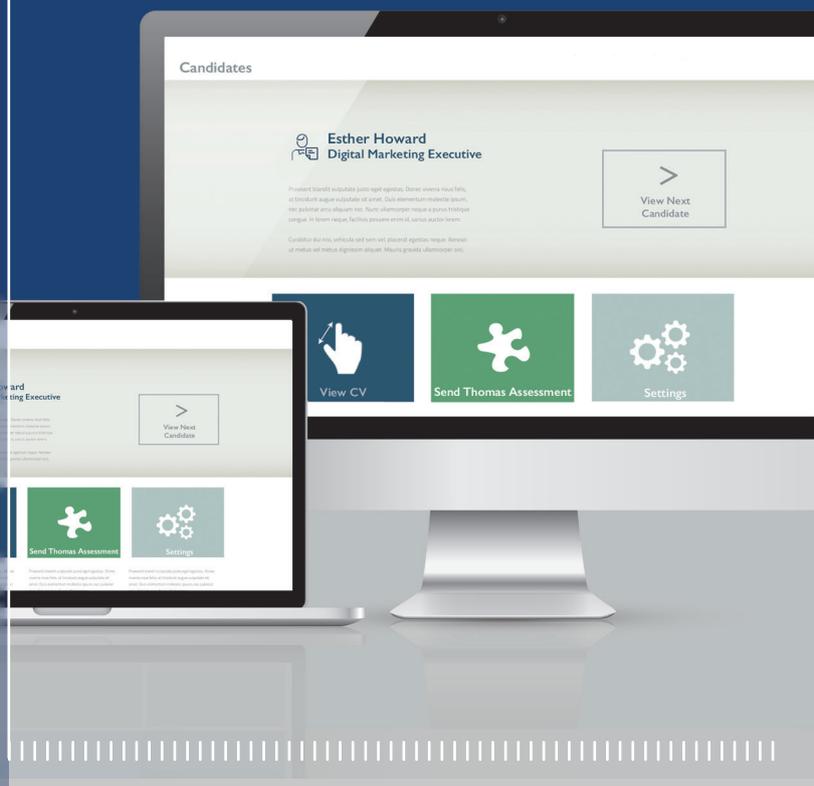


Thomas Integrations

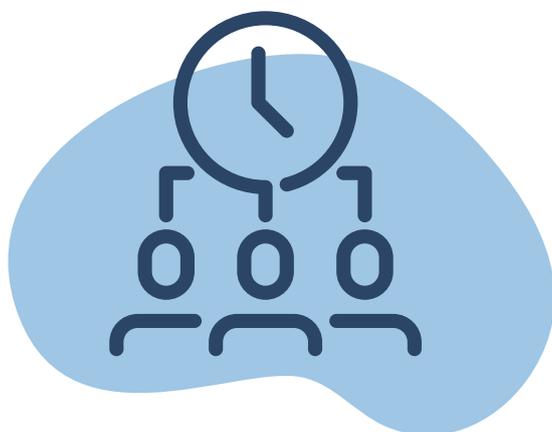
Automating your talent assessment process



Applicant tracking, talent management, human resource and learning management systems are used by businesses around the world to support their recruitment, HR, L&D and succession planning programmes. Thomas assessments form a key part of many of these organisations' people strategies, enabling them to make smarter, more objective recruitment and development decisions.

Why integrate?

Seamlessly integrating Thomas assessments with your chosen HR technology platform can deliver enormous benefits to your team such as enabling process automation, reducing HR time spent, increasing objectivity in people decisions, and providing a seamless candidate experience. If you're undertaking high volume recruitment and your team are constantly moving between your ATS and assessment platform, then integrating the two could offer many benefits, including:



Time and resources

- > Reduce the manual input from your HR and recruitment teams by up to 80% in administering assessments
- > Reduce time to hire process – hire top talent faster and reduce the risk of losing them during a long application process
- > Automated assessment management aligned with your people review process
- > Ability to sift and shortlist on assessment data in your recruitment platform

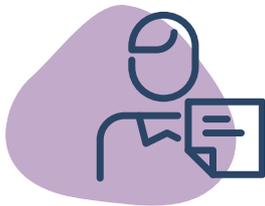


Candidate/employee experience

- > Create a seamless assessment experience for your candidates and employees
- > Simple process to follow and clear layout for the candidate
- > Easily access Thomas reports to provide feedback to your assessment takers

Centralised data

- > Assessment results available instantly on your chosen HR platform
- > All of Thomas' reports based on assessment results available to your platform users
- > One place for all your people data



Diversity and Inclusion

- > Make your people management decisions more objective and robust – use additional objective information to support a person's performance metrics
- > Add certainty to hiring decisions – use additional objective information to support CV, application, and interview data

How you're supported

Our team are here to advise and help you get the most value when using Thomas assessments in your chosen HR technology platform, and to ensure that the integration process goes smoothly.



Discover

We will map your recruitment workflow and understand where Thomas assessments fit, explore technology and platform viability, and identify the landscape of internal and external stakeholders and users.



Plan

Once we've agreed to progress on an integration, it may be necessary to arrange a project kick-off call with your chosen HR technology partner so that we can agree timescales, delivery deadlines and next steps.



Engage

We work with a partner to provide integrations to a wide variety of HR technology vendors – we engage directly with them so that you don't have to do anything. The integration process can take 4-6 weeks to complete, but you can rest assured that it's in the hands of the experts.



Test

Once the integration is set up, a testing phase allows you to make sure that the integration meets the agreed requirements.



Integration

Once live, the integration allows a seamless link between application and assessment platforms, saving you time, money and effort.

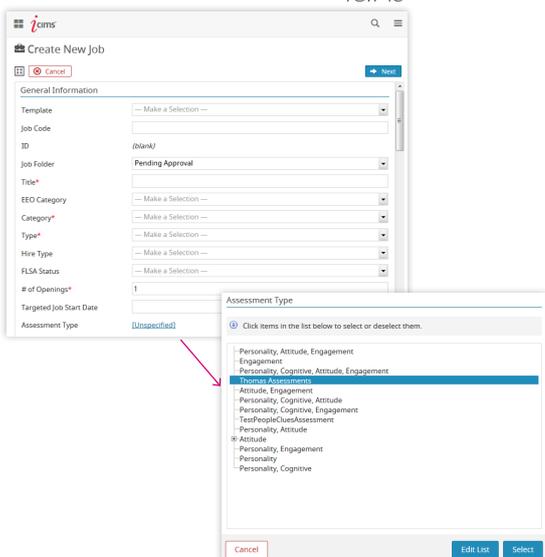
Which platforms do we currently integrate with?

We are able to integrate with the following ATS platforms as standard:

- > ADP Recruiting Management
- > Bullhorn
- > Cadient Talent
- > Carerix
- > Ceridian Dayforce
- > ClearCompany
- > Cornerstone OnDemand
- > Cornerstone Talent Link*
- > Erecruit
- > Greenhouse
- > IBM Kenexa BrassRing*
- > iCIMS
- > JazzHR
- > Jobvite
- > Lever
- > myStaffingPro
- > RecruiterBox
- > SAP SuccessFactors*
- > SilkRoad
- > SmartRecruiters
- > Taleo Business Edition
- > Taleo Enterprise*
- > Workable
- > Workday*

* Additional charges may apply depending on the level of customisation required

iCIMS



Smart Recruiters

