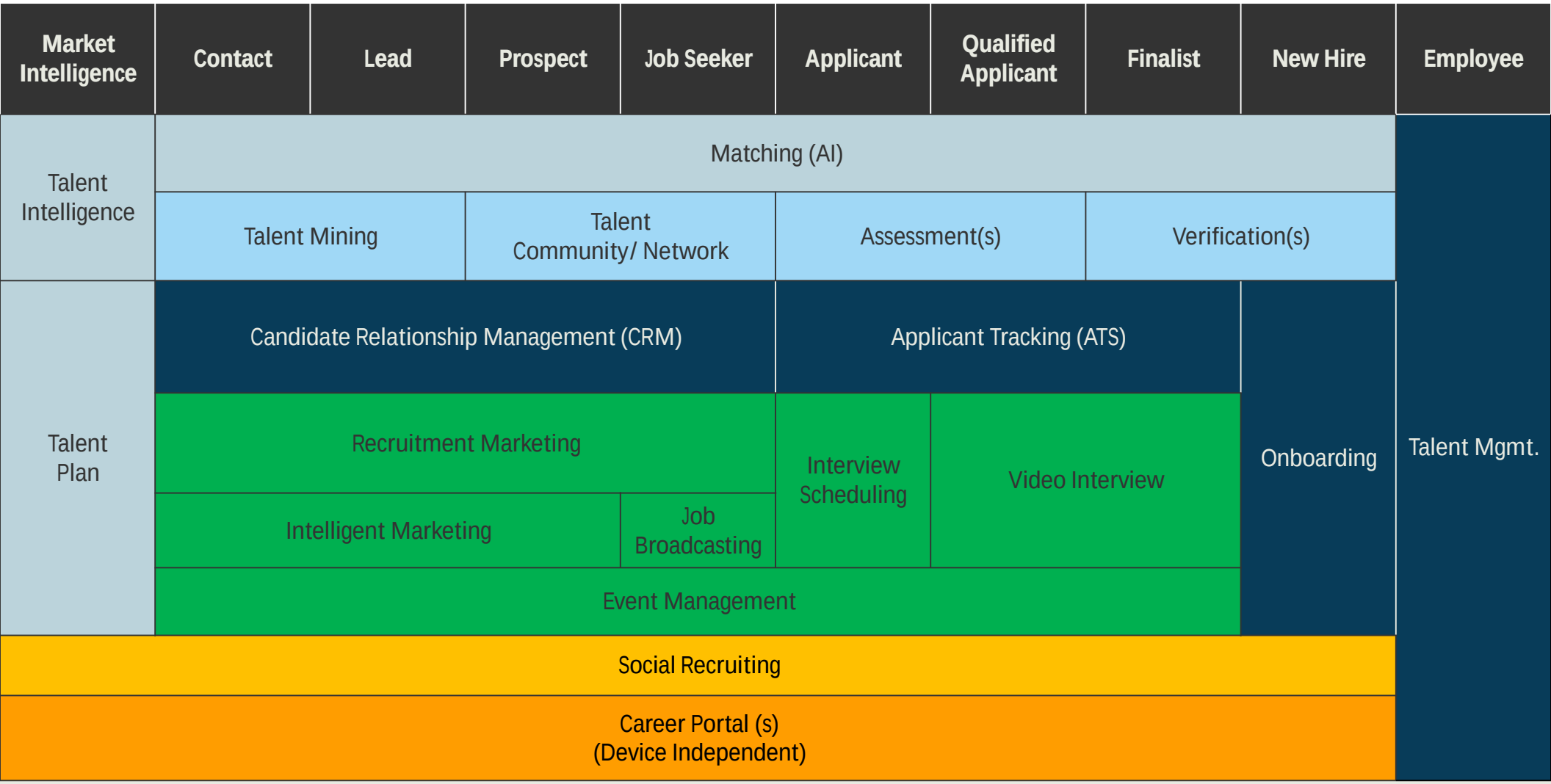
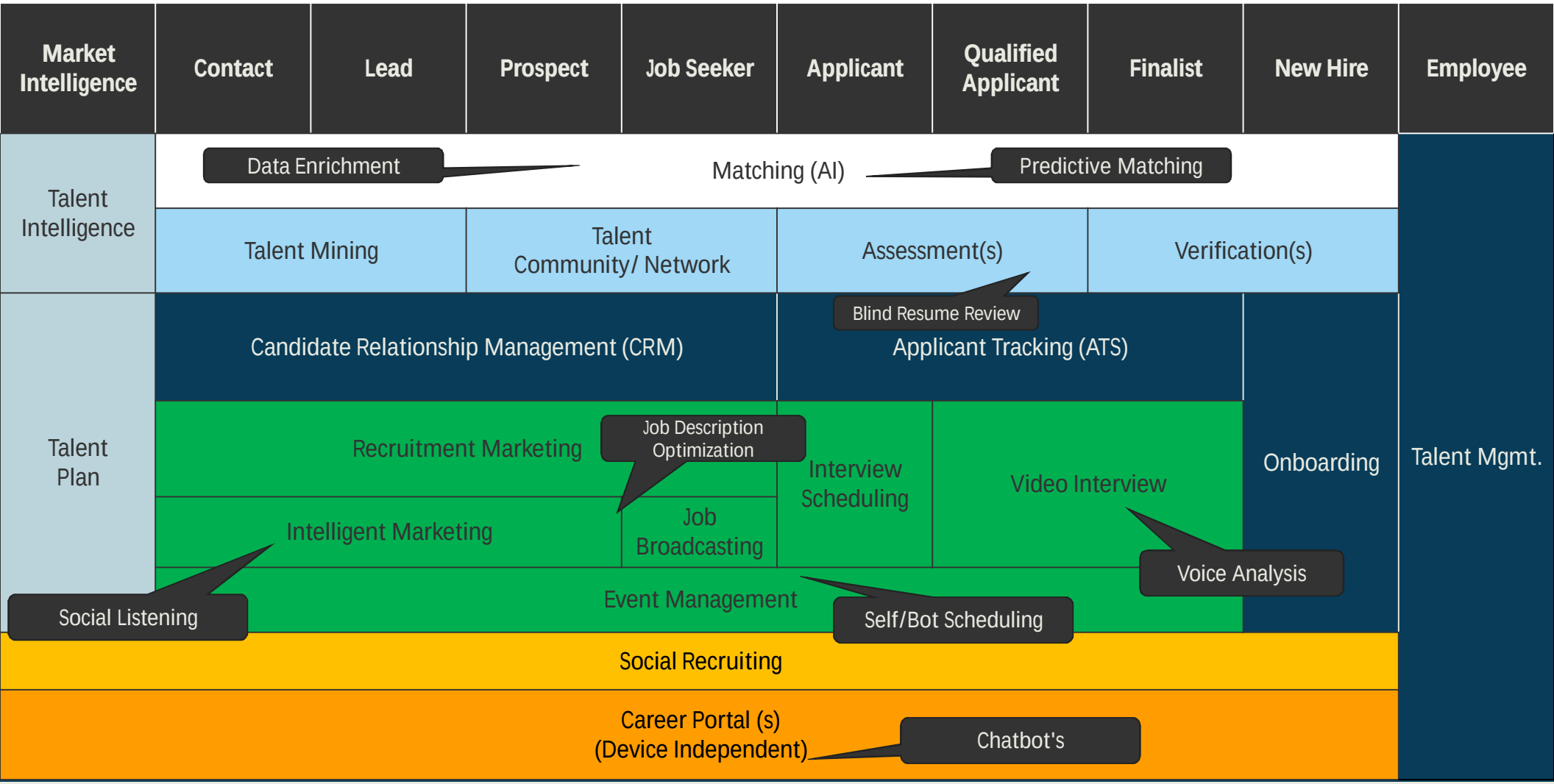


TALENT FUNCTION

TALENT TECHNOLOGY MATRIX BASELINE


Market Intelligence
Contact
Lead
Prospect
Job Seeker
Applicant
Qualified Applicant
Finalist
New Hire
Employee
Talent Intelligence
Data Enrichment
Matching (AI)
Predictive Matching
Talent Mining
Talent Community/ Network
Assessment(s)
Verification(s)
Blind Resume Review
Talent Plan
Candidate Relationship Management (CRM)
Applicant Tracking (ATS)
Onboarding
Talent Mgmt.
Recruitment Marketing
Job Description Optimization
Interview Scheduling
Video Interview
Intelligent Marketing
Job Broadcasting
Voice Analysis
Social Listening
Event Management
Self/Bot Scheduling
Social Recruiting
Career Portal (s)
(Device Independent)
Chatbot's

Talent Technology Capability Matrix Definitions

Talent Intelligence	• Tools to assess the market landscape, recruiting efforts and talent availably
Talent Plan	• Objectives of the Talent Acquisition function related to the projected type of talent needed by the business and when it is projected
Artificial Intelligence	• Computer systems able to perform tasks that normally require human intelligence, such as visual perception, speech recognition, decision-making, and translation between languages.
Talent Mining	• Tools to search, index, mine online data for people related information, for the specific activity of engaging them in career related conversations
Talent Networks (Community)	• An opt-in candidate database where all of the content is created by the employer, keeping engagement company to candidate
Assessments	• the evaluation or estimation of the nature, quality, or ability of someone
Verifications	• The validation of a persons information related to potential employment (background check, drug testing, references)
Candidate Relationship Management (CRM)	• Allows recruiting teams to seamlessly create talent profiles, communicate and market to prospects and encourage top candidates to apply for opportunities
Applicant Tracking	• The tracking of activities related to a job and candidates associated with that job
Onboarding	• The tracking of activities prior to hire, socialization of company information and provisioning of equipment
Recruitment Marketing	• Support, establish and manage the brand elements related to recruiting. Also included in this category are advertisement agencies, branding firms, and marketing specialists
Intelligent Marketing	• Targeted tools that facilitate and deliver specific marketing results, targeted candidate campaigns, pay-per-applicant
Job Distribution	• Cross publication of job related information for soliciting interest
Interview Scheduling	• Collaboration tools for identifying scheduling availability, notifications and coordination
Video Interviewing	• Video interactive interview platform
Event Management	• Event activity management, coordination, facilitation and metrics
Social Recruiting	• Recruiting activities focused on social platform engagement, research and listening
Career Portals	• Interactive sites for education, action and information specific to the career opportunities

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