IBM Kenexa BrassRing on Cloud

IBM Kenexa BrassRing on Cloud Release Document

March 05, 2018

Note

This edition applies to IBM Kenexa BrassRing on Cloud, Release 18.03.05 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 March 8, 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.

The Talent Acquisition News Letter

In order for BrassRing clients to know about the latest and greatest about the product, we are releasing a monthly news letter.

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 news letter.

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 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 Commuication** 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

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

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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 this change is scheduled to be in the **Production** environment in **April 2018**.

This will be a phased approach, first implemented in **Staging** environments **March 2018**, followed by **Production** environments in **April 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,

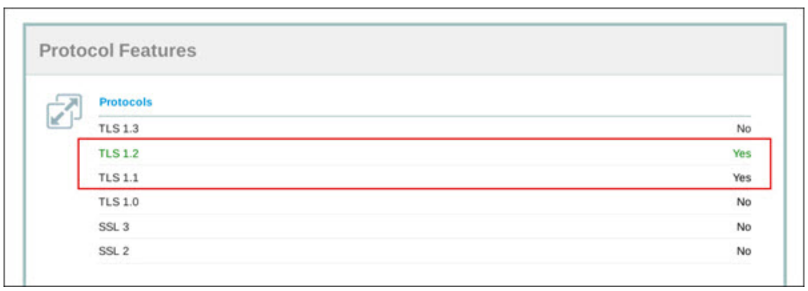
IBM Product Support

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.



Protocol Features

Protocols	
TLS 1.3	No
TLS 1.2	Yes
TLS 1.1	Yes
TLS 1.0	No
SSL 3	No
SSL 2	No

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.`

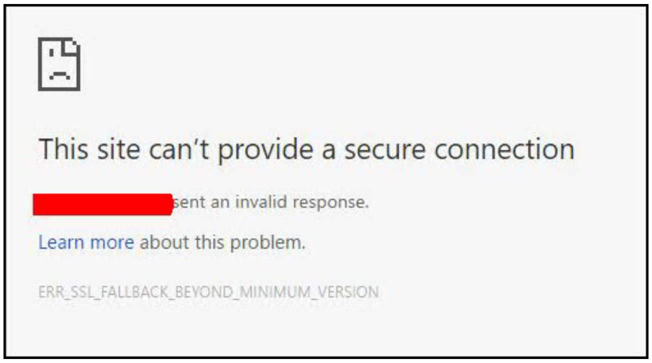


Figure 2. Chrome Error Message: This site can't provide a secure connection

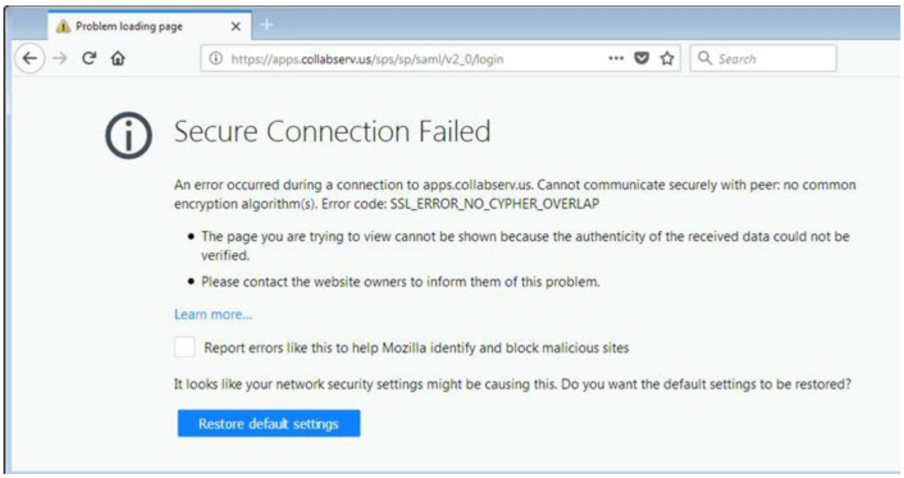


Figure 3. Firefox Error Message: Secure Connection Failed

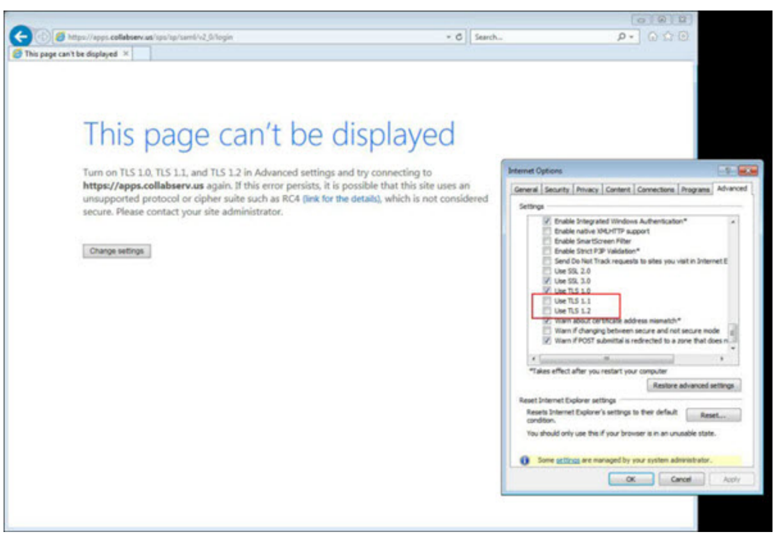


Figure 4. Explorer Error Message: This page can't be displayed

- 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.

New Candidate Zone - Default Option

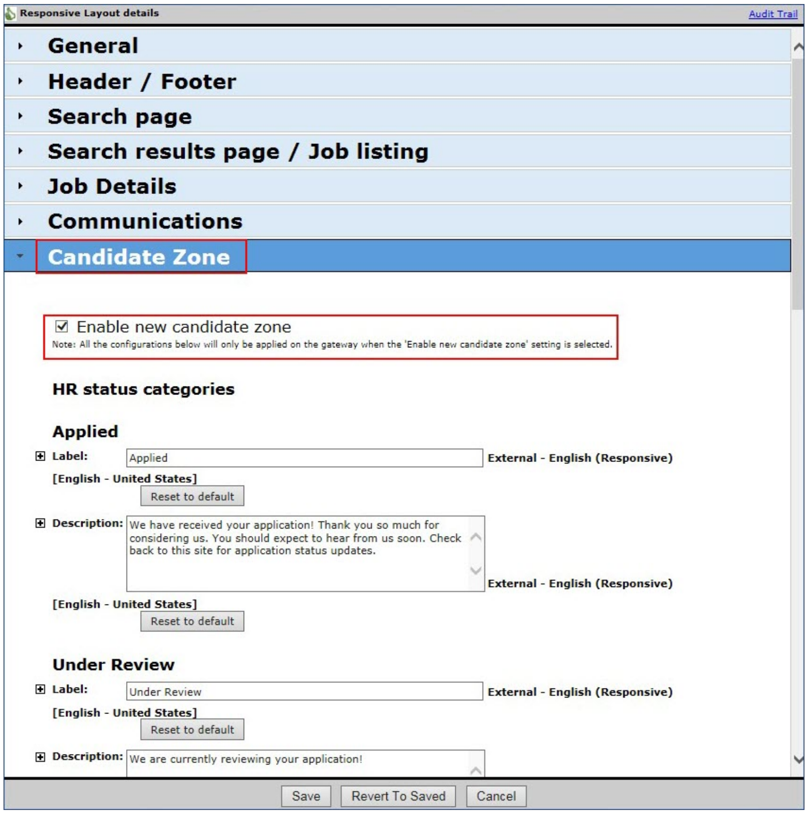
Starting this release, the **Enable New Candidate Zone** Talent Gateway setting is enabled for all new and existing Talent Gateways. Workbench administrators can no longer disable the Candidate Zone setting on the Responsive Layout screen in Workbench.

Initiating this change is intended to drive adoption of a better candidate experience with the full Responsive Candidate Zone. Select Candidate Zone to learn more about the candidate experience benefits.

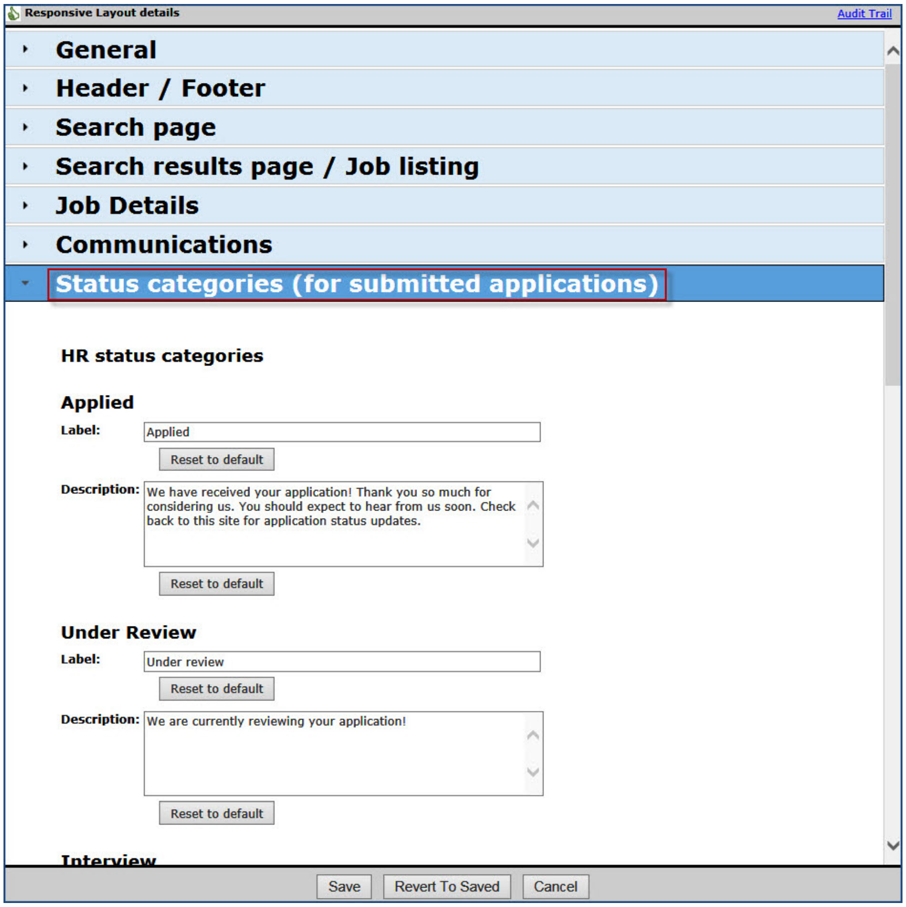
Note: Clients need to have their **HR Statuses** mapped to the **HR Categories**. To learn how to map HR Statuses, see Mapping HR Statuses.
The following are the Workbench changes:

- The setting **Enable new candidate zone** is set to Yes for all new and existing Full/Global Talent Gateways.
- The setting **Enable new candidate zone** on the Responsive Layout screen of Talent Gateways is hidden.
- The Candidate Zone section in the Responsive Layout screen is now renamed to Status categories (for submitted applications) since the remaining settings in the section relate to HR status categories.

Before this release:



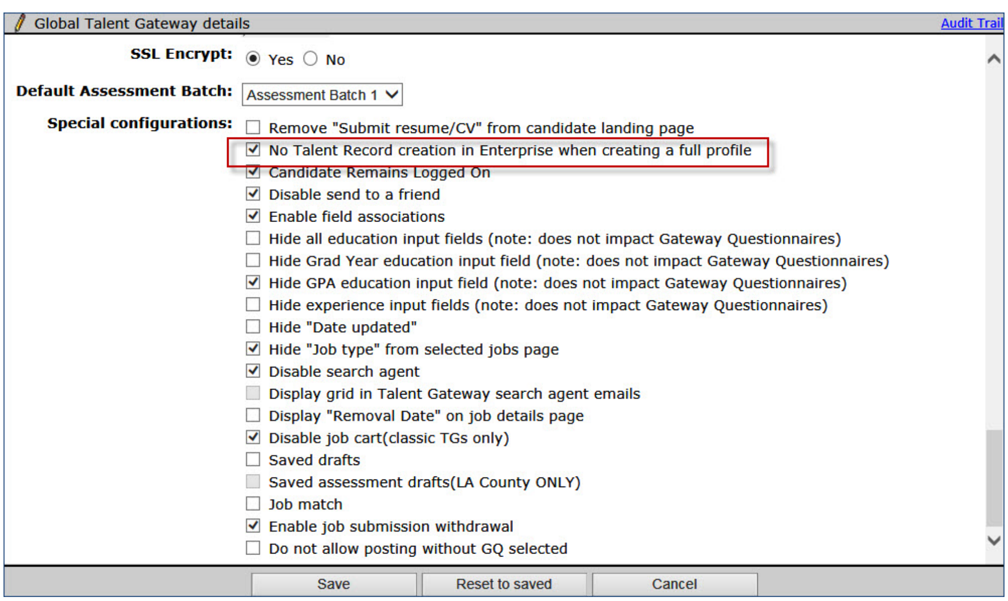
After this release:



RTC Internal Reference # 93390.

Responsive Apply - Honor Existing Setting

Starting this release, the Classic TG setting **No Talent Record creation in Enterprise when creating a full profile** is going to be respected in the Responsive Talent Gateways.



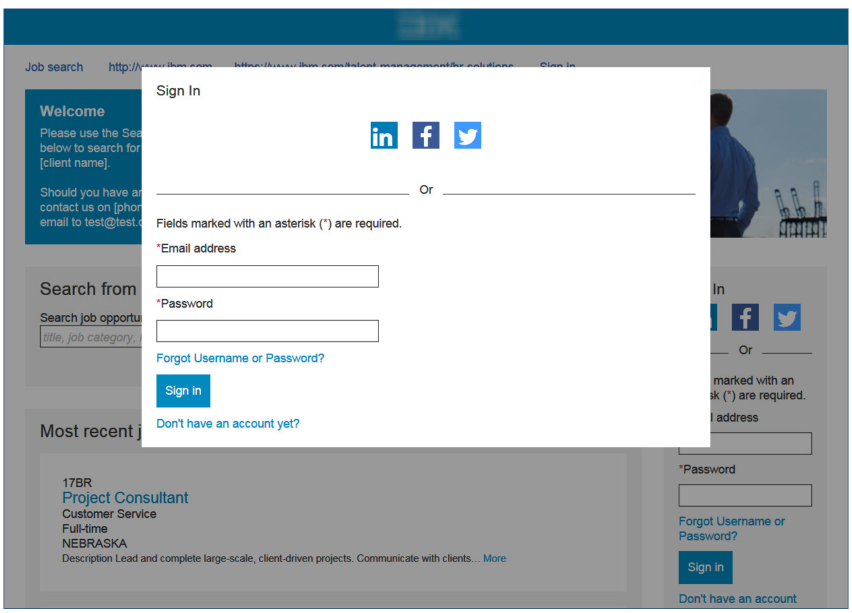
In classic Talent Gateways, when this setting is checked, a candidate Talent Record is not created in BrassRing unless a candidate applies for a job or completes a jobless apply process. When this setting check box is not enabled, a Talent Record is created when the candidate edits the Talent Gateway profile. Before this release, a Talent Record was not created in BrassRing unless a candidate first applied to a job or completed the jobless apply process through the Responsive Talent Gateway, irrespective of this setting. This setting's configuration is going to be respected starting this release. However, for best candidate experience, it is recommended that this setting is checked for all Full/Global Talent Gateways.

RTC Internal Reference # 100010

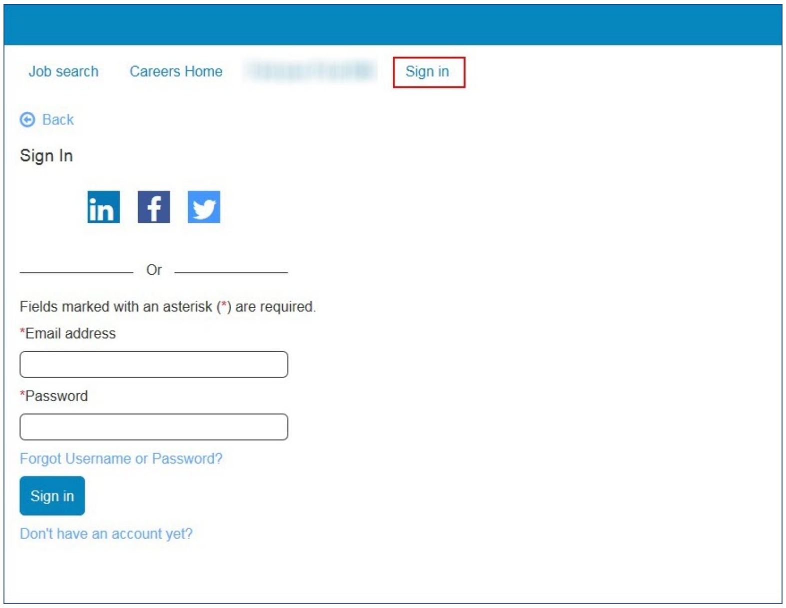
Responsive Apply - Sign In/Close

When candidates approach the Responsive apply sign in page from an external link, a sign-in modal screen displays. Previously, candidates had the option to select the **Sign-in** action on the page header. When candidates selected the **Sign-in** action from the header, the modal opened but did not have an option to close the modal.

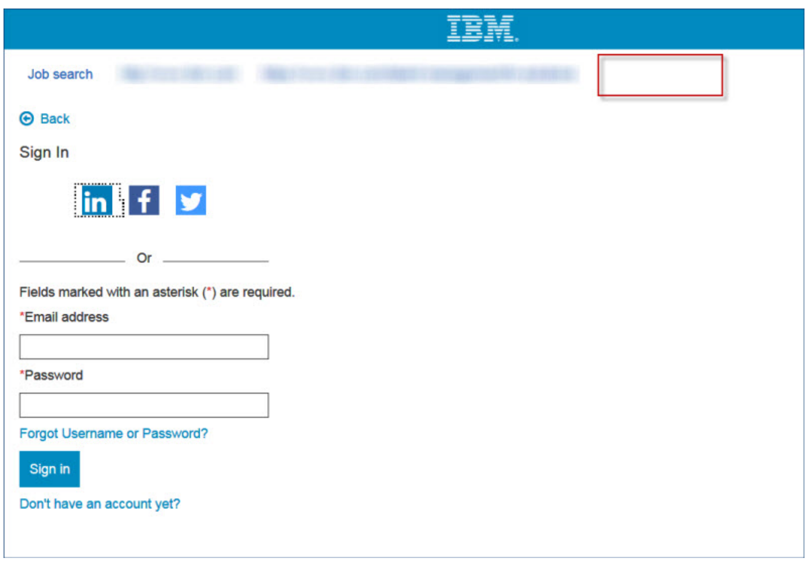
Before this release:



To improve the candidate experience, this **Sign-in** action in the header no longer displays. Before this release:



After this release:



RTC Internal Reference # 100219.

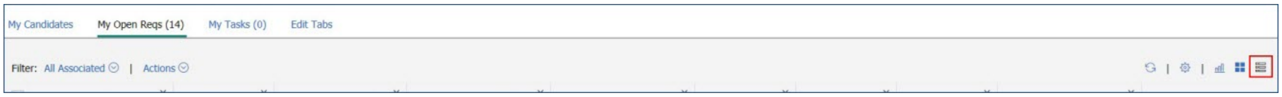
New User Interface

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

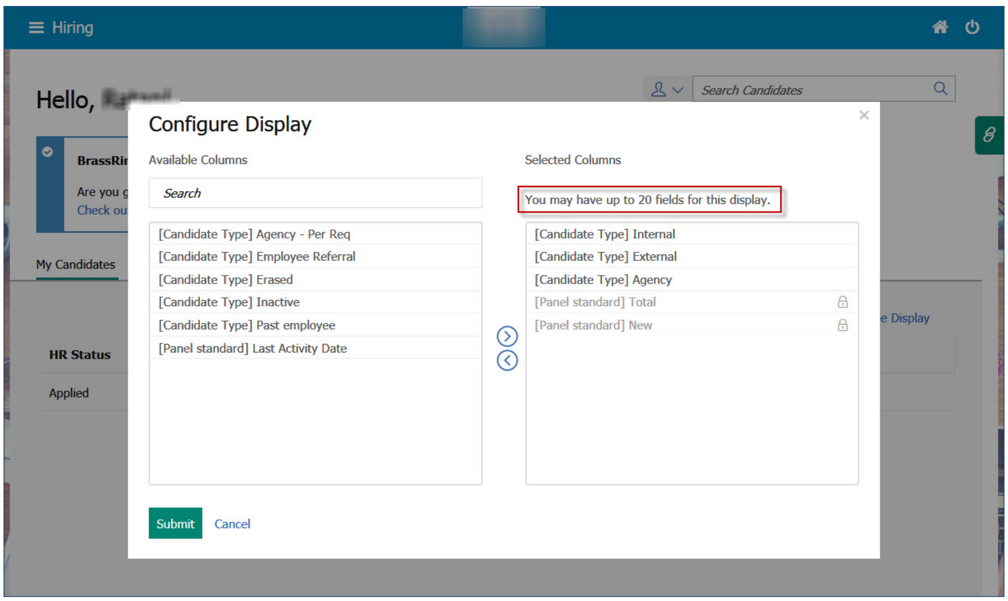
Home page - Grid View Enhancement

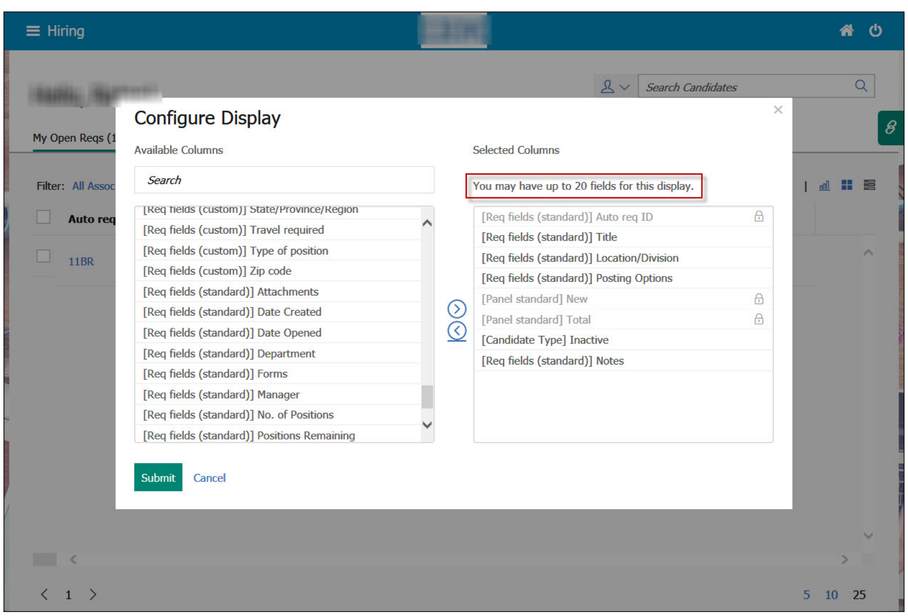
Based on user survey and user experience research, the Grid Views available in the home page of the New User Interface (My Open Reqs and My Candidates tabs) has been enhanced. Users were previously restricted to having only up to six columns in their grid view. This restriction is now increased to 20. Increasing the number of columns allows BrassRing users to view more information to perform their day to day recruitment activities from the grid view. The Card view and visualization options remain unchanged.

From the home page, users can select the grid icon to access the Grid View for either the My Open Reqs or My Candidates views.



Users have the option to add up to 20 fields to be displayed in the grid view. The available fields/columns will not be greyed out once the user has added 20 fields, so it is recommended that users are mindful when adding fields. If the user adds over 20 fields and tries to save their display options, they will be presented the error message **You may have up to 20 fields for this display**. The user must reduce the number of columns to save the display.





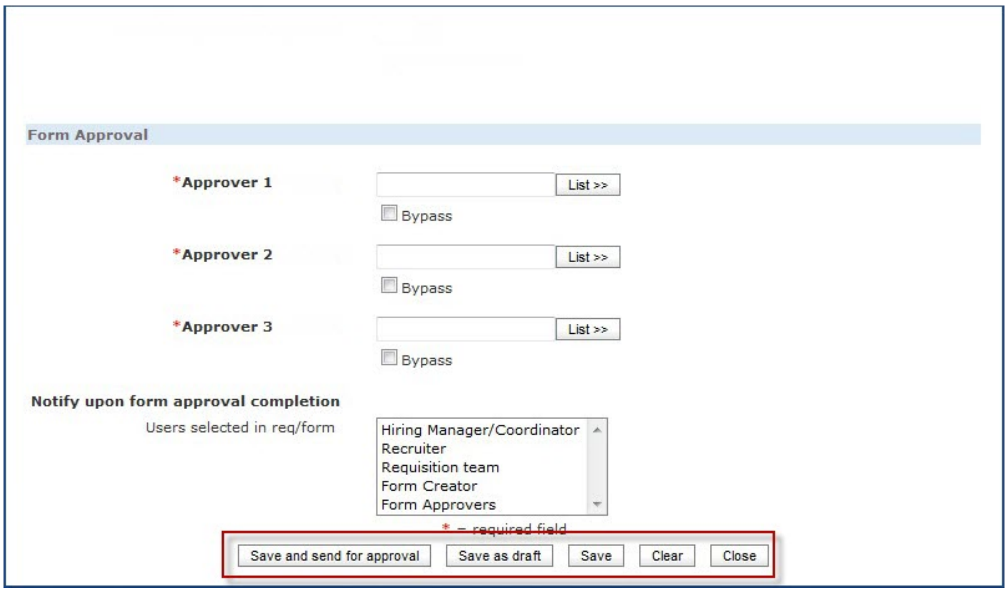
Note: In the January Release (18.01.08) the ability to configure the home page defaults per persona was released. With this release, Workbench administrators now have the ability to configure up to 20 fields to default on the grid views for new users. This can be done through **Workbench** > **Tools** > **Settings** > **Settings** > **Home page administration** > **Administer Homepage**.

RTC Internal Reference # 96568

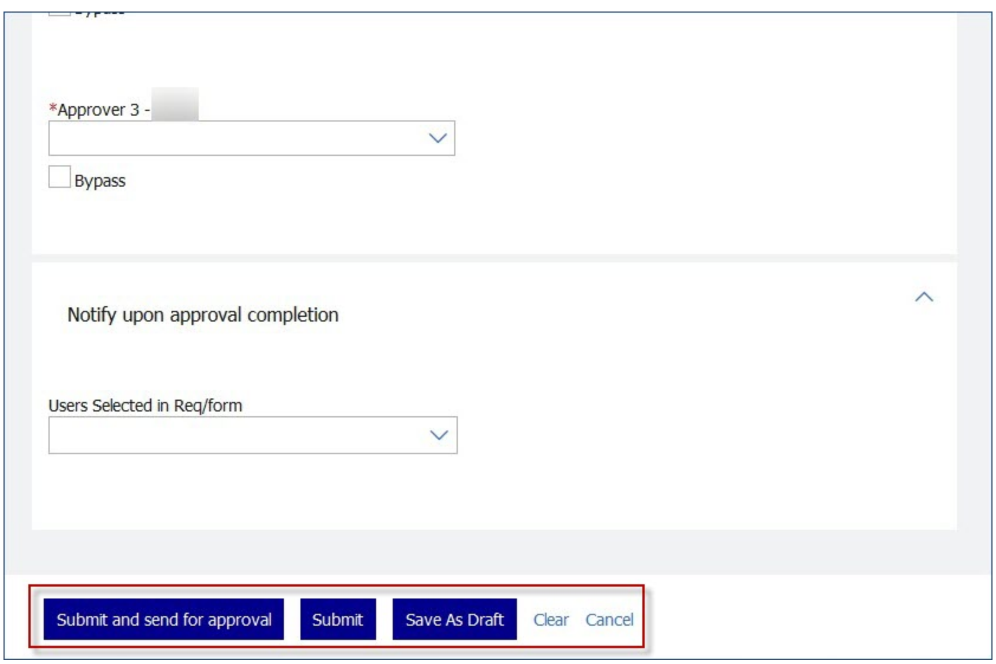
Candidate Forms - Button Label Update

The labels displayed on the buttons of candidate forms that require approvals were found to be inconsistent between the Classic UI and the New UI. The button label **Save and send for approval** in the classic UI was displayed as **Submit and send for approval** in the New UI. The New UI button label is updated to display as it is being displayed in the Classic UI.

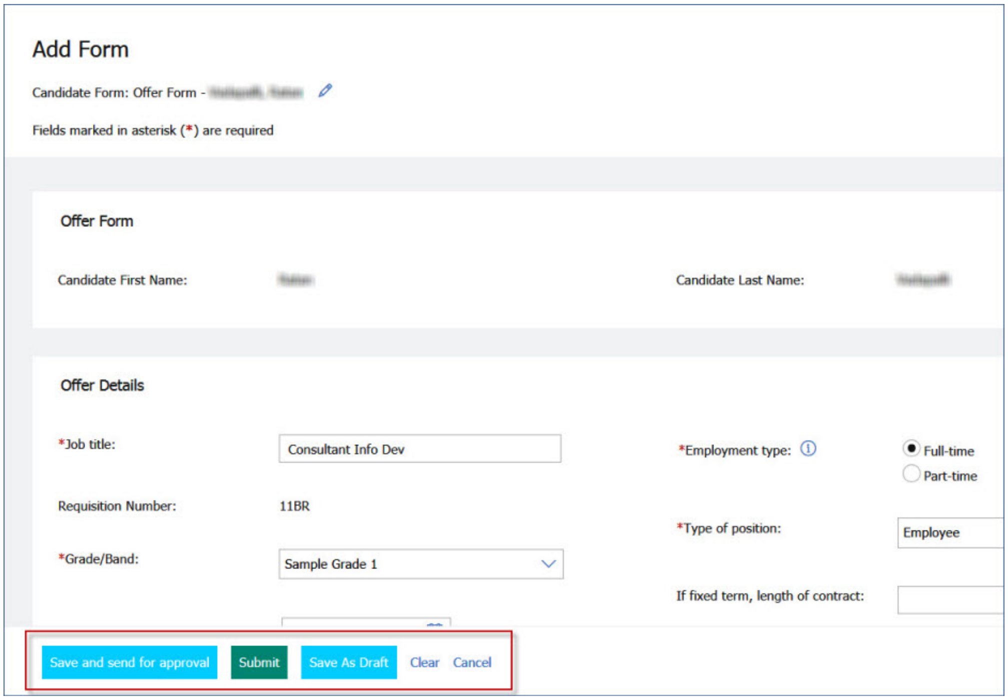
Button Labels before this release in Classic UI:



Button Labels before this release in New UI



Button Labels in New UI after this release:



RTC Internal Reference #87475

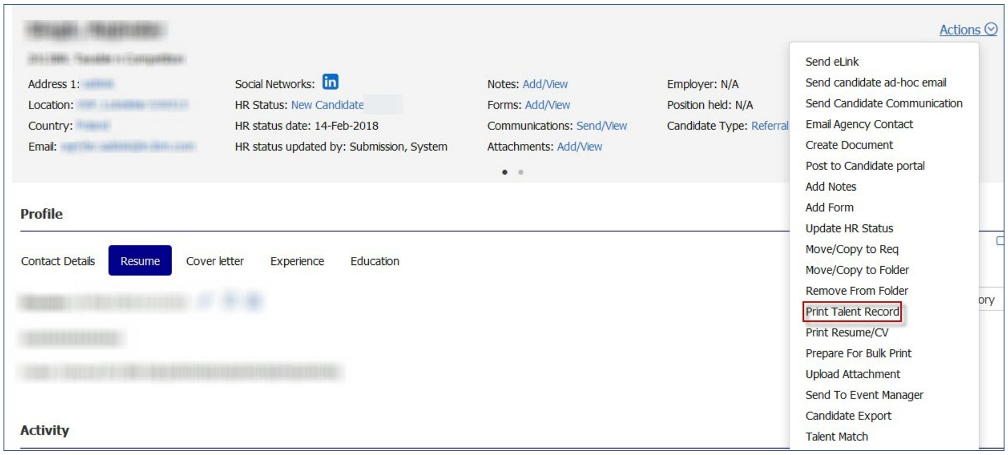
Talent Record - Print Talent Record

Based on an evaluation of features, IBM has found a redundancy in user actions on candidate Talent Records that, when streamlined, will help with system performance. The **Print Talent Record** action item is removed from the following screens across BrassRing (both New UI and Classic UI).

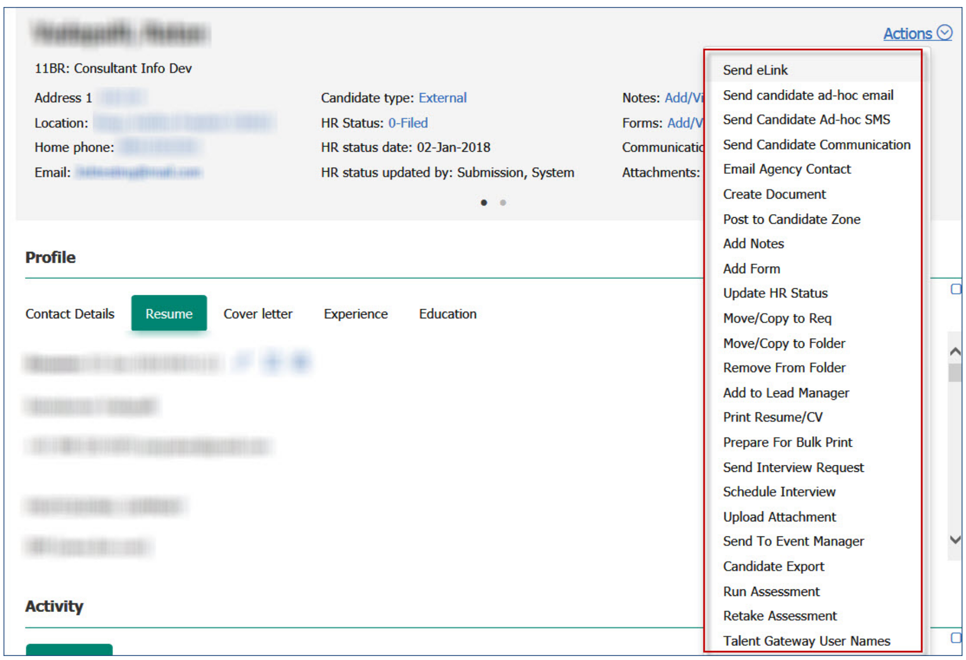
- Classic UI: Candidate results panel.
- Classic UI: Req Folder.
- Classic UI: Talent record.
- Responsive UI: Candidate listing screens.
- Responsive UI: Talent record.

The same function, with comparable results, can be taken using the **Prepare for Bulk Print** action. The bulk print feature has a different interface, but ultimately returns the same information. If your organization does not yet have this functionality enabled or if you would like more information about how to use Bulk Print, please visit this link to access information on the Support Portal.

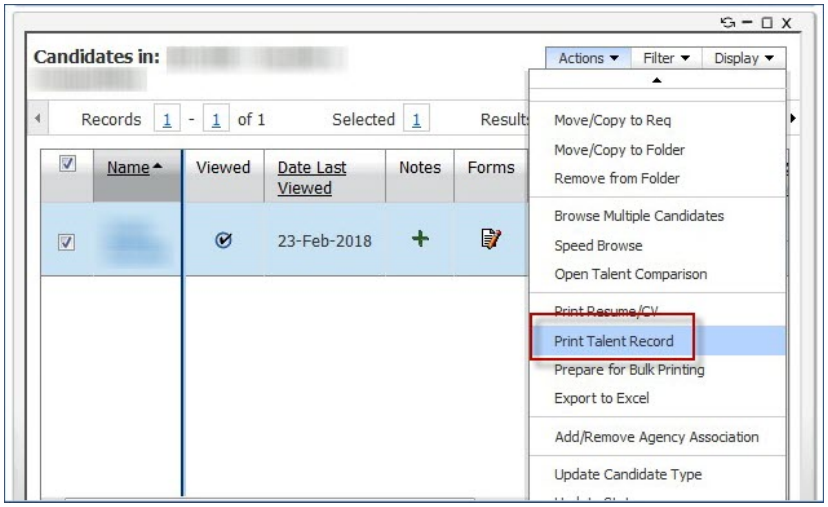
Talent Record before this change:



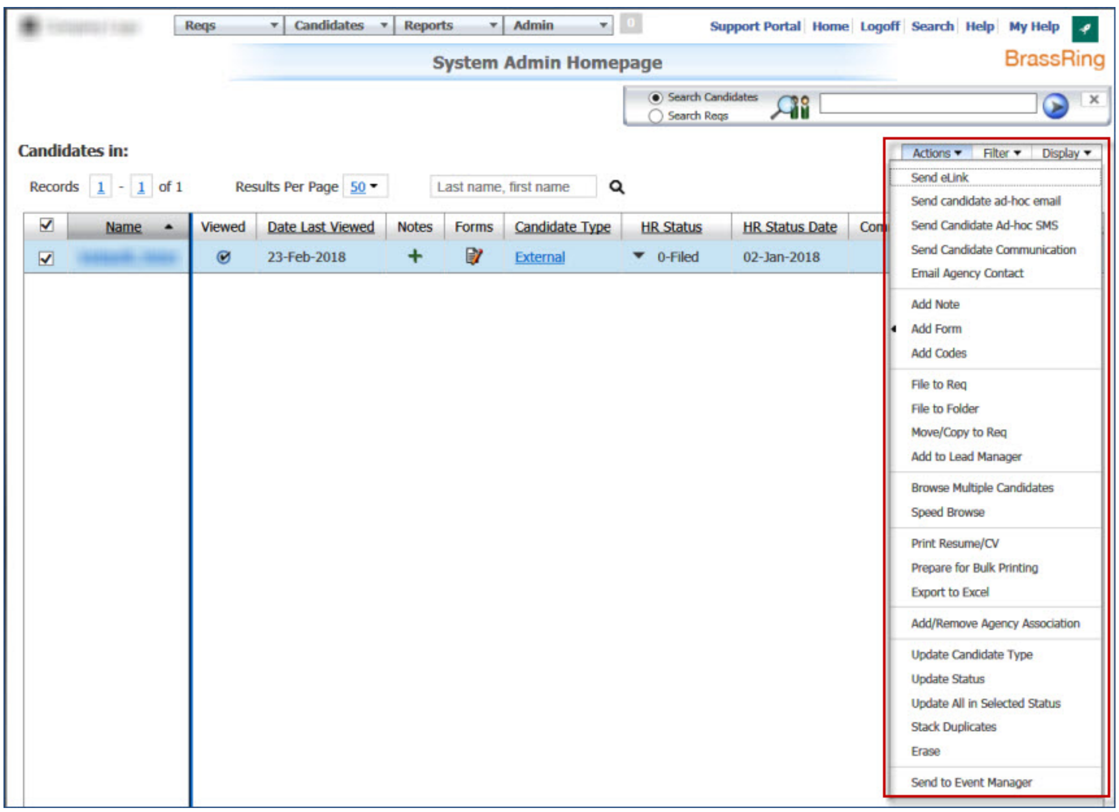
Talent Record after this change:



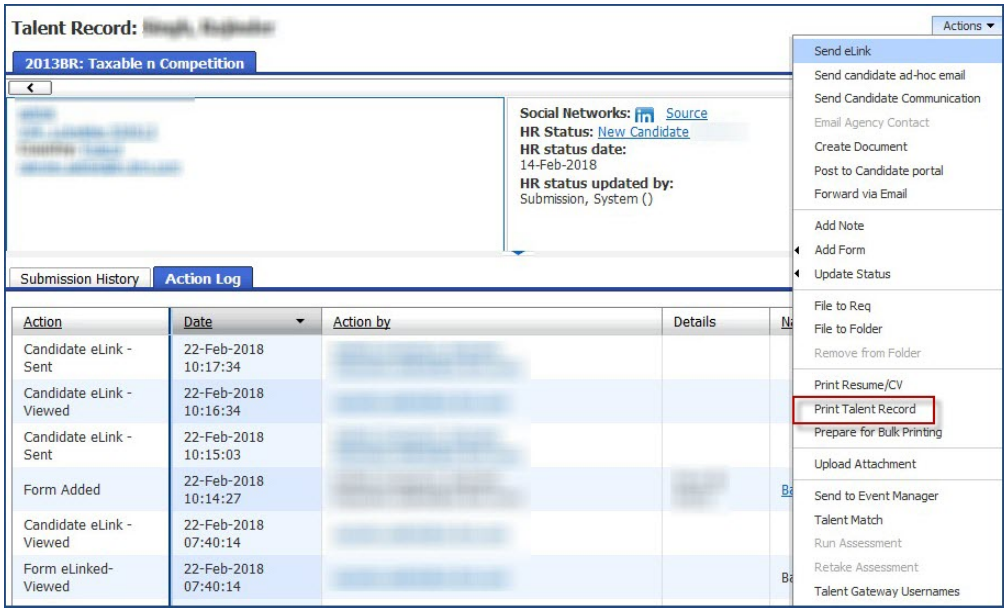
Req listing in Classic UI before this release:



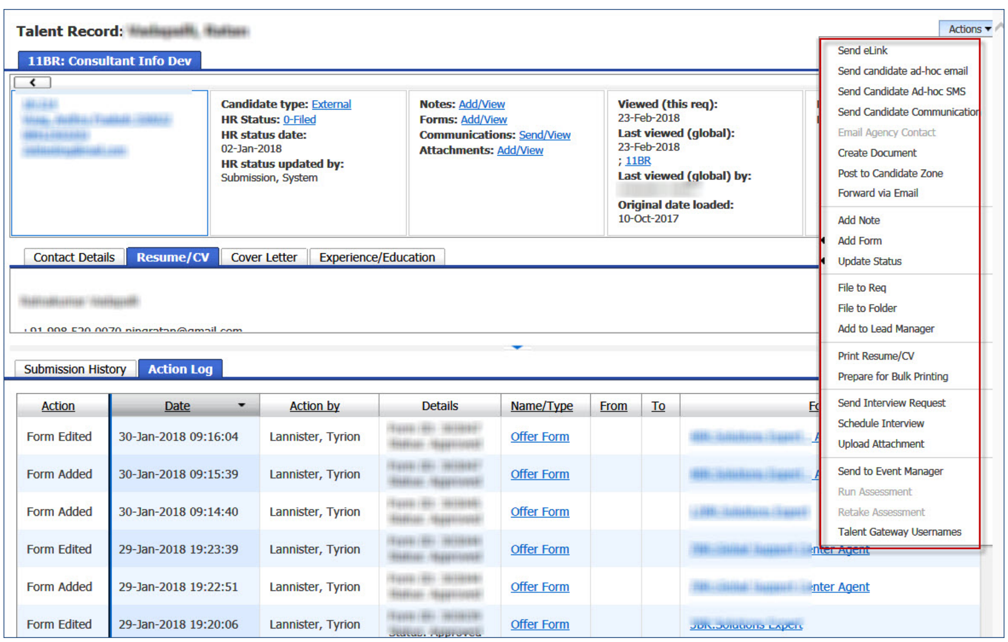
Req listing in Classic UI after this release:



Classic UI Talent Record before this release:



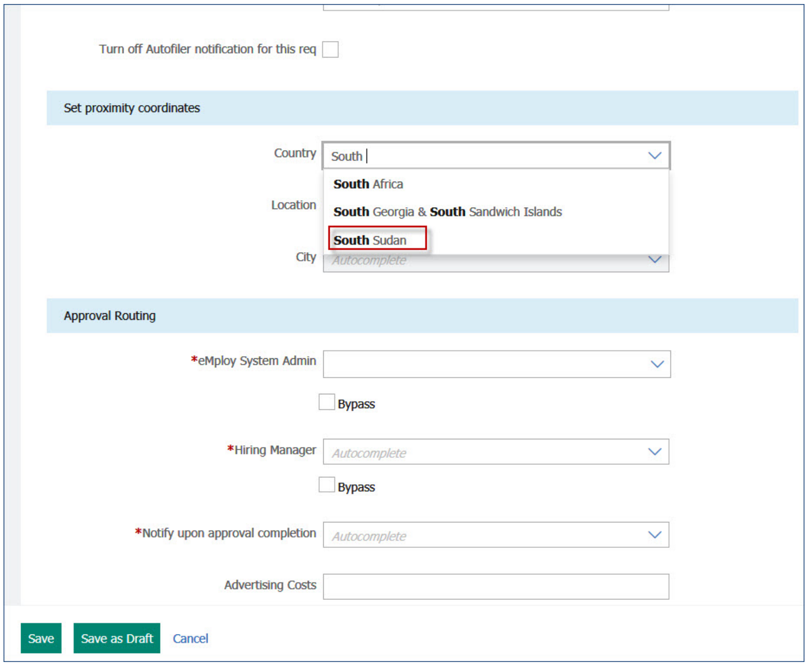
Classic UI Talent Record after this release:



RTC Internal Reference # 99982

New Proximity Country - South Sudan

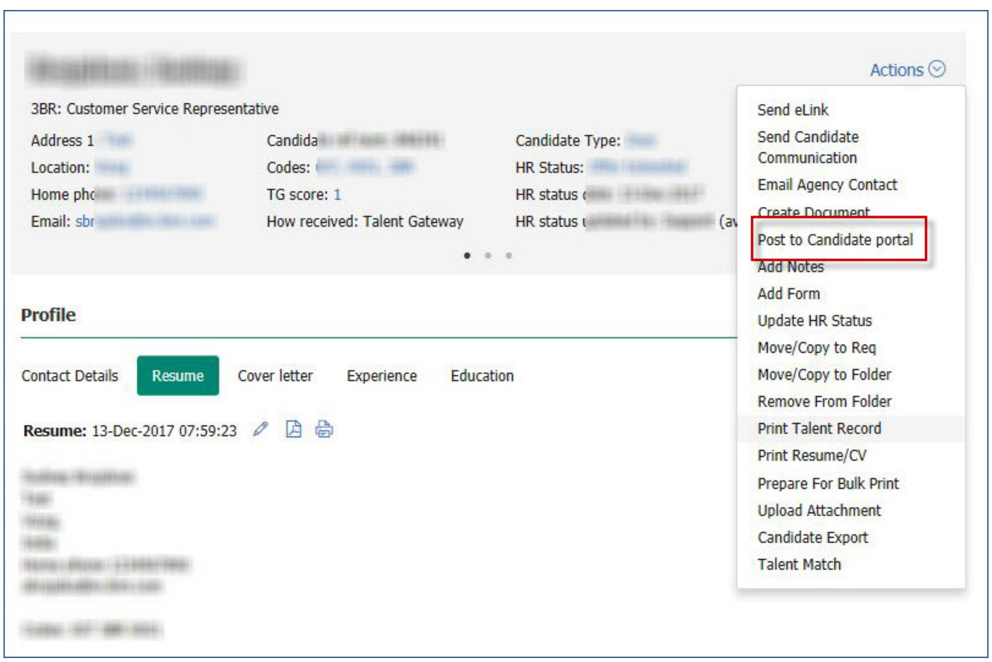
Based on client request, a new country added to the list of countries in the BrassRing Proximity field. South Sudan is the new country that is added.

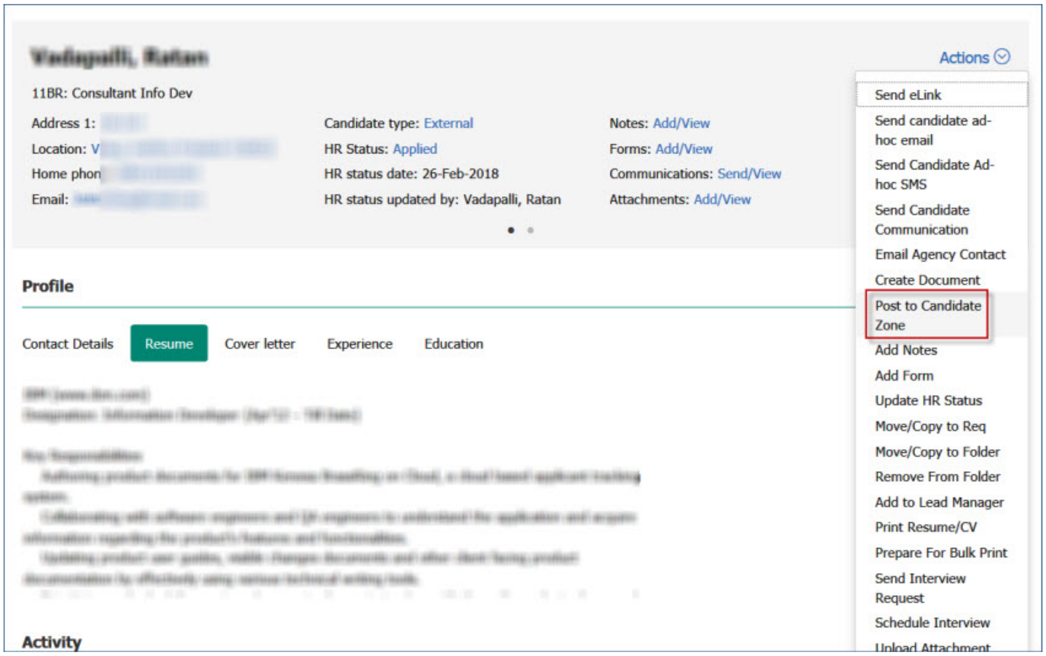


RTC Internal Reference # 99629

Candidate Portal Replacement - Candidate Zone

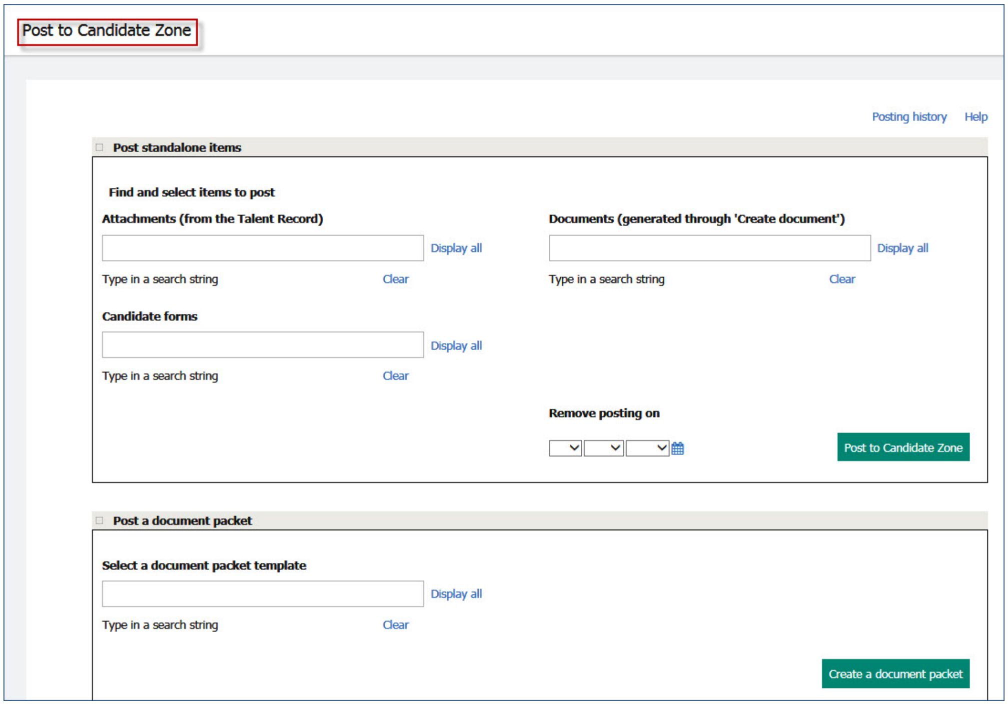
To ensure naming convention consistency, starting this release, within the BrassRing New UI, all references to Candidate portal are updated to Candidate Zone. For example, the Post to Candidate portal action item in the Talent record is updated to **Post to Candidate Zone**.





The following are the additional changes across the New UI:

- The action item menu Post to Candidate portal is updated to **Post to Candidate Zone** in all screens.
- Window titles, text, button text and dialogs with Post to Candidate Portal are updated to display "zone" instead of "portal".
- Merge Token is changed from [#Candidateportal:Candidateportal#] to [#Candidatezone:Candidatezoneurl#]
- Rendering of the merge token (for preview and send functions) replaces the old "Candidate Portal Hyperlink" with "Candidate Zone - Application Documents & Forms", which is in turn displayed to candidates in the emails they receive.
- The action item "Post to candidate portal" is removed from candidate search results actions menu.



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 - Last Action Date

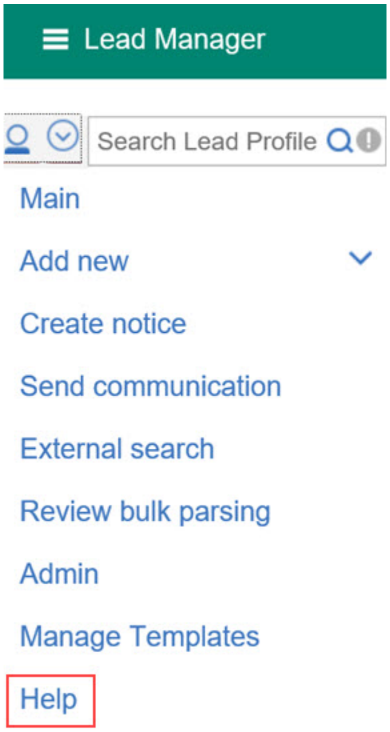
DIT now supports the Lead Manager **Last Action Date** field. The **Last Action Date** field shows Lead Manager users when an action was last taken on a lead.

Data Insight Tool - New Supported Field
: Lead Manager users can now add the **Last Action Date** date to their DIT reports.

Lead Manager Help Link

Lead Manager users can now select the **Support Portal** link on the main menu to access the IBM Knowledge Center **IBM Talent Management Solutions and Watson Talent** 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.

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.

New Structured Interview Guide Integration - Quintela

Starting this release, clients that require Structured Interview guides can integrate with a new vendor called Quintela. BrassRing clients that already use structured interview guides have this as an alternative option. For those clients that are currently using Kenexa Interview Builder (KIB), this is part of the process to help transition over to a new partner solution.

In case you are an existing Interview Builder client, and are migrating to Quintela, ensure that you complete the following steps before you enable this integration:

1. Before you enable Quintela in **Integration Interview Builder** client setting, it is recommended to run a DIT report to get list of Reqs and what KIB guides were selected for each IB req field. The report needs to have at least the following six output fields – ReqID, KIB1, KIB2, KIB3, KIB4, KIB5. This report shows clients what guides where mapped to the reqs and use that to map the new Quintela guides.

2. There is no fee to enable BrassRing - Quintela integration. However, there is a standard services fee for any implementation work that is done by IBM.
3. Existing client data in the Interview Builder application can be downloaded by using self-service through the following navigation paths in Interview Builder:
   a. Download Item Bank from **Administrator** > **Manage** > **Competency & Question Items** > **Download Item Bank**.
   b. Download Interview Guides from **Interview** > **Print/Email/ Send Link-interview** > **Select Interview Guide** > **Open** > **Download (Excel or PDF)**.
   c. Download Candidate information from **Interview** > **Candidate** > **Search Candidate Information** > **Download**.
   d. Download Candidate Scores information from **Interview** > **Candidate** > **Search Scores** > **Download**.

Any export of KIB data that is not available as a self-service is chargeable. The cost is based on client's requirements. Requests must be raised by using tickets in Services RTC.

A detailed document with steps to guide self service implementation of the structured interview guide with Quintela integration is going to be available soon.

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

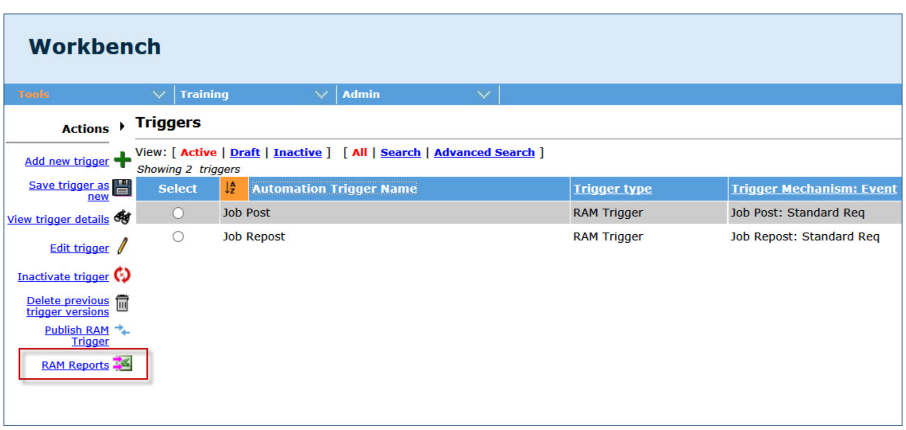
The current release of IBM Kenexa BrassRing on Cloud includes the following configurable features for IBM Kenexa BrassRing Workbench. Configurable features must be configured or turned on to be visible and available to users.

BrassRing Workbench Changes

This release introduces the following BrassRing Workbench configurable changes.

Rules Automation Manager - RAM Export Report

In the February release (18.02.05) the ability to run a RAM Export Report was added to Workbench. This report was accessible by browsing to **Workbench** > **Tools** > **Automation Manager** > **RAM Reports**.

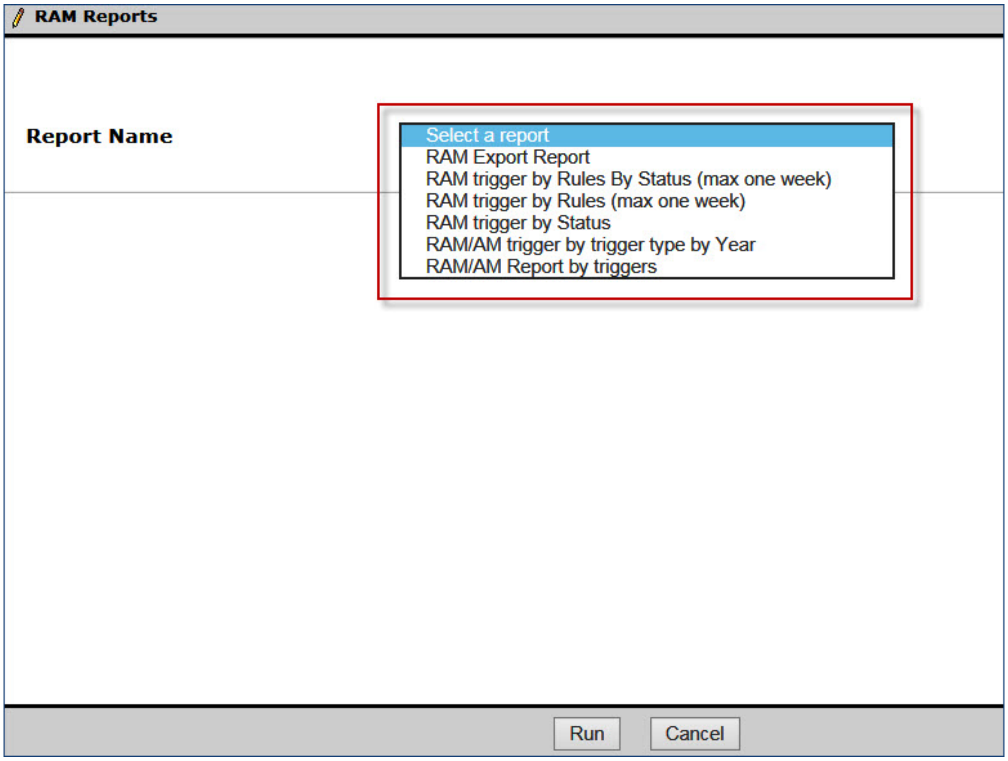


Starting this release, five additional reports are available for Workbench administrators. The following are the reports available and the details that are produced by each report:

- RAM trigger by Rules By Status (max one week).

  - Client
  - Trigger Name
  - Trigger Status
  - Last Rule Number
  - Number of Triggers
  - Total in seconds
- RAM trigger by Rules (max one week).
  - Client
  - Trigger Name
  - Last Rule Number
  - Number of Triggers
  - Last run Date
- RAM trigger by Status.
  - Client
  - Trigger Name
  - Trigger Status
  - Trigger Type
  - Number of Triggers
  - Last run Date
- RAM/AM trigger by trigger type by Year.
  - Client
  - Trigger Type
  - Number of Triggers
  - Year
- RAM/AM Report by triggers.
  - Client
  - Trigger Name
  - Trigger Type
  - Number of Triggers
  - Last run Date

The report's parameters change based on the selected report.

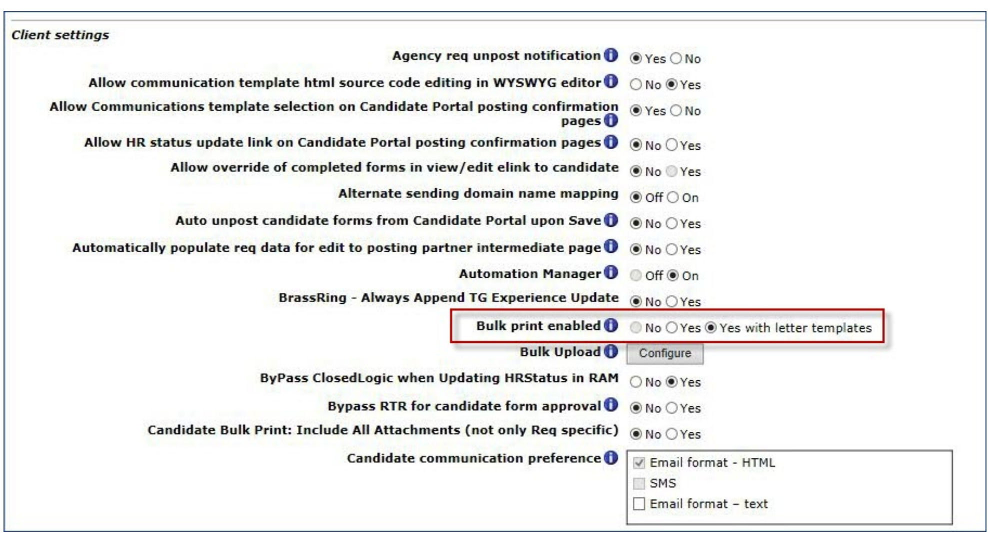


RTC Internal Reference # 98280

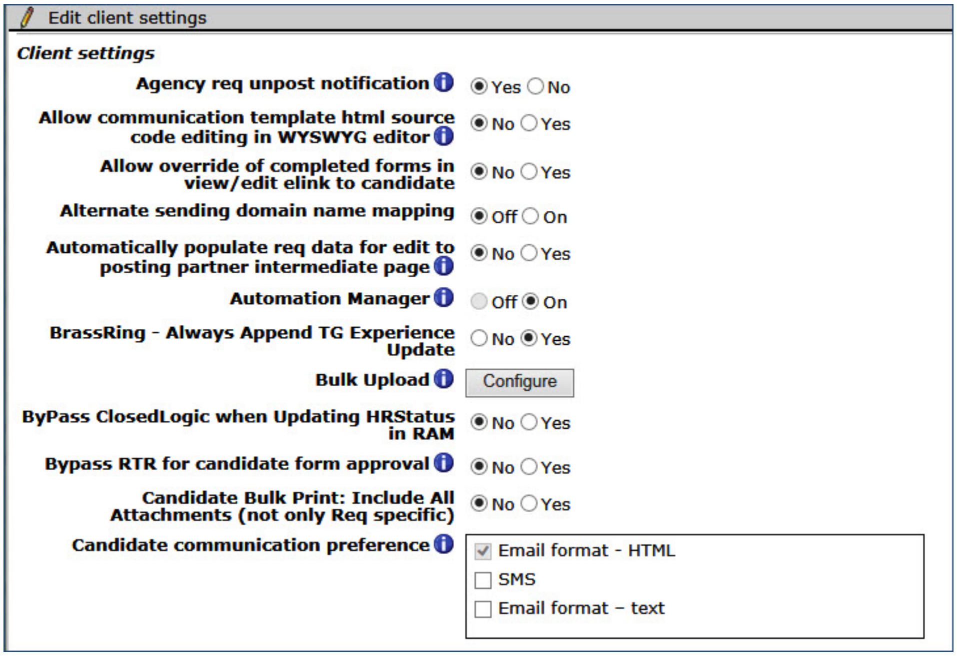
Client Setting - Bulk Print

Starting this release, the client setting **Bulk print enabled** is enabled by default for all clients and the setting is hidden from the Workbench Client settings section.

Before this change:



After this change:



RTC Internal Reference # 100697.

Data Insight Tool - FTP Configuration

Released in November 2017, IBM increased the number of FTP sites that could be configured for the Data Insight Tool from one to five. Starting this release, that number is again increased, from five to ten. Clients now send DIT reports to up to ten configured FTP sites.

FTP sites for the DIT are configured using Client Settings.

Note: Client Settings can only be edited by an IBM representative.

Browse to **Client Settings** > **Select the Configuration button for the Data Insight Tool - Enable FTP settings**.

To add a new or additional SFTP site, in the Configure FTP field, select **Add New FTP** > **Proceed to fill in the required fields**. The value entered into the Configuration Name field is what BrassRing users see in the DIT when selecting **Delivery Type** > **Test** > > **Save**.

RTC #99277

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