

symplr Talent Sourcing



When it comes to finding the right talent, you're competing with other healthcare organizations and more. As you meet people who may be a match for your organization, you need an effective way to manage your relationships with them to fill vacancies.

symplr Talent Sourcing allows you to proactively find candidates, build those relationships, and develop a pipeline for your critical, hard-to-fill positions. With symplr Talent Sourcing, you can organize the contacts in your database and plan for future talent needs.

"We can easily collect and manage candidates in order to communicate with them about open positions. Our searching capability is 10 times more effective now which saves time and allows us to connect with the right candidates much faster."

Laura Gosney
Recruitment Manager
Children's of Alabama

Candidates can easily join your Talent Network through resume or social profile upload.

Grow and Nurture Your Talent Pipeline

Along time-to-fill for critical roles is common in the healthcare industry. Whenever a new role is approved or a vacancy opened, recruiters and hiring managers often start their search from square one. Finding, interviewing, and hiring new employees takes time and, until key positions are filled, healthcare organizations need to fill the gap. They often resort to paying their staff overtime or turning to a contingency workforce to meet residents and clients needs.

One of the best ways to reduce time-to-fill is to have an easy, efficient way to source, manage, and communicate with candidates. symplr Talent Sourcing allows recruiters to proactively build talent pipelines and positively impact time-to-fill numbers.

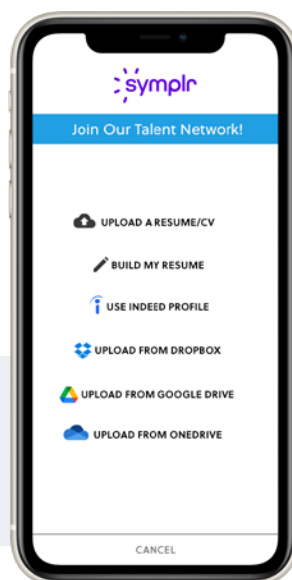
Find New Talent for Your Open Positions

Finding qualified talent is more competitive than ever. In addition to other senior living and senior care organizations, today's healthcare recruiter is also competing against hospitals and other industries. It's important to discover and build relationships with new candidates who could one day join your organization. If you foster those relationships successfully, when new opportunities arise, you will have a list of known contacts for sourcing.

symplr Talent Sourcing helps you discover and engage with qualified candidates so you can build out your talent pipelines. Using this solution, you can source and import contacts from external sites, and resume databases. When you add these contacts to the mix of previous applicants and current employees, you have a unified, searchable database through which to start your recruiting. symplr Talent

Sourcing also allows you to set up an auto-search that will find candidates based on your predefined criteria and will then present them to you on your schedule.

A branded, mobile-optimized Talent Network allows you to engage with candidates in your area. With a Talent Network in place, passive candidates can express interest in your organization even when a matching opening may not be available. As they join your Talent Network, candidates can let you know their areas of interest. And when they opt-in to a Talent Network, they grant permission for you to reach out regarding new opportunities, career fairs, and other events.



Organize and Manage Your Talent

Now that you have a sourcing database from which to select, it's important to review, assess, and categorize candidates in ways that are meaningful to your organization. When you identify how you want to manage your talent, you can organize candidates using system tags and folders. Automated workflows help you plan your sourcing strategy and execute personalized campaigns.

When working with candidates, you have easy access to key information such as their contact information, resume, and application history. The timeline feature provides a visual overview of work history so you can easily identify employment gaps or tenure trends. With the candidate record open, you can also view their current stage in your internal review process.

symplr Talent Sourcing allows you to create a standard way to communicate with candidates. Using email marketing templates, you can send branded, mobile-friendly campaigns. You can also configure the symplr Talent Sourcing so that automatic emails are sent when candidates join your Talent Network or are added to a new job opportunity. The system also analyzes email effectiveness and can schedule your emails to send at specific times.

Analyze Your Sourcing Effectiveness

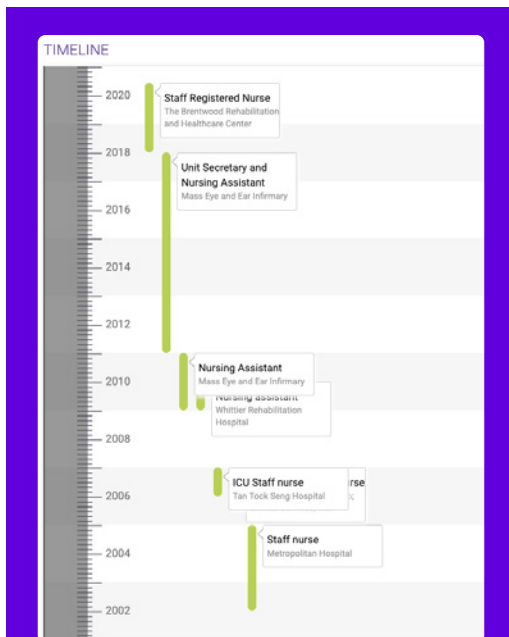
You spend a lot of resources to attract candidates to your organization. Your recruiters likely employ several methods to encourage candidates to apply to your open positions. In addition to their time spent, it's also important to understand which methods bring in the most highly qualified candidates. symplr Talent Sourcing includes several standard reports that enable you to analyze what works best for your organization.

The Candidate Source Report provides an overview of the candidates in your database and the related source. Using this report, you can monitor the growth of your talent pipeline. The Job Pipeline Report displays the candidate pipeline by job in real-time. You can quickly view which jobs have a healthy pipeline and which may require additional sourcing actions to identify qualified candidates. The standard reports included with symplr Talent Sourcing help you make key decisions about how you manage your sourcing activities.

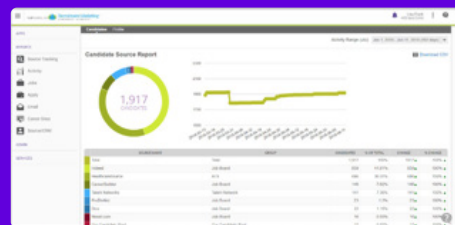
Looking for marketing expertise to serve as an extension of your talent acquisition team?

symplr and Fusion Marketing Group joined forces to provide you with an outsourced recruitment marketing service. Leverage our technology and Fusion's healthcare-focused recruiting experience to improve your recruiting efforts now while building data and marketing tools for the future.

For information visit symplr.com or email hello@symplr.com



The Timeline view displays a candidate's employments and education history.



Monitor the growth of your CRM with the Candidate Source Report.

Our other talent management solution include:

- symplr Recruiting
- symplr Assessments
- symplr Employee Performance
- symplr Learning
- The Recruiter Academy by symplr