new check box option **LinkedIn - Apply with LinkedIn**. This option is by default, cleared for all clients.

Before this release:

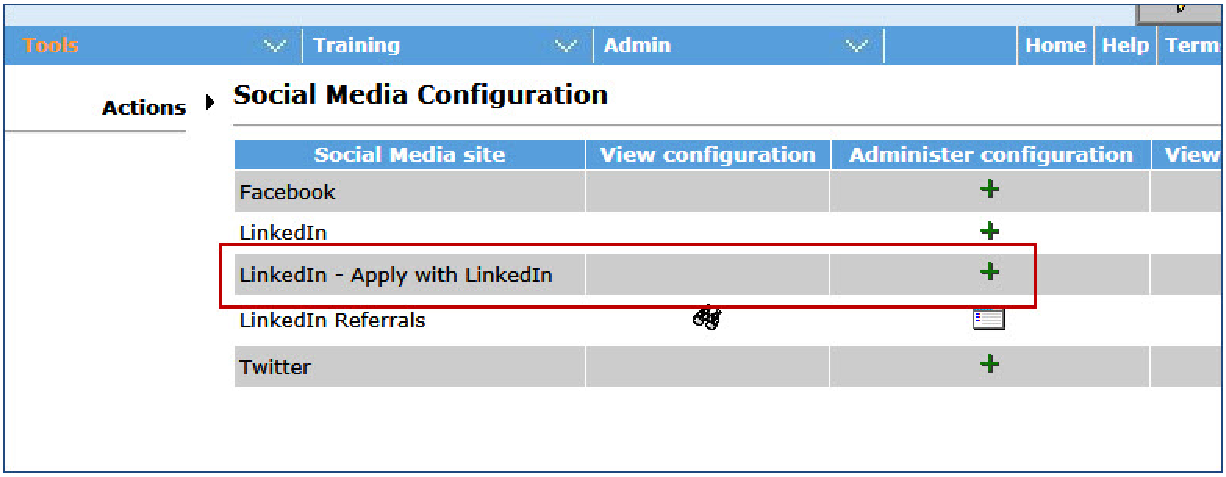


After this release:

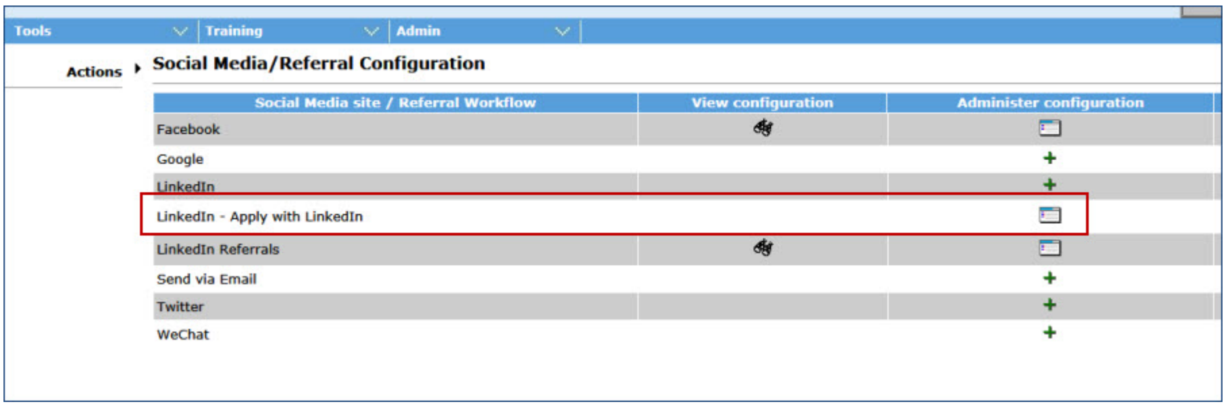


Based on the configuration of the client setting Enable Social Media Integration, a new row **LinkedIn - Apply with LinkedIn** appears in the Social Media configuration section of Workbench Settings. Path: **Tools** > **Settings** > **Social Media Configuration**. Before configuration, all columns of this row are blank and the Administer configuration column has a plus icon. Selecting this icon opens the **Administer configuration - Apply with LinkedIn** screen. If the Workbench Administrator is not already logged in to LinkedIn recruiter, Sign-in and Join now hyperlinks are available on this page for the administrator to either sign into an existing LinkedIn account or to join LinkedIn.

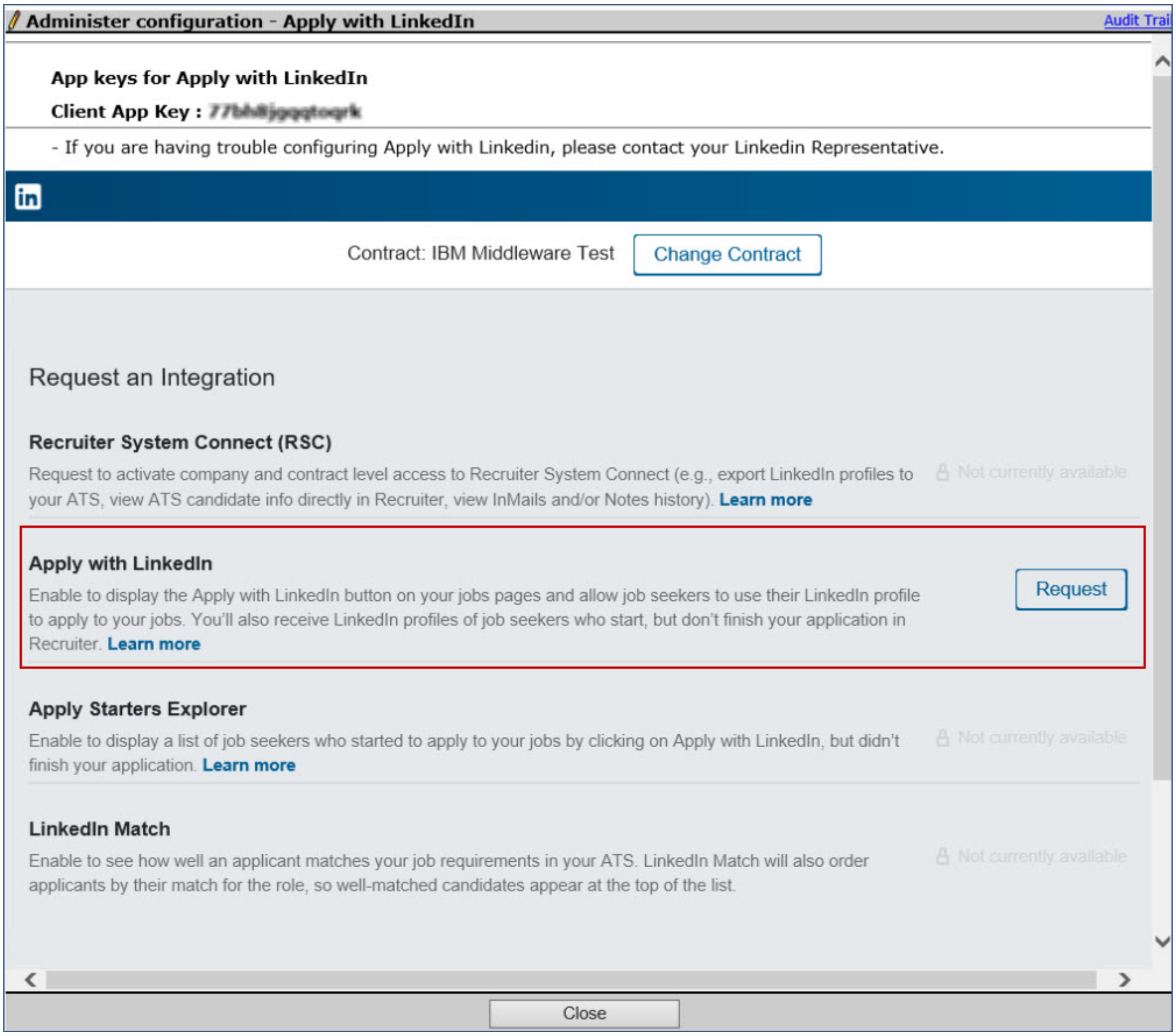
Before configuration



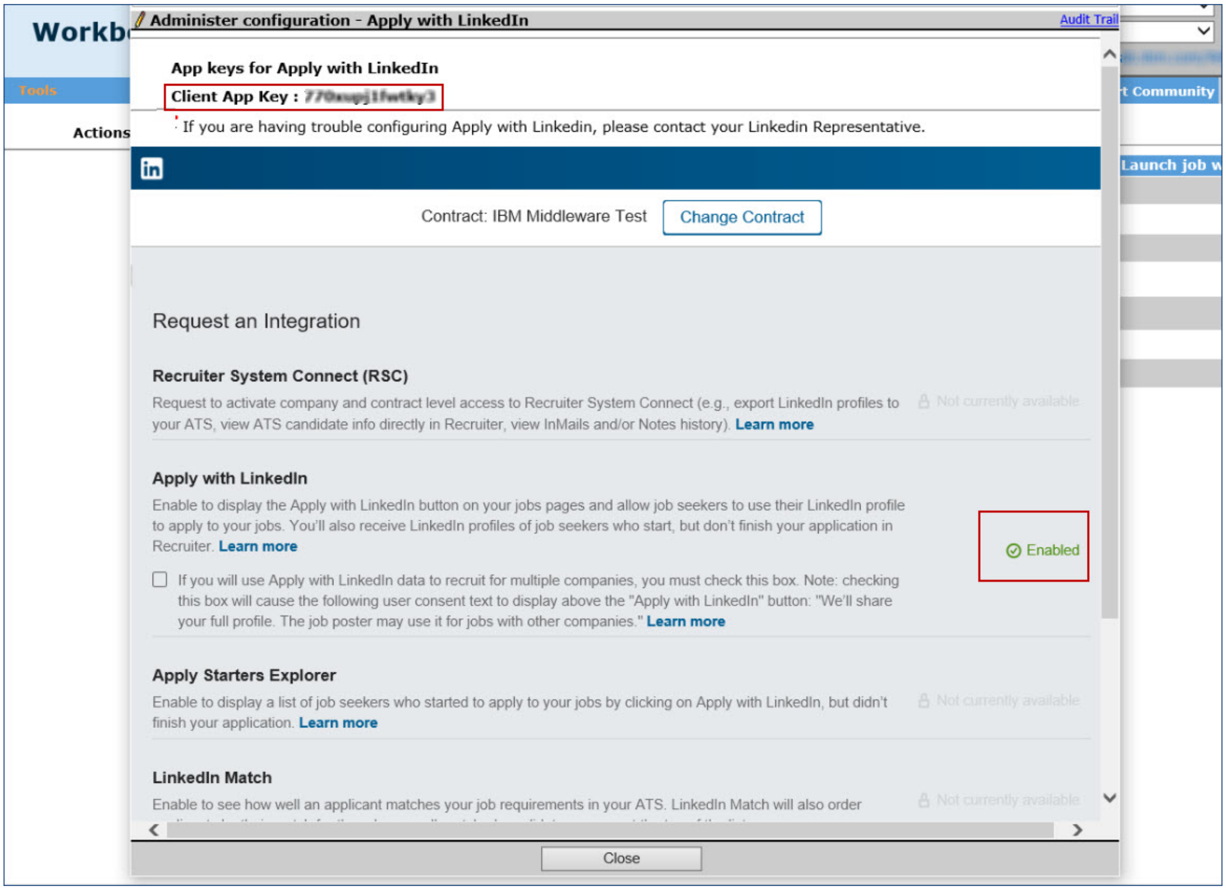
After starting configuration



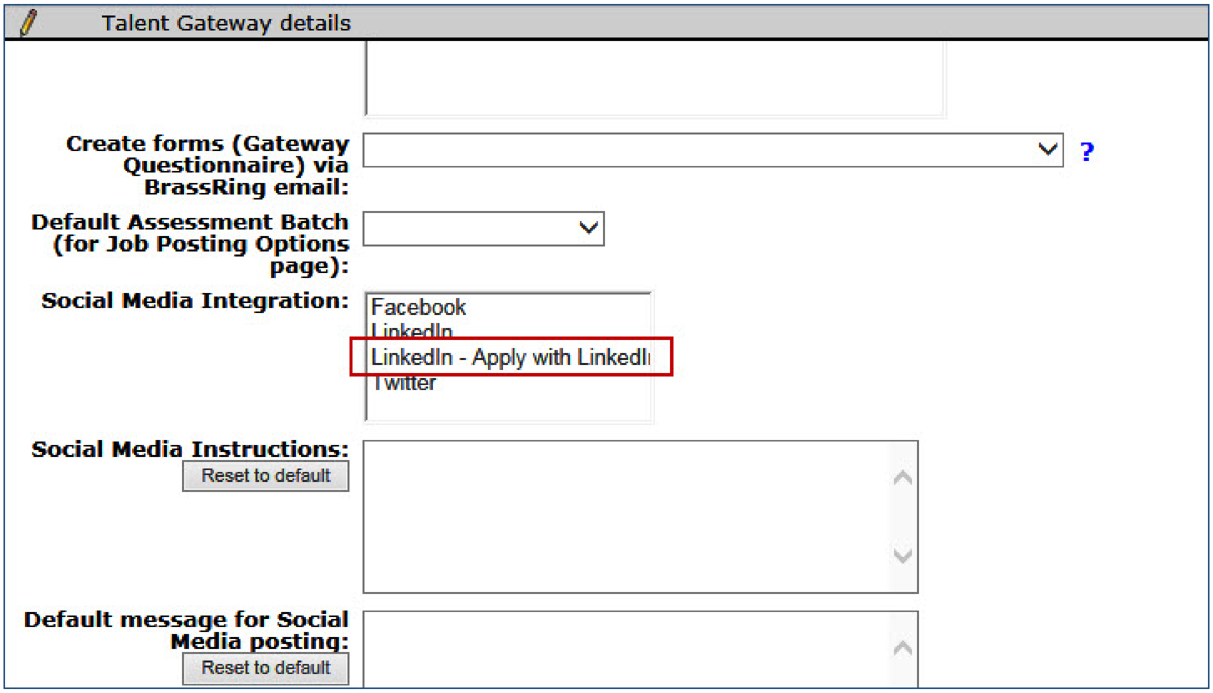
The first launch of this page automatically retrieves the ClientAppKey and authorizes LinkedIn API to show "Request" button. Administrator can request for the Apply with LinkedIn feature in this screen.


Administer configuration - Apply with LinkedIn
Audit Trail
App keys for Apply with LinkedIn
Client App Key :
- If you are having trouble configuring Apply with Linkedin, please contact your Linkedin Representative.
Contract: IBM Middleware Test
Change Contract
Request an Integration
Recruiter System Connect (RSC)
Request to activate company and contract level access to Recruiter System Connect (e.g., export LinkedIn profiles to your ATS, view ATS candidate info directly in Recruiter, view InMails and/or Notes history). Learn more
Not currently available
Apply with LinkedIn
Enable to display the Apply with LinkedIn button on your jobs pages and allow job seekers to use their LinkedIn profile to apply to your jobs. You'll also receive LinkedIn profiles of job seekers who start, but don't finish your application in Recruiter. Learn more
Request
Apply Starters Explorer
Enable to display a list of job seekers who started to apply to your jobs by clicking on Apply with LinkedIn, but didn't finish your application. Learn more
Not currently available
LinkedIn Match
Enable to see how well an applicant matches your job requirements in your ATS. LinkedIn Match will also order applicants by their match for the role, so well-matched candidates appear at the top of the list.
Not currently available
Close

After configuration



Based on the Client setting configuration, the Talent Gateway setting **Social media integration** is populated with a new option **LinkedIn - Apply with LinkedIn**. If the client setting is on, but social media configuration is not completed, Workbench administrator sees an error message on selecting "LinkedIn - Apply with LinkedIn". The error does not prevent the user from selecting this option. However, the Apply with LinkedIn button is not displayed on that specific Talent Gateway until the client level configuration is completed.



Limitations and Things to know:

- The Apply with Linked feature is for single job applies only.
- Only available on the **Job Details** page, therefore, if your organization skips the **Job Details** page your candidates do not have this action available to them.
- We are constrained by LinkedIn requirements for this feature and cannot create a custom button label, format, location, the widget's text/font/size/colors, these are all static attributes.
- The language and translations are supplied by LinkedIn and based on the candidate's profile language; which may or might not match the Talent Gateway site language the candidate is applying through.
- There is no integration with the LinkedIn app on phones or tablets. This means candidates using those devices will still need to be logged into LinkedIn via a browser to see the Apply with LinkedIn button

RTC internal reference # 112837, 114495.

Candidate Experience Enhancements - Codes

Note: This feature was deployed to Staging environment - Only with Release 19.03.11. This feature is going to be available in the Production environment with Release 19.04.08.

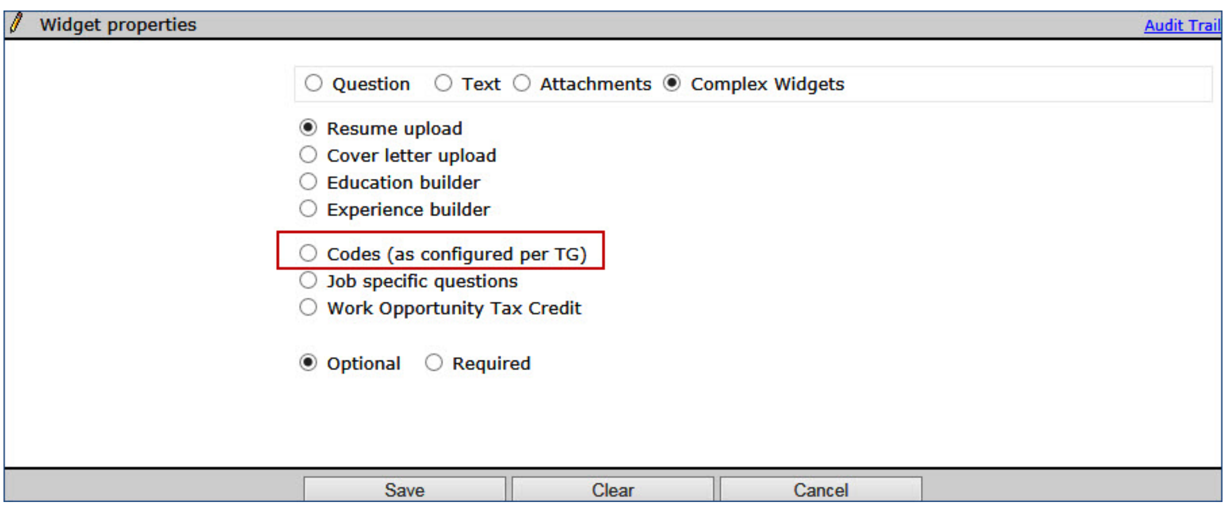
In the process to continually improve the BrassRing Responsive Talent Gateways, we are excited to announce that Code questions are now supported in the Production environments with this release. The Code type widget was not available for Responsive Gateway Questionnaires previously. This unavailability meant that your organization might not ask questions by using the code lists, such as "How did you hear about this opportunity" (Source Code question). Now, the Code widget is available for creating or editing a Gateway Questionnaire and then presented to candidates when applying for a requisition on the Responsive Talent Gateways.

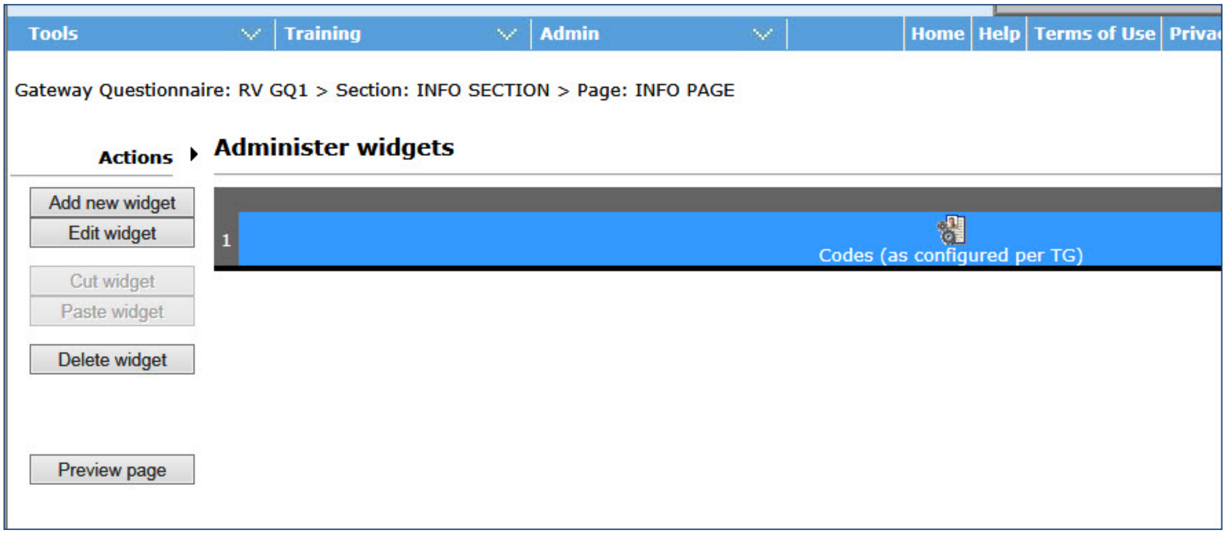
How do you configure this feature? The location of the Codes questions is managed in the Gateway Questionnaires. The questions that were asked and the attributes of the questions is maintained at a Talent Gateway level. The following steps define how to configure each piece.

1. **Tools** > **Talent Gateways** > **Edit the Responsive Talent Gateway** > **Choose when applying field**
   - This section is an existing section on the edit Talent Gateway page.
   - If any codes are selected in this section to display, the questions are placed in the location the Workbench admin places the Codes widget within the Gateway questionnaire.

- If the Workbench admin adds the Codes widget to the Gateway Questionnaire, and there are no codes that are selected to display on the edit Talent Gateway page, the widget is ignored and the candidate sees the message **No codes are currently configured for this site.**
- The code field attributes respected on the Gateway Questionnaire are:
  - Show / Don't Show / Codes Only / Description / Only / Codes and Descriptions
    - Select **Show** if you want the code question to display ALL options to the candidate.
    - Select **Don’t Show** if you do not want the code question to display at all.
    - Select **Codes Only** if you want to show only the Code of the option to the candidate.
    - Select **Description Only** if you want to show only the Description of the option to the candidate.
    - Select **Codes and Descriptions** if you want to show both Code and Description to the candidate.
  - Custom Label
    - The Custom Label field is used to define the question text (text that the candidate sees).
    - If the code is selected to display but does not have a Custom Label the value that is entered in the **Label to Talent Gateway candidates** field is displayed. (**Workbench** > **Tools** > **Settings** > **Code types** > **edit Code type**)
    - If both the Custom Label field and Label to **Talent Gateway candidates** is blank, then the candidate views the Code Type’s description (name).
  - Required / Optional.
  - Single-select / Multi-select.
  - Include all values / Filtered list.

2. **Workbench** > **Tools** > **Gateway Questoinnaires** > **Add new or select an existing draft Gateway questionnaire** > **Administer Sections/Pages** > **Administer widgets** > **Add/edit Widget** > **Complex Widgets** > **Codes (as configured per TG).**





Note:

- Per an existing limitation, code values cannot be converted. Only the **Custom Label** can be converted at the Talent Gateway level.
- Subsequent applications by the same signed in candidate (or same session for Talent Gateways with the disable sign-in or skip sign-in enabled) will NOT retain the selected value for the code question. The candidate needs to select a new option with each new apply process.
- The attributes of Disable pre-fill response, Referral, formatting, and other attributes, are not supported with the Responsive Talent Gateways.
- Only one Code widget can be added to a Responsive Gateway Questionnaire. This Code widget shows all code types that are selected on Talent Gateway to which the candidate is applying

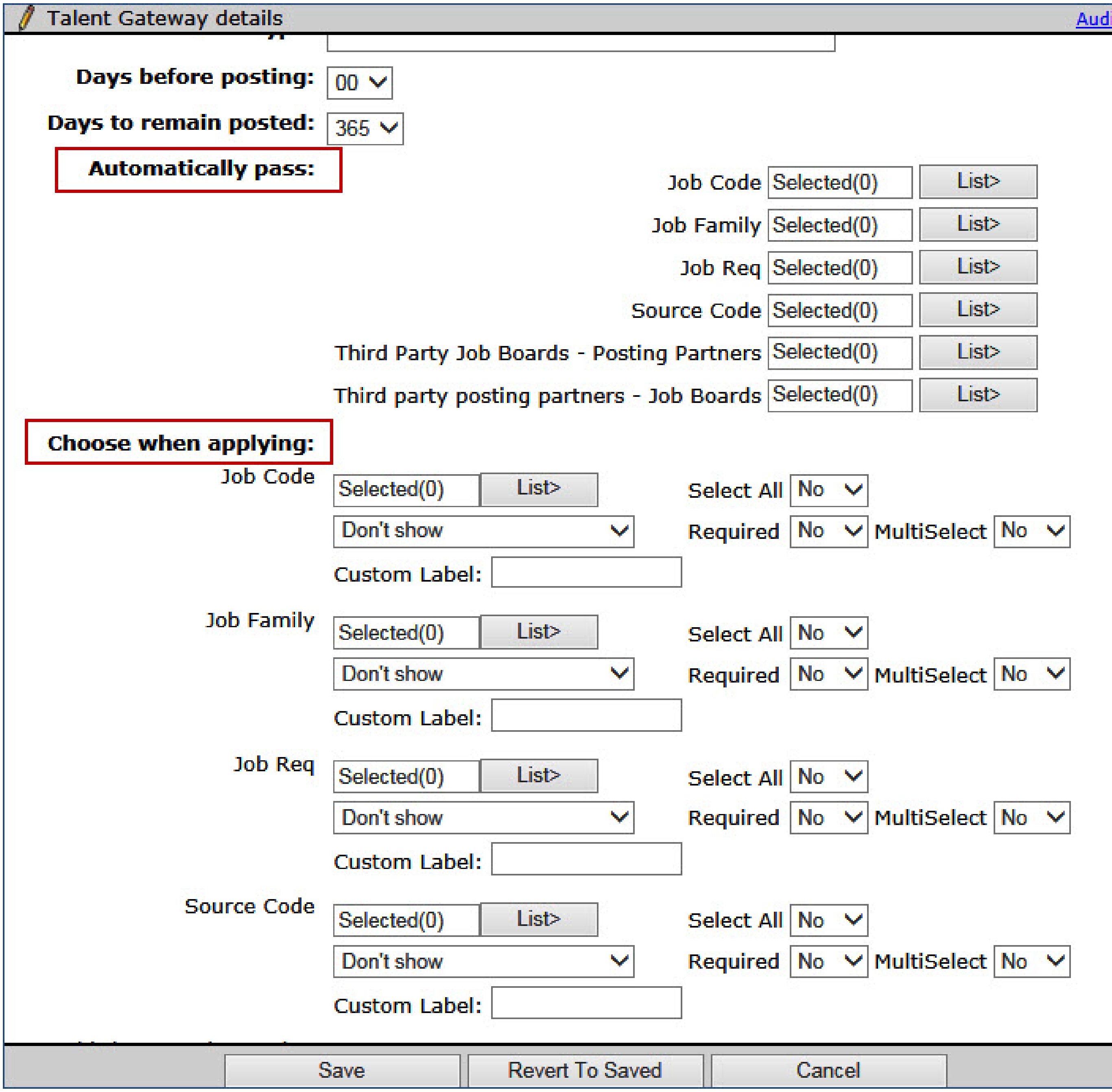
RTC internal reference # 80035, 87605.

Codes - Talent Gateway Details Labels

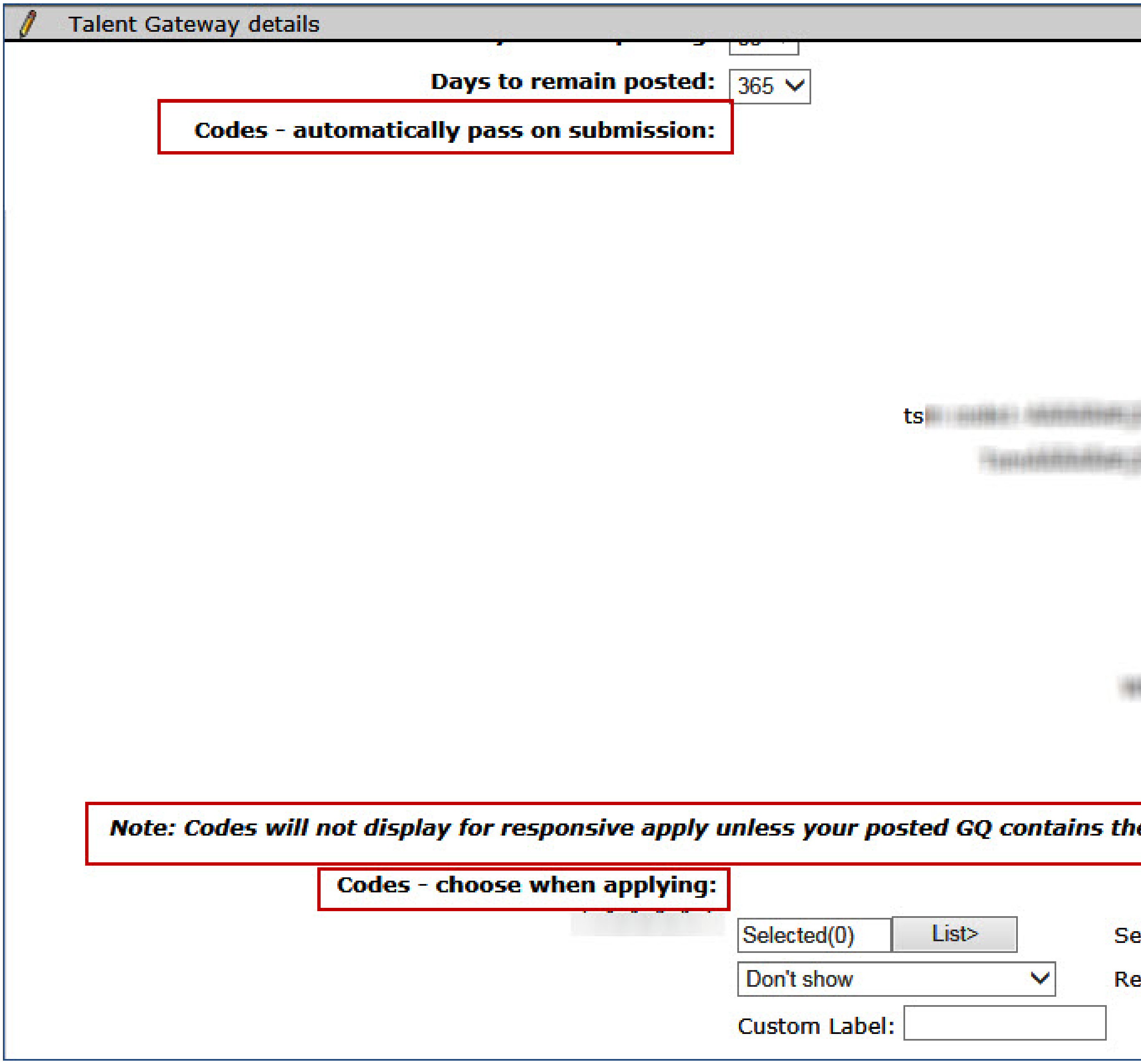
To provide clear labels for the Workbench users that configure codes, the following labels are updated:

- Automatically pass is updated to **Codes - automatically pass on submission**.
- Choose when applying is updated to **Codes - choose when applying**.
- In addition to these changes, a note is added stating: **Note: Codes will not display for responsive apply unless your posted GQ contains the Codes widget and you have one or more code types set to show (=selected (#) or select all and not "Don't show").**

Before this release:



After this release:



RTC internal reference # 118029.

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.

Workbench - Refresh Java script

Note: This refresh is required only if you are a Workbench user and only if you use **Internet Explorer 11** to browse Workbench.

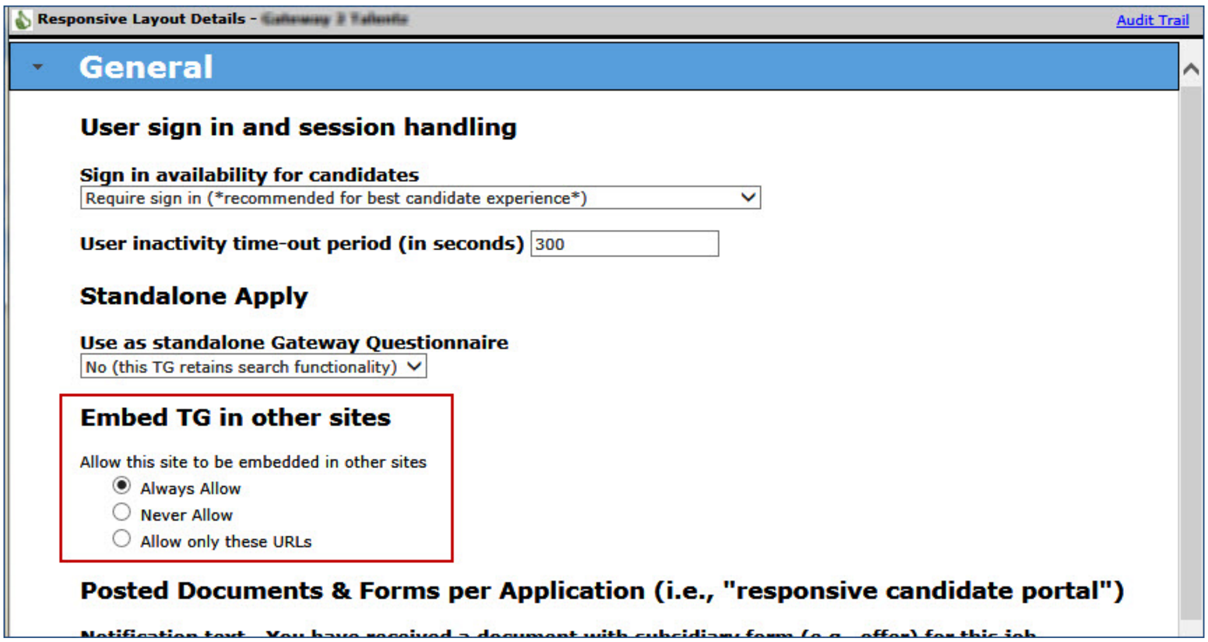
Due to the latest updates, for Release 19.04.08, it is required to access Workbench with the Internet Explorer 11 browser and use **Control + F5** function to refresh the Java Script. This is because, Internet Explorer 11 stores old Java script files, even after the browser's cache is cleared.

Responsive Talent Gateways - Talent Gateway Embedding Configuration

BrassRing Responsive Talent Gateways can currently be embedded into frames of any other websites. This feature results in a potential vulnerability where the Talent Gateway can be embedded in a malicious website and thereby candidate actions like mouse clicks within such website can be misdirected. To overcome this vulnerability and ensure security, starting this release, clients can configure whether each of their Responsive Talent Gateways can be embedded in another website.

A new setting **Allow this site to be embedded in other sites** is added in the Responsive Talent Gateway Layout configuration screen. This setting has three options **Always Allow, Never Allow, Allow only these URLs**. When the third option is selected, a text box is displayed. URLs of the websites that need to be white-listed for embedding the Talent Gateway must be entered in this text box. All existing Responsive Talent Gateways are by default configured to Always Allow.

Workbench Path: **Tools** > **Talent Gateways** > **[select Talent Gateway]** > **selec Check mark for Responsive Layout column.**



The HTTP Response Header details are of two types:

- X-frame-options: This is old HTML header controlling frame-able response. This header type response is used by older browsers. Modern browsers ignore this response. This type of header supports only a single domain for white-listing when the third option is selected.
- Content-security-policy: This type is the new HTML header controlling frame-able response. This is respected by modern browsers. Old browser versions might or might not respect this response. Content-security-policy supports multiple domains for white listing.

Note:

This feature is not available for Classic Talent Gateways and Basic Talent Gateways.

All members of a Global Talent Gateway, are configured with the same setting option.

Best Practices:

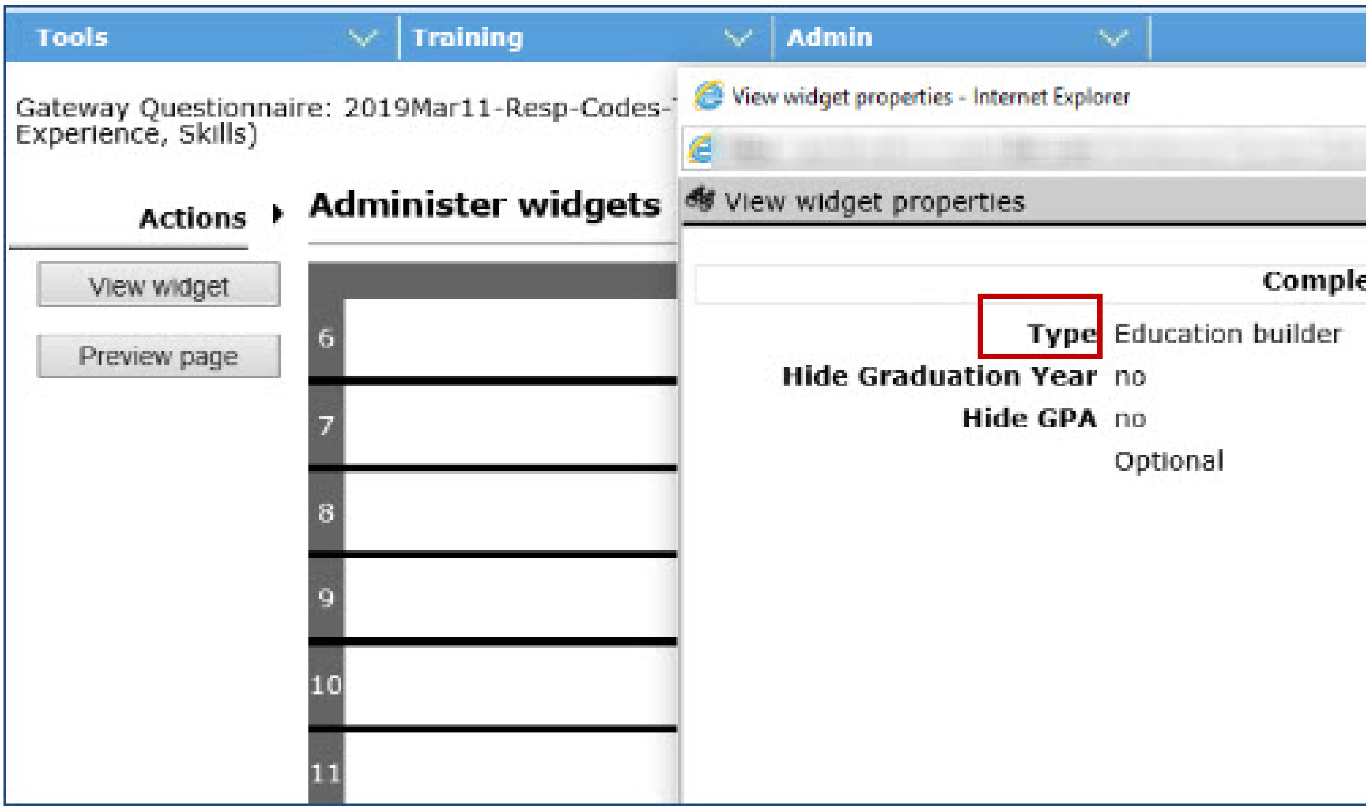
- A best practice while using the whitelist option is for the clients to use only a single domain for embedding each Responsive Talent Gateway and provide the same for the whitelist. In this way, a single domain will work for both x-frame-options and content-security-policy and therefore, both new and old browsers are covered.
- While using the Allow only these URLs, the text box validates the format of the URLs entered. An error message is displayed if invalid URL is entered.

RTC internal reference # 103327, 117552.

Gateway Questionnaire - Complex Widget Label

From the classic Gateway questionnaire, the label of one of the fields in complex widgets has remained unchanged. During this release, Resume Type is updated to **Type** in order to avoid confusion and improve accuracy.

Workbench path: **Tools** > **Gateway Questionnaires** > **View sections/pages** > **View widgets** > **[select a complex widget]**



RTC internal reference # 117704.

Notices

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

COPYRIGHT LICENSE:

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

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

Programming interface information

Trademarks

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

Terms and conditions for product documentation

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

Applicability

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

Personal use

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

Commercial use

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

Rights

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

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

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

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

IBM Online Privacy Statement

Safety and environmental notices