

TargetRecruit

Spring '23

Release Notes

Goals & Metrics

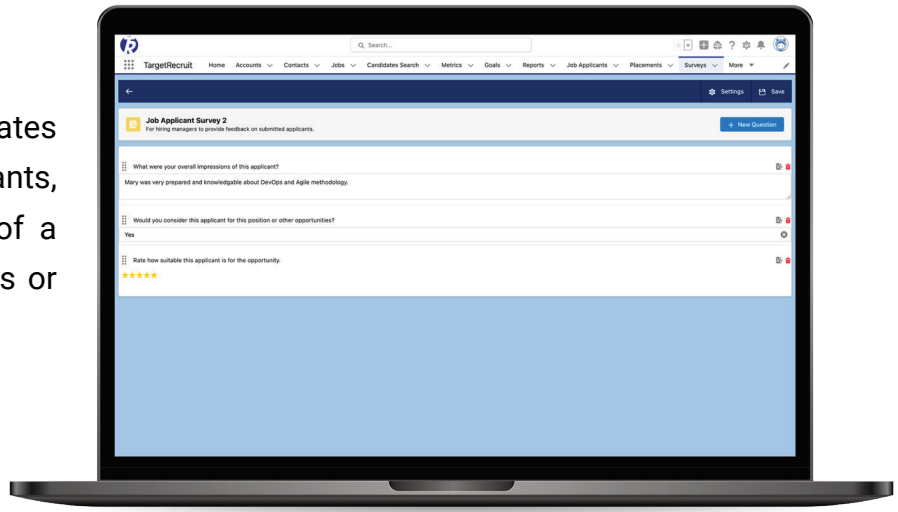
Take control of your performance tracking with the power of metrics. Enhance your team's performance by tracking and analyzing the strategies of top performers. Effortlessly monitor key activities like phone calls, meeting scheduling, candidate submittals, and more. Accomplish tracking through batch processes, tailored to your unique workflow and system resources. Once executed, easily organize the results into reports or display them on customizable dashboards within the TargetRecruit system. Gain invaluable actionable insights that empower your team to drive tangible results that improve performance.

Building a metric is a powerful yet intuitive process:

- Name of the metric. You want to choose something easily identifiable on the Metrics list view page.
- All objects are available, but you will primarily use objects like Job, Candidate, and Placement.
- Next, define the conditions when the event occurs and should be counted towards the metric, i.e. a job applicant is submitted to the hiring manager.
- Define which user group is typically responsible for triggering this data event. These are the users accomplishing the event you seek to track with the metric.
- The data type of the metric. The default is a count of the events, but other options, such as currency, may be available based on your installation.
- How frequently the batch process used to tabulate the metric should run. Your options vary from daily to annually.
- Goals are set up in tandem with the Metrics and will allow your team to track the achievement of the metrics against a specific time-bound goal for an individual user.

Surveys

TargetRecruit's customizable survey templates enable you to solicit feedback on jobs, applicants, interviews, and placements with the click of a button by sending emails to hiring managers or other contacts.

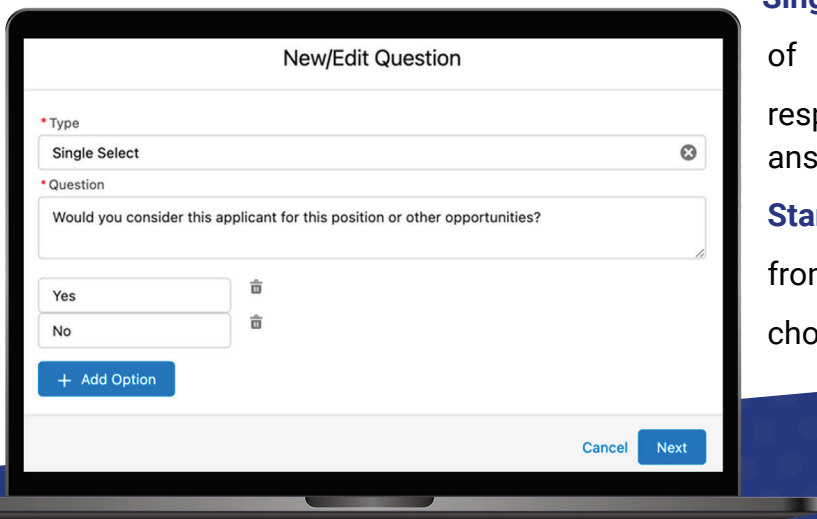


When creating a template, you have access to three question types:

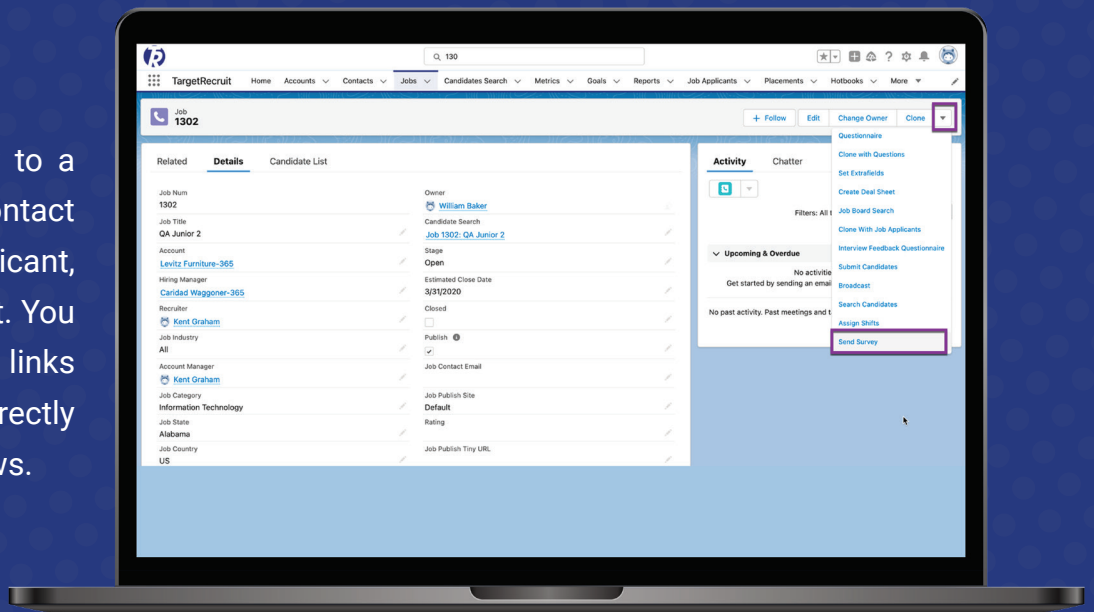
Free Text - A question that will provide the recipient a chance to write their opinion in their own words.

Single Select - A question that will provide a list of responses with which the recipient can respond. You can add as many potential answers as you like.

Star Rating - The recipient can provide a rating from 1 to 5 stars in response to the question you choose.



You can then send a survey to a hiring manager or other contact directly from a job, job applicant, interview, or placement object. You can also send survey links regarding multiple records directly from the four objects' list views.



LinkedIn Integration

Maximize your recruitment potential with TargetRecruit's latest feature: seamless job posting through LinkedIn's Job Wrapping functionality. Streamline your hiring process and supercharge your job posting capabilities with this powerful integration.

With TargetRecruit, leverage the flexibility to configure the settings to support multiple sites and application pages. Expand your reach and attract top talent from various platforms, all while maintaining a centralized and efficient workflow. Unlock the full potential of your recruitment efforts, and attract the right talent for your organization.

Job Broadcasting

There is now tighter integration in job post formatting between TargetRecruit and our broadcasting provider.

The system now tracks job board source data on Candidate records created through the candidate portal.

Candidates can be now redirected to another site for applying from a job board other than the TargetRecruit Candidate Portal.

Enhancements

Candidate Search improvements

Administrators can now configure custom page layouts for Candidates Search. This makes it possible to reduce the fields available for search.

Candidate Search now uses a more accurate method to measure distances for a radius-based search.

Administrators now can configure the countries available for the system in functionalities such as Candidate Search.

There is now a field to specify desired gross margin at the Job level that overrides any figure provided by a deal sheet, allowing for more dynamic pricing and fewer deal sheet templates.

Fixes

Candidate Search no longer calls an unnecessary keyword-related back-end process when performing actions such as changing the pagination of the search results page, creating a new search, or conducting a search via the Job object.

Candidate Search no longer generates an error regarding CPU time limits for Apex classes when conducting a new search.

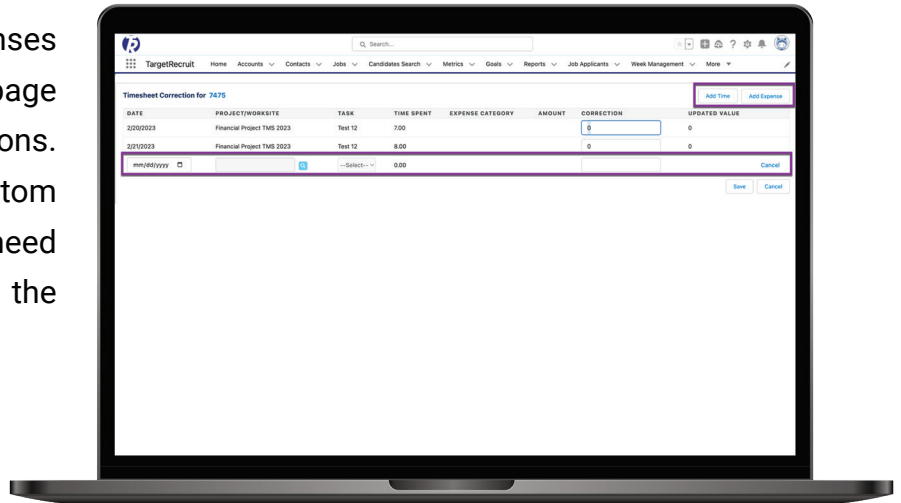
Enhancements

Timesheets

You now can add missing time or expenses directly from the Timesheet Correction page using new Add Time and Add Expense buttons. The system adds the missing data to the bottom of the timesheet. This method negates the need to route a corrected timesheet through the approval process again.

Time and expense now appear on one page in both the Candidate and Approver portals.

A batch process is now available to generate timesheets in advance for a period governed by a custom setting.



Candidates/employees can now see their timesheets' approval status in the portal. The system can send confirmation emails when the timesheets have been approved.

The Project column in the Timesheet portal now accommodates up to 80 characters.

The Bill Rate and Pay Rate fields on tasks are now limited to two decimal places, and we have changed the field type to "currency", to match similar fields on the Transaction line item object.

The Missing Timesheets page now keeps track of the number of reminder emails sent to candidates with missing timesheets.

We added the ability to filter the Missing Timesheets page by Candidate Name, Timesheet Status, and Reminder Status.

You can now specify how the items on an invoice are grouped. Options available are weekly, monthly, or consolidated.

Fixes

The system will no longer change the status of timesheets to Submitted when they leave a batch in Open status, import another batch with Submitted status, and delete that second batch.

We updated the Notify Approver button in Week Management to no longer send emails to timesheet approvers without formatting and spacing.

Generating payroll no longer creates an error when the "Create New Employee File" box is checked on larger payroll runs.

New Partners



3B Onboarding is an end-to-end suite of staffing applications built on Salesforce to provide intuitive and robust solutions for candidate and client-facing staffing operations. With the platform, you'll have access to features such as gamified onboarding, automated data collection, electronic contract signing, and ongoing compliance tracking.

To learn more about 3B Onboarding, [click here](#) to visit their website.



Docomotion is an advanced document generation platform for Salesforce users, offering intuitive and easy-to-use tools for designing and generating all types of transactional and operational business documents.

With Docomotion, you can generate highly personalized operational documents such as quotes, invoices, proposals, contracts, and more with data merged from any object in Salesforce in PDF, Word, HTML, and Email formats, all with e-signatures. It's quick, easy, and cost-effective. No programming knowledge is required.

To see the Docomotion solution on the TargetRecruit platform, [click here](#) to view a short video.



DataTrim improves the reliability, completeness and consistency of data by applying a set of data cleaning treatments which is called "The Data Laundry".

The Data Laundry solutions are for business people solving business problems and their focus is to transform the complexity of data management and deduplication into highly effective yet easy-to-use solutions with high usability also for non-IT experts.

To learn more about DataTrim, [click here](#) to visit their website.

New Partners



Isimio is a unique and flexible solution for the staffing industry. They provide tools for shift scheduling, compliance, candidate matching, shift bidding, time & attendance, self-service holiday management, employee wellness, and more!

To learn more about Isimio, [click here](#) to visit their website.



Built for the staffing and recruitment industry, mywage is an innovative payroll solution native to Salesforce. mywage serves the needs of the flexible workforce and empowers business owners and workers with a platform that allows for complete control & transparency.

To learn more about mywage, [click here](#) to view a short video.



With Opus Match, staffing and recruiting companies can automate processes and match talent at scale by way of innovative algorithms. Make data driven decisions with insights from their Candidate Data Platform. Curate your user experience with one of their Private Labeled Mobile Apps or Web Portals.

To learn more about Opus Match, [click here](#) to visit their website.



WorkLLama[™]

WorkLLama is a total talent acquisition and engagement suite. Harness the power of AI with a complete suite of applicant tracking system (ATS), talent relationship management (TRM), and direct sourcing tools to create a community of highly engaged talent for all hiring needs.

To learn more about WorkLLama, [click here](#) to visit their website.