SuccessFactors Recruitment Overview

**Purpose – Why make this change?**

As the University of Cincinnati continues toward the vision set forth in our Third Century effort, the need for an enhanced recruitment platform to better serve our candidates and community is evident. Hiring the best talent and having the ability to create a talent pipeline for improved succession planning is imperative to maintaining a competitive edge.

SuccessFactors Recruitment transforms the hiring processing into a more strategic talent strategy with an end-to-end recruiting solution. This tool will provide the University community, applicants, new hires, and the Office of Human Resources with an intuitive and easy to use system while utilizing industry best practices and mobile capabilities.

From a strategic business perspective, the goal of recruiting is to attract, engage, develop and retain top talent. This system will allow candidates to apply for jobs across the university with ease, all while enhancing efficiency and increasing candidate satisfaction.

**Picture – Vision for the future.**

With SuccessFactors Recruitment, job requisitions will be effectively created and tracked; and candidates will be more efficiently processed as they move through the hiring process. An electronic interface to UC Flex to create/modify HR records eliminates manual entry and the potential for human error. The implementation of a more efficient workflow means fewer stops for review and approval, allowing for the faster posting of job opportunities and building of a candidate pool. Enhanced tracking of key performance indicators and reporting capabilities provides the University with the tools needed to ensure decisions and processes are cost effective.

The tools provided create a positive application and hiring process for candidates and strengthen selection decisions by position managers; increasing the ability to attract and recruit top talent to the University.

**Plan – How will we get there?**

A dedicated project team consisting of university-wide subject matter experts and representatives from the Office of Human Resources, Business Core Systems and IT@UC has been working to configure the system for maximum effectiveness. Training will include a variety of e-Learnings, quick reference guides, and classroom sessions which will begin 2 weeks prior to the launch of the system and will be provided on an on-going basis. These training resources as well as updates and other communications will be housed on a dedicated HR website. We encourage you to take advantage of the resources available on this page to familiarize yourself with SuccessFactors and to check back often for updates on the upcoming training related to the system. Individuals who will hold key roles within the system will receive targeted communications regarding training.