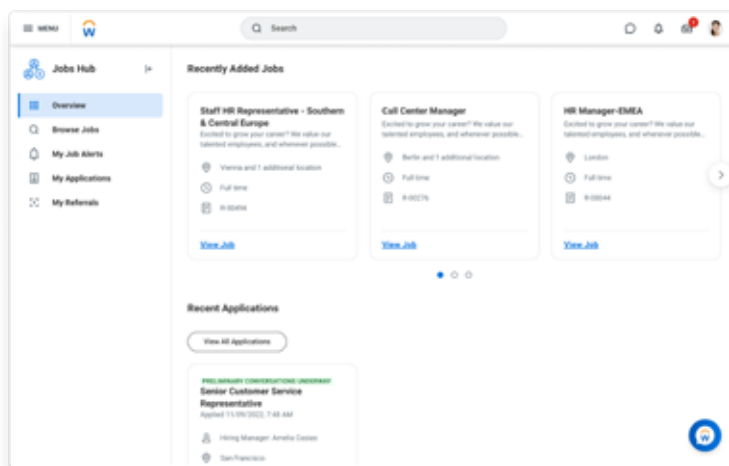


Workday Recruiting

A recruiting solution that helps companies adapt

As the hiring landscape evolves faster than ever, it is critical for recruiting teams to identify and hire top-quality candidates, provide exceptional experiences and operate at scale while navigating changing business demands. Workday Recruiting helps organisations tackle these challenges by providing an end-to-end solution to find, engage and hire the best internal and external candidates for your organisation.



Recruiter Hub

Engage external talent and support internal mobility

Capture your candidates' attention before their first interview. Workday allows you to create career sites and embed videos on your job posts to show why your organisation is a great place to work. Candidates can quickly apply for jobs, sign up for alerts and drop off their CV to join talent pools for further engagement. Also keep candidates informed and up to date on next steps with Candidate Home and SMS messaging.

When it comes to your employees, Jobs Hub creates a streamlined experience for internal employees for discovering, applying, referring and managing job applications. This makes it easy for candidates to browse and apply for new opportunities, all while having a centralised location for managing applications and open tasks.

Execute skills-based hiring programmes

Workday Recruiting makes it easy to execute skills-based hiring programmes. Using Workday Skills Cloud and machine learning, suggested skills and jobs help candidates better reflect their skills and experience and connect them to job opportunities within the organisation. Suggested skills on job requisitions allows recruiters and hiring managers to add the in-demand skills the business requires.

Key Benefits

- Unify Workday Recruiting and Workday HCM workflows on a single platform
- Manage high-volume hiring and boost recruiter efficiency
- Expand sourcing by tapping into internal and external talent
- Make data-driven hiring decisions with robust analytics and dashboards

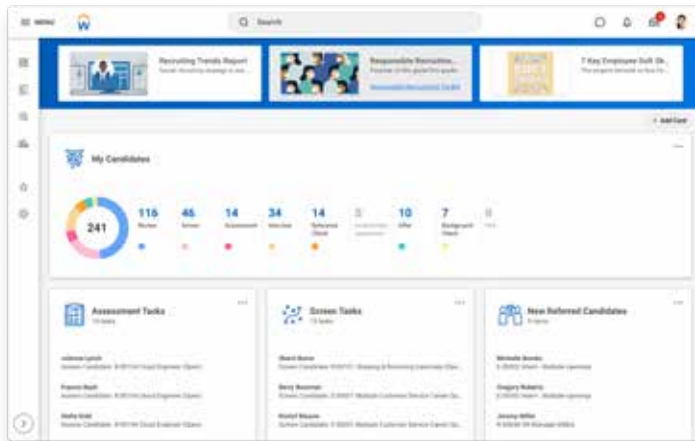
Key Capabilities

- Recruitment marketing
- Job requisition management
- Job posting and application management
- Referral and candidate management
- SMS messaging
- Interview management
- Hiring team collaboration
- Offer letters and agreements
- Internal mobility
- Full talent lifecycle reporting and metrics
- Global compliance

Results

- Workday customers report improved recruitment processes by 38% and increased internal mobility by as much as 33%.

Lastly, candidate skills match enables recruiters to prioritise their pipelines by surfacing candidates with a strong skills match to a role.



Talent Hub

Manage hiring at scale

Recruiters can personalise their workspace with the Recruiter Hub, making it easy to stay on top of priority tasks for your candidates. The job requisition workspace offers a streamlined view of all open requisitions, and you can navigate between them with one click. See where your candidates are in the process, and quickly complete open tasks to move them through the funnel efficiently. Evergreen requisitions, automation rules, business process framework and consolidated tasks enable teams to operate at a global scale.

Drive hiring team efficiency

Let your hiring teams work with the tools they use every day. Hiring managers can exchange interview feedback via Microsoft® Teams and Slack, and easily create requisitions on mobile. Hiring teams can quickly share information, leave notes, tag colleagues and more with our interactive collaborative panel, leading to faster and more informed decision-making on candidates.

Take an integrated approach to hiring

Key to success in today's market is taking an integrated approach to recruiting. Since Workday Recruiting is part of the Workday Human Capital Management platform, teams can tap into the Workday suite of capabilities, including analytics, candidate engagement, Workday messaging, workforce planning, Workday Compensation, core HCM, Workday Talent Optimisation and more. This helps teams take a holistic, lifecycle approach to hiring that enables them to adapt quickly to the needs of the business.

To learn how Workday Recruiting can help improve hiring engagement at your organisation, [contact us](#).



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