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## Highlights

- Find the right talent for the right job at the right time.
  - Help facilitate compliance with government regulations and hiring practices.
  - Centralize talent data and use it across the talent management lifecycle.
  - Respond to business growth objectives – moving beyond achieving hiring process efficiencies.
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# IBM Kenexa BrassRing on Cloud

*Industry-leading global talent acquisition solution*

IBM® Kenexa® BrassRing on Cloud delivers a dependable solution that enables many of the world's largest and most successful organizations to attract, engage and hire top talent. Our on-demand global recruiting solution is highly configurable, scalable, offers robust flexibility and extensive language support, enabling large or complex global organizations to find, hire and retain quality candidates for each position.

BrassRing enables your organization to engage candidates and collaborate with recruiters and managers through award-winning mobile and social technologies.

### **Transform your workforce**

To find top talent, you first need to manage applicant volume and empower your recruiters and managers to quickly identify quality candidates. BrassRing does just this – but does not stop there. We know that full-cycle talent management involves sourcing, assessing, hiring and onboarding high quality talent. BrassRing integrates smoothly with our other talent management and recruitment solutions so you can do more than find candidates – you can find top candidates who are the right fit for your company.

BrassRing sits on our integrated platform, which provides a cutting-edge talent management environment. It features powerful and flexible modules that enable tailored delivery of integrated talent management.



## **Features**

### **Relied upon solution**

BrassRing is a depended upon solution at the forefront of recruitment technology innovation. Leading organizations across the globe depend on BrassRing – including 25 of the Fortune 50 and the four largest organizations in the world. Our award-winning, on demand solutions help your organization source, engage, recruit, select, hire, onboard and retain top talent globally.

### **Global reach**

Businesses are becoming increasingly global in nature. From attracting talent in emerging market segments, to developing virtual teams to meeting a wide range of country-specific legislation, BrassRing helps organizations meet these demands. The gateway reaches top talent in 31 different languages and supports 39 dialects and locales.

### **Highly configurable and flexible**

BrassRing is highly configurable with open integration capabilities, making it compatible with the widest selection of vendor systems. BrassRing provides robust flexibility to help meet the needs of even the most complex or differentiated organizations with multiple divisions. From user-configured dashboards to flexible processes, communications, workflow automation, application questions, assessments, career sites and data control – BrassRing enables organizations to manage recruitment in ways that help meet their unique business needs.

### **Robust social and mobile capabilities**

We deliver on the promise of social recruiting and collaboration through our broad set of social tools and partnerships. Our social capabilities enable organizations to harness the social web, including social job applications, job distribution, social referrals, and video interviewing. Plus we integrate with LinkedIn, which provides a broad range of features, as well as with Facebook and Twitter to create robust social capabilities.

BrassRing offers industry-leading and innovative mobile features, and was one of the first in the industry to offer a holistic mobile application capability, including application questionnaires via mobile devices. BrassRing enables clients to streamline the application process for candidates and

empowers recruiters and hiring managers with robust mobile recruiting features including, an extensive mobile apply capability that enables candidates to do more than browse jobs on their mobile device; they can complete a full job application including interview questionnaires.

### **Innovation for the next generation**

With one of the largest annual research and development investments in the recruitment technology market, we consistently improve features – from social, mobile, collaboration and automation, to a broad set of patented features.

### **Scalable and reliable**

Our solutions are designed to help meet the needs of leading organizations for high volumes of data and processing, security and reliability. We boast a decade of satisfied on-demand recruiting customers, with more than 120 million candidates in our recruitment technology systems and more than four million recruiters and hiring managers in more than 150 countries.

### **Robust workflow and automation**

Our workflow and rules automation manager capabilities streamline processes from requisition approval, Human Resources (HR) status changes to communications. BrassRing is a powerful tool that automates email message delivery and defines multiple conditions and complex relationships. The rules automation manager is an innovative tool that provides flexible rules-driven workflows. Ideal for high volume hiring – automating many of the eligibility processes with zero human interaction.

### **Intuitive and easy-to-use**

Our solution provides an intuitive user interface that is easy-to-use, and has powerful features including recruiter dashboards and mobile interfaces for recruiters and candidates – bringing familiar consumer web features into the recruiting experience.

### **Integrated data**

BrassRing integrates with a wide range of HRIS applications including Oracle, SAP and Workday. Integrations adhere to HR-XML standards and enable customers to benefit from business processes including talent record and requisition workflow.

### **Lower costs and increase ROI**

By increasing the efficiency of your recruitment process, improving quality of hire, leveraging social sourcing and significantly reducing agency recruitment expenses your organization can lower operating costs and increase its return on investment (ROI).

### **Optimal candidate experience**

By centralizing recruitment entrance routes on a single, global platform and harnessing social recruiting capabilities, your organization can create unique applicant flows for categories and positions, and enhance the jobseeker experience.

### **Easily integrate with business processes**

Your organization can benefit from the integration of a wide range of third party applications and will not be limited to a fixed set of vendors for background checking, Work Opportunity Tax Credit (WOTC), assessments or other application integration.

### **Reporting and analytics**

From standard reports to ad hoc reporting to analytics, BrassRing drives business performance by identifying specific actionable data. Our cutting-edge Data Insight Tool (DIT) enables you to gain insights that can streamline your recruiting efforts, reduce reporting time and costs, and simplify report creation with user-centered design. IBM® Kenexa® BrassRing Business Analytics delivers market-leading business intelligence that empowers users to improve recruiting processes through a simple-to-use application.

### **Sized to fit**

BrassRing can be used by virtually any organization from large, enterprise companies to small- and medium-sized companies. Organizations of almost any size can use the same tested solution and breadth of functionality that enterprise-sized organizations enjoy, without an enterprise level cost. Rather than waiting to find the best possible people who can help your company grow successfully, BrassRing can be sized to fit for your organization's needs now and when necessary, configured to scale to meet the demands of your company's growth.

### **Value-added modules**

#### **Candidate relationship management**

IBM® Kenexa® BrassRing Candidate Relationship Manager provides the ability to source quality talent and build relationships while creating a robust talent pipeline that fuels business growth. We provide a holistic view of talent from lead through hire. From built-in alerts for leads and candidates to automated status updates you can be sure that your communication with the individual is tailored appropriately.

#### **IBM Kenexa Rapidhire**

IBM® Kenexa® BrassRing Rapidhire streamlines the recruitment process for hourly and high volume hiring with a fast and simple set of tools that are optimized for tablet or PC. This simple interface enables hiring managers to effectively find, interview and hire great talent, and provides a single solution for both hourly and corporate recruitment.

#### **IBM Kenexa BrassRing Agency Implementation**

IBM® Kenexa® BrassRing Agency Implementation is a sophisticated tool that enables organizations to more efficiently and effectively manage complicated relationships with multiple hiring agencies and consulting companies. BrassRing Agency Implementation enables companies to track and manage critical details such as vendor fees, performance, referral rights, notes, communications and candidate statuses. BrassRing Agency Implementation also enables agency recruiters to submit candidates directly to open requisitions, manage candidate submissions to clarify referral rights and reject duplicate candidates, and evaluate and measure agency performance.

#### **IBM Kenexa BrassRing Event Manager Configuration**

IBM® Kenexa® BrassRing Event Manager Configuration helps recruiters create and automate the scheduling process for complex recruiting events providing a more streamlined event experience for large numbers of candidates simultaneously. This automated scheduling capability is effective for college recruiting and other high volume recruiting events, such as opening new retail or manufacturing locations. BrassRing Event Manager Configuration enables recruiters to schedule complex recruiting events and manage large volumes of candidates, create an automated interview schedule for event dates, and send electronic event invites that enable candidates to schedule interview dates and times.

### **IBM Kenexa BrassRing Remote Recruiter Configuration**

IBM® Kenexa® BrassRing Remote Recruiter Configuration is a standalone companion solution that works in conjunction with the BrassRing Remote Recruiter Configuration system. BrassRing Recruiter Configuration provides the ability to record candidate information, access requisitions, compose recruiter notes and update forms. BrassRing Remote Recruiter Configuration also empowers recruiters for offsite and campus recruiting – enabling recruiters to download necessary candidate forms and synchronizes the updated files into BrassRing.

### **IBM Kenexa BrassRing Custom Approval Workflow**

IBM® Kenexa® BrassRing Custom Approval Workflow is an exceptionally, innovative tool that establishes recruiting process approval workflows based on internal organizational hierarchy. This solution gives companies increased control over approval paths, while making it easier for those involved in the recruiting process.

### **Assessment integration**

Our assessments are award-winning solutions designed to integrate seamlessly with BrassRing. The integration of assessments with recruiting enables organizations to build a strategic selection process and fairly compare candidates. Candidates can be assessed directly within the BrassRing workflow, helping eliminate the need to switch between applications. IBM® Kenexa® Assess on Cloud enables candidates to complete a range of assessments through a single user interface, providing a streamlined experience for candidates.

### **Onboarding integration**

IBM® Kenexa® Onboard on Cloud helps eliminate time constraints and errors by automating the onboarding process. This powerful collection of efficiency technologies, including a hiring checklist, online forms and automated notifications based on job function, enables new employees to be productive as soon as they start their jobs. Onboard provides a standard, repeatable process even if the company's onboarding process varies by location, division or job title.

### **Performance integration**

IBM® Kenexa® Talent Manager on Cloud can help you enhance effectiveness and efficiency by leveraging talent data and tools that can help you better manage and develop your current talent, while identifying and implementing plans to help meet evolving needs.

### **For more information**

To learn how to build a smarter workforce, visit:

[ibm.com/social-business](https://ibm.com/social-business)



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Software Group  
Route 100  
Somers, NY 10589

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