

IBM Kenexa BrassRing on Cloud

*IBM Kenexa BrassRing on Cloud
Release Notes*

April 02, 2018

IBM

Note

Before you use this information and the product it supports, read the information in "Safety and environmental notices" on page x and "Notices" on page x.

This edition applies to April 2, 2018 Release of IBM Kenexa BrassRing on Cloud, Release 18.04.02 and to all subsequent releases and modifications until otherwise indicated in new editions.

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Introduction

This document presents changes, both visible and configurable, included in the April 2, 2018 release of IBM Kenexa® BrassRing® on Cloud and IBM Kenexa Lead Manager.

The objectives of this document are to:

- Present feature enhancements and usability and performance improvements that are introduced in this release.
- Document changes in system requirements, if applicable.

Client Reminders

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

NEW Send Communication - Upcoming Changes

In release 18.01.08 (January), the Lead Manager **NEW Send Communication** feature was introduced as an optional configuration. In the 18.04.30 release, the **NEW Send Communication** feature is being reintroduced as a **Visible Change**. Introducing this feature as a **Visible Change** means that this feature will be enabled for all clients as of April 30, 2018.

NEW Send Communication

Previously, clients could ask their IBM Representative to enable **NEW Send Communication** for their sites. On **April 30, 2018** when this feature is enabled as a Visible change, all clients sites will be automatically enabled. In order to prepare for the **NEW Send Communication** Visible change, clients need to update their communication templates in **Watson Campaign Automation (WCA)** and become familiar with the **NEW Send Communication** feature.

Clients can access the following **NEW Send Communication** materials to review this feature.

- BrassRing Release Notes Feature - contains feature description and configuration information
- Lead Manager Notices, Communications, Searches, Reports - eLearning Trainings
- Managing Communications - Watson Campaign Automation - eLearning Trainings

General Data Protection Regulation (GDPR)

Notice: Clients are responsible for ensuring their own compliance with various laws and regulations, including the European Union General Data Protection Regulation (GDPR). Clients are solely responsible for obtaining advice of competent legal counsel as to the identification and interpretation of any relevant laws and regulations that may affect the clients' business and any actions the clients may need to take to comply with such laws and regulations.

GDPR The products, services, and other capabilities described herein are not suitable for all client situations and may have restricted availability. IBM does not provide legal, accounting or auditing advice or represent or warrant that its services or products will ensure that clients are in compliance with any law or regulation.

IBM currently complies with privacy laws around the world. IBM is also preparing to comply with the European Union's new **General Data Protection Regulation** (GDPR) that goes into effect in May 2018. IBM has established a global project to prepare for GDPR, both for our internal processes and for our commercial offerings. **Preparing for GDPR Compliance**

As part of its GDPR project, we are enhancing our privacy by design. IBM is working to embed data protection principles even more deeply into its business processes, with the objective that technical and organizational security measures limit, by default the amount and use of personal

data to what is specifically required. This work also strengthens controls to protect access to personal data, including with respect to mobile applications that rely on default settings to prevent personal data from being inadvertently shared with others.

Preparing for GDPR Compliance

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As part of IBM's GDPR compliance initiative, several Lead Manager enhancements will be available later in March providing clients with additional configuration options. See GDPR for Lead Manager.

Talent Acquisition Newsletter

Please take a look at our latest Talent Acquisition Newsletter.

Talent Acquisition Newsletter

The news letter consists of information about latest BrassRing features, video interviews with the brains behind the product and also easy-to-bite chunks of information that helps you to be more productive while using BrassRing. Please visit the latest Talent Management Newsletter.

DATE CHANGE - IBM Kenexa SaaS offerings - Discontinuance of support of the TLS 1.0 SSL protocol and SHA-1 ciphers suites:

Dear IBM Customer,

We are writing as a follow up to a communication sent in November to remind you that IBM Kenexa SaaS offerings will discontinue support of the TLS 1.0 SSL protocol and the following SHA-1 ciphers suites:

TLS_RSA_WITH_AES_128_CBC_SHA

TLS_RSA_WITH_3DES_EDE_CBC_SHA

TLS_ECDHE_RSA_WITH_3DES_EDE_CBC_SHA

This move is to align with security recommendations for TLS/SSL, as well as industry-wide decreased usage and acceptance.

Note: Phase one is now in the **Staging** environment as of March 8, 2018. Clients can now test their browsers and integrations. Do remember the TLS v1.0 and weak cipher disablement for is scheduled to be in the **Production** environment in **June 2018**. The time period has been extended to allow more time for clients to complete any required actions.

This will be a phased approach, first implemented in **Staging** environments **March 2018**, followed by **Production** environments in **June 2018**. This will be done during each environment's monthly maintenance window. Select this link to review specific maintenance dates for your data center. Clients can now test this in their browsers or integrations using their **Staging** environments. See How do you know your Browser Supports TLS 1.1 or 1.2?

Note: Please direct this notice to the technical contact who manages any integrations so they can be made aware of this update.

SHA-Whaaaat?! What are these and how do they interact with my IBM Kenexa product?

TLS 1.0 SSL: TLS (Transport Layer Security) 1.0 SSL and its predecessor, Secure Sockets Layer (SSL), both frequently referred to as "SSL", are cryptographic protocols that provide communications security over a computer network.

SHA-1: SHA-1 (Secure Hash Algorithm) forms part of several widely used security applications and protocols, including TLS and SSL.

Together, SHA-1 and TLS 1.0 SSL are what makes secure interactions with other systems, (for example, integrations and APIs) possible.

Action May Be Required:

Alert of Change to Supported Browser Versions: Microsoft, Google, Apple, and Mozilla have all announced that their respective browsers would stop accepting SHA-1 SSL certificates in 2017. Therefore, we are updating our supported browsers and versions accordingly.

If your users are accessing IBM Kenexa SaaS offerings using one of the latest supported web browser versions, there should be no action required.

Customers using the following browser versions and above will not be impacted.

- IE 11 (Release Date : 11/2013)
- Edge 12 (Release Date : 7/2015)
- FF 24 (Release Date : 8/2013)
- Chrome 22 (Release Date : 7/2012)
- Safari 7 (Release Date :10/2013)

Browser Support differs for Talent Suite and BrassRing products. As a reminder, the most recent version of the **Talent Suite** supported browsers are documented here and the most recent version of the **IBM Kenexa BrassRing** supported browser document is on the Support Portal.

Integrations and API (BrassRing and Onboard only): If you are using any inbound integrations to IBM (such as HR Status Update or Custom PSE Integrations) or calling any published APIs, you will need to ensure that the tooling, software, and servers on your side (for example, a client-provided web service end point) support TLS 1.1 and/or TLS 1.2. To do so, we recommend working with your technical contact and/or any third party provider to make any needed changes within your staging environment prior to the staging update in March. Once the update is complete, you will then be able to test in staging, as well as reach out to IBM Kenexa to troubleshoot any issues.

If you have any questions, please do not hesitate to reach out to your Executive Partner. We also encourage you to consult with your peers on the IBM Kenexa Discussion Forum We thank you for your support as we work to improve our systems!

Sincerely,

IBM Product Support

How do you know your Browser Supports TLS 1.1 or TLS 1.2 Protocols

To check if your browser can handle TLS v1.1 and v1.2, select <https://www.ssllabs.com/ssltest/viewMyClient.html> to open the **SSL/TLS Capabilities of Your Browser** web page.

When the page completes the test, scroll down to the **Protocol Features** section.

- If **Yes** is displayed next to **TLS 1.1** or **TLS 1.2**, your browser will continue to work as it currently does with Talent Suite and BrassRing applications.

Figure 1. Protocol Features

- If your browser does not support TLS 1.1 and/or TLS 1.2 after the change in Talent Suite and BrassRing, you might see browser messages similar to the following:

Note: The verbiage and other content in the page might differ from browser vendor to browser vendor and even between the versions of a browser. Talent Suite and BrassRing applications do not display custom error messages itself since the error messages are handled by the browsers.

Chrome: This site can't provide a secure connection.

Explorer: This page can't be displayed. In **Internet Options**, check to see if the **Use TLS 1.1** or **Use TLS 1.2** check boxes are selected in **Advanced** > .

Explorer: Internet Explorer cannot display the webpage.

Firefox: Secure Connection Failed.

SSL connection error.

Figure 2. Chrome Error Message: This site can't provide a secure connection

Figure 3. Firefox Error Message: Secure Connection Failed

Figure 4. Explorer Error Message: This page can't be displayed

- If your browser does not have support for TLS 1.1 and/or TLS 1.2, check with your IT representatives in your organization for either updating your browser to the most current version that supports TLS 1.1 and/or TLS 1.2 protocols or if your current version can be configured to add the support.

Visible Changes

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

Responsive Apply

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

Responsive Apply - Error Messaging

This update improves the candidate experience by displaying informative page level error messages in Responsive Apply Talent Gateways. When candidates apply for jobs, the page level error messages that are displayed for Work Experience and Education sections are not informative. When a candidate provides more than one work experience or education, the page level error messages that were previously displayed did not specify which field in these sections had an error and needed to be rectified. Starting this release, the page level error messages provide specific information about which field in which section needs attention. For example, when the candidate does not fill the job title field in the second work experience, the error message is now displayed as: **Work Experience 2: Job Title - Required.**

The screenshot shows a 'Contact Details' form with a progress bar at 12%. A red error box on the left contains the message: 'One or more fields require your attention.' Below this, three items are listed: 'Work Experience 1 : Job title - Required', 'Work Experience 1 : End year - End year can not occur before start year', and 'Education History 1 : Major area of study - Required'. The 'Work Experience 1' section is highlighted with a green border and contains fields for 'Company' (filled with 'IBM'), 'Job title', 'Start year' (2013), and 'End year' (2011). A red error message below the 'End year' field states: 'End year can not occur before start year'. The 'Education History' section is highlighted with a blue border and contains fields for 'School / Educational institution' (Andhra University), 'Major area of study', and 'Degree'. A red error message below the 'Major area of study' field states: 'Required'. A 'Project Consultant' section is also visible with an 'Import Profile' button.

RTC Internal Reference # 98843

Notifications - Saved Draft Reminders

In Responsive Apply, reminder notifications for applications saved in draft mode were being displayed to candidates since release 18.01.08. However, when a notification is displayed for a group of draft applications, the job titles were not being displayed in the notification card. The job reference number of only one of the jobs was being displayed. This behavior is adjusted during release 18.03.05 and the job titles of all the jobs for which drafts were saved are displayed separated by commas.

RTC Internal Reference # 99264

Previously, when a candidate saved a group of jobs as drafts, and one among the group expired, it was not notified to the candidate. This behavior is now adjusted. When candidates select **Continue** on the reminder notification card, an alert message is displayed to the candidates along with the remaining drafts. The alert message **One or more jobs in this group have expired and been removed. You can still finish applying to the other jobs.** is displayed.

RTC Internal Reference # 99398

This change is a user experience-based enhancement in Save as Draft feature of the Candidate Zone. When a candidate saves a job application as draft, then returns to the Candidate Zone and saves application as a draft for the same job before the first draft expires, the first draft is deleted, and second draft is retained. However, if the candidate saves a couple of drafts for the same job and returns to the Candidate zone after the first draft has expired and tries to access it via the Saved Draft reminder notification, an error message is displayed. Starting release 18.03.05, in all scenarios where the candidate tries to access a saved draft, the latest draft is displayed to the candidate instead of an error message.

RTC Internal Reference # 99429

Responsive Apply - Send to Friend Email

Candidates have the option of sharing job-related information with their family and friends using the **Send to Friend** option if this is enabled for that specific Talent Gateway. Candidate provides an email address of a friend and sends the job information. When the recipient accesses the link that is received in the email, the header links were not being displayed. This behavior is adjusted and starting this release, the header links are displayed to the email recipient.

Consultant Info Dev

Job Description
Information Development using Oxygen, DITA and other authoring tools.

No. of Positions
1

[Apply](#) [Save](#) [Send to friend](#)

Job search [Sign in](#)

Consultant Info Dev

Job Description
Information Development using Oxygen, DITA and other authoring tools.

No. of Positions
1

[Apply](#) [Save](#) [Send to friend](#)

RTC Internal Reference # 103027

New User Interface

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

Forms - Margins

Based on client feedback, the margin width of the pdf image of candidate forms is increased by 0.5 inches. The horizontal and vertical margins of the PDF file are increased. The image pdf of a candidate form can be accessed by **selecting a candidate from a candidate results page > selecting a specific form > selecting view image PDF within the form.**

RTC Internal Reference # 101145.

Candidates - Add Notes to Multiple Candidates

Adding notes to multiple candidates at a time was previously not available in BrassRing New UI for users. Starting this release, BrassRing users can add notes to multiple candidates either in the candidate results grid or req folder. **Candidate Search results > Actions > Select multiple candidates > Add Notes**

RTC Internal Reference # 98793

Translations - German Month Names

Based on a client request, the translated names of calendar months in German are updated. Following is the list of existing and updated month names:

Current IBM Translations	Updated to
Jan. or Jän.	Jan
Feb.	Feb
März	Mär
Apr.	Apr
Mai	Mai
Juni	Jun
Juli	Jul
Aug.	Aug
Sept.	Sep
Okt.	Okt
Nov.	Nov
Dez.	Dez

RTC Internal Reference # 100163

Lead Manager

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

Data Insight Tool - Lead Notes Field

Data Insight Tool (DIT) now supports the Lead Manager **Lead Notes** field on the Lead Profile page. The Lead Notes field contains notes and comments that are entered by Lead Manager users.

Data Insight Tool - Lead Notes Field

Lead Manager users can now add the **Lead Notes** field to their DIT reports.

RTC Internal Reference # 10074, 99974

Lead Manager Search - Enhancements

The following search enhancements are now available for Lead Manager.

Search - Case Sensitive

In the search filter fields such as **Campaign**, **Quick Search**, and in multi-select custom fields, the search field now accepts upper and lowercase alphabetic characters. Previously, the search field only searched on search entries that were entered in lowercase characters.

RTC Internal Reference # 100425

Other Search Enhancements

Lead Manager search now properly accept ampersands and accented characters in all search fields.

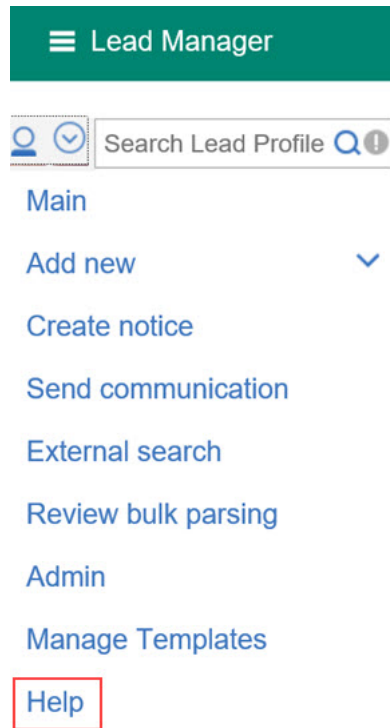
RTC Internal Reference # 100685, #102661

Lead Manager Help Link Enhancement

Lead Manager users can now select the **Help** link on the main menu to access the IBM Knowledge Center **IBM Talent Management Solutions and Watson Talent** page and browser to the **Lead Manager Documentation** page.

Lead Manager Help Link

Lead Manager users selects **Help** on the Lead Manager main menu to open the The IBM Knowledge Center page, **IBM Talent Management Solutions and Watson Talent** that provides clients access to product documentation, training materials, release notes, interactive videos, and eLearning.



Note: Clients can access the **Support Portal** from the Knowledge Center page.

RAM Enhancement

The following enhancement is now available for the RAM trigger **Add Leads** to Lead Manager.

RAM Trigger - Add Leads to Lead Manager

When clients use the **Add Lead** RAM trigger to add leads to LM and the client has enabled GDPR, all the RAM added leads are set to **Consent Provided**. For more information on GDPR configuration in Lead Manager, see **GDPR for Lead Manager**.

Configurable Changes

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

Responsive Apply

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

New User Interface

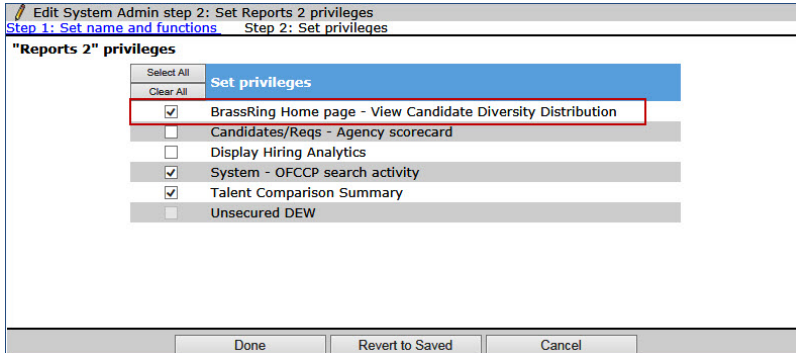
The current release includes the following configurable changes for New User Interface. Configurable features must be configured or turned on to be visible and available to users.

Reqs - Diversity Visualization

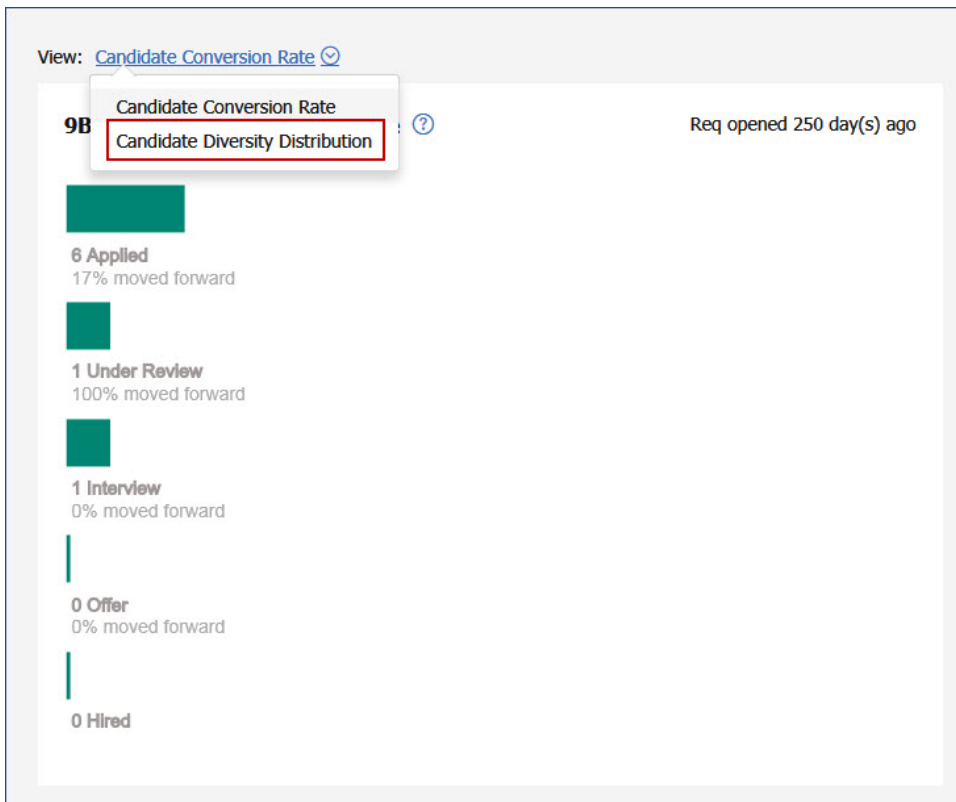
Starting this release, BrassRing users with appropriate privileges can view more visualizations specific to requisitions. The new visualizations display diversity distribution information of the requisition. These visualizations do not have any actions and they provide overall distribution about gender and race diversity in two different charts. For the users to be able to view the

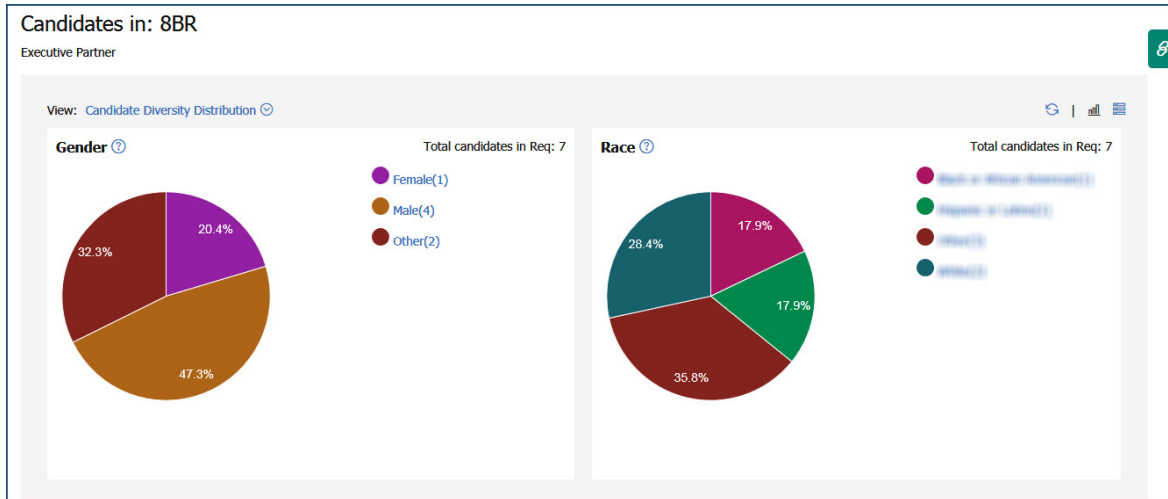
visualizations, they require the new user type privilege **BrassRing Home page - View Candidate Diversity Distribution** checked. This new user type privilege is added in the Workbench in the following path:

Tools > Users > User types > Edit type permissions > Reports 2.

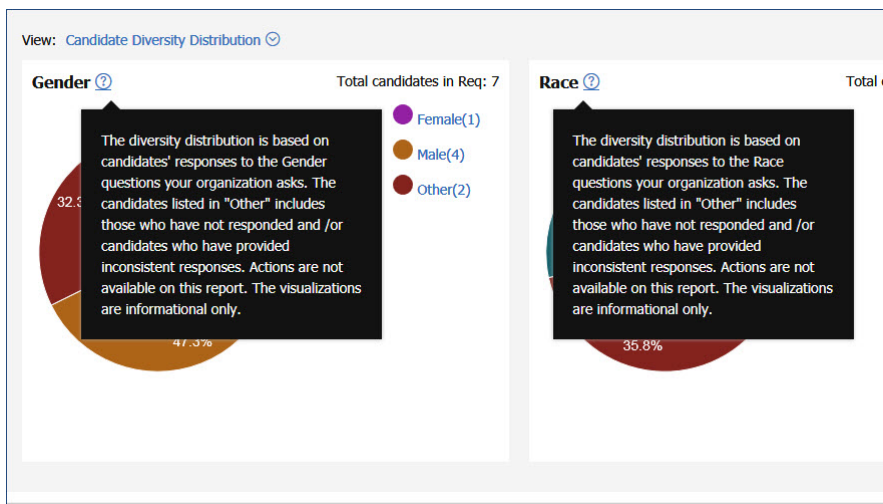


A new drop-down option **Candidate Diversity Distribution** is added in the visualization section within the candidate results grid. When a user selects this option, the gender and race diversity visualization pie charts are displayed.





Help text is displayed upon mouse hover of the **Help** icon next to the Gender and Race headers. This text explains that the visualization is based on the data that is provided by the candidates in response to various questions asked by the client during the application process.



Note that the Others option includes the number of candidates that have not provided response, or have provided inconsistent responses.

How do Clients Get this Feature?

Gender fields are configured in the existing standard reports config:

Tools > Settings > Reports > Diversity Hire > Diversity breakdown > Gender

Workbench administrators can configure any candidate form field (both per req and single/multiple per candidate forms) that is Single-select or radio ONLY (query select, autofill or multi-select are not available.)

Race fields are configured in the existing Standard reports config:

Tools > Settings > Reports > Diversity Hire > Diversity breakdown > Race

Workbench administrators can configure any candidate form field (both per req and no req context forms) that is of types select, radio, single-select, multi-select, check box ONLY (query select or autofill not available)

Note: This feature is going to be released in the **Staging** environment during this release.
RTC Internal Reference #96574

Lead Manager

The current release of Lead Manager does not include configurable changes for Lead Manager. Configurable features must be configured or turned on to be visible and available to users.

BrassRing Workbench

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

BrassRing Workbench Changes

This release introduces the following BrassRing Workbench configurable changes.

Responsive Talent Gateway- Configuration

Previously, the end of support for Classic Talent Gateways was announced and all clients were requested to switch to responsive Talent Gateways. This effort is in alignment with the continuous endeavor to provide great candidate experience. Starting this release, when a Full Talent Gateway is created, the responsive features are enabled automatically. When a new Full Talent Gateway is created, the setting Talent Gateway Search Layout is set to the option Responsive and disabled. The responsive layout is configured as per the default values. When the default options are unavailable, the following values are configured as the default values:

- **Header /Footer Section**
 - Show Header / Footer: default this to "Always" (note: this is strongly recommended to clients for best candidate experience; it enables the new Candidate Zone feature.)
- **Search page section**
 - Welcome text (logged in): Find and apply to opportunities with us! Use the search box below to search for keywords such as industry, area of expertise, and skills.
 - Welcome text (anonymous): Find and apply to opportunities with us! Use the search box below to search for keywords such as industry, area of expertise, and skills. Please sign in to view your candidate dashboard.
- **Search results page / Job listing section**
 - Filter / facet fields: [Standard] Department, [Standard] Location/Division
 - Search results / Job listing FIELDS > JOB TITLE [position 2]: [Standard] Job Title
 - Search results / Job listing FIELDS > SUMMARY / DESCRIPTION [position 4]: [Standard] Job description

RTC Internal Reference # 97599, 93396

The Talent Gateway setting **Talent Gateway Search Layout** has two options, Classic and Responsive. Starting this release, for the Talent Gateways that have Responsive configured and implemented, the option **Classic** is disabled. This change is to avoid switching the Talent Gateways back to the classic Talent Gateway from the existing Responsive Talent Gateway. This change does not impact existing Talent Gateways that are present in Classic layout configuration.

Talent Gateway details Audit Trail

Recruiter

Hover Text field:

Maximum hover text display length (750 character limit):

Talent Gateway Search Layout: Classic Responsive

Job search results:

Available fields	Selected fields(right)
<ul style="list-style-type: none"> Add Type Advertising Costs College Department Employee Name External/Agency HR Department Recruiter Costs Job Code Manager No. of Positions Position Positions Remaining Recruiter Referral Bonus Relocation Costs 	<ul style="list-style-type: none"> Title Auto req ID Location/Division Employment type Type of position Job category Country

Job display:

Available fields	Selected fields(right)
<ul style="list-style-type: none"> Add Type Advertising Costs College Employee Name External/Agency HR Department Recruiter Costs Manager No. of Positions Position Positions Remaining Recruiter Referral Bonus Relocation Costs Req Type Req ID 	<ul style="list-style-type: none"> About us Company Grade / Stand Business unit Cost center State/Province/Region City Zip code Employment type Type of position Job category Shift Details Is this role a commissionable/sales be Travel required Required qualifications, skills and exp

Enable referral Talent Gateway

Enable job/referral status check

When "Enable job/referral status check" setting is enabled, "Log req status"

Save Revert To Saved Cancel

RTC Internal Reference # 99793

Client Setting - Change

The client setting **Candidate Portal - Post forms in edit mode** is updated to **Candidate Portal - Post existing "single per" candidate/req forms in EDIT mode** if form has **"Send existing form in edit mode"** enabled (else, use add mode). This update is made to ensure clear understanding of the setting. This setting does not support multiple-per-req or multiple-per-candidate candidate forms. This setting supports single-per-req or single-per-candidate candidate forms only.

Before this change:

Candidate Portal - Post forms in edit mode No Yes

After this change:

Edit client settings

Automation Manager Off On

BrassRing - Always Append TG Experience Update No Yes

Bulk Upload

ByPass ClosedLogic when Updating HRStatus in RAM No Yes

Bypass RTR for candidate form approval No Yes

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

Candidate communication preference

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

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

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

Candidate Portal - Password for Non TG applicants

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

Candidate Portal - Username for Non TG applicants

Candidate profile providers

- ProfileVendorTest
- ResumePal

RTC Internal Reference # 100833

Responsive Talent Gateways - SSL Encryption

For enhanced security of BrassRing Talent Gateways, starting this release, SSL encryption is turned on automatically for all the responsive Talent Gateways. The Talent Gateway setting **SSL encrypt** is configured to Yes and is disabled. This does not impact existing classic Talent Gateways. However, when a client chooses to convert one of their classic Talent Gateways to a responsive Talent Gateway, the SSL encryption of that Talent Gateway is turned on and the setting is disabled.

Talent Gateway details

Standard

Remove BrassRing logo:

SSL encrypt: Yes No

Duplicate e-mail: Allow Disallow

Display of candidate form disclaimer: Left side of the page Across the page

Display of candidate form label type field: Left side of the page Across the page

Default Talent Gateway for send to a friend:

Candidate profile providers:

RTC Internal Refernece # 100514, 101950, 101789, 101667

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