

# ORACLE HCM: TIPS TO HIRE LIKE A PRO IN 2024



The essence of humankind lies in the different characteristics of being human. Thinking abilities, skill set, intellect, etc are all unique characteristics of individuals. A recruiter is known to analyze each individual according to their capability and find the perfect fit for the job. Whether it is 2013 or 2023, being a recruiter has and will always be challenging due to the dynamics of humans.

## How did the Candidate Selection Journey look in the days of yore:

- Mass amount of applications
- Reviewing each resume
- Figuring out which candidate is relevant to the job

## Traditional ways to get candidate data into Oracle:

- Enter the information manually.
- Choose a third-party Oracle resume parsing solution.

## THE QUESTION IS

what should you do to ensure 2024 is a 'Recruiters Year' for Oracle HCM users?

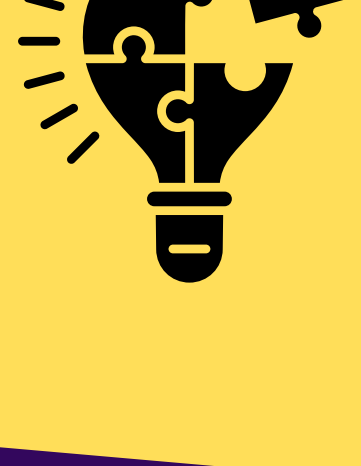
Let's dive right in

## The mantra to a good hire: Automation

Yes, you are already automating the recruitment process, but what is going to make 2024 a **recruiters year for you** is making the right choice about the automation tool.

## Solution: RChilli for Oracle

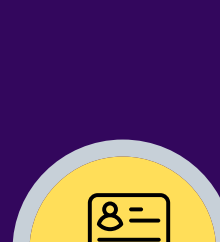
Knowledge is power and even though at RChilli we ensure you it's all going to be taken care of by our team of professionals, here's a brief synopsis into each of the solutions for you:



### Data Migration



Securely and accurately transfers data from legacy platforms to the current system.



Map the data as per the new data location and share a detailed analytical report after complete data evaluation.



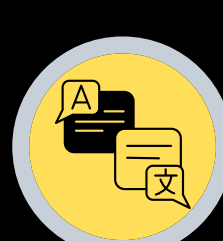
Enhance and enrich on the go using an advanced Resume/JD parser.



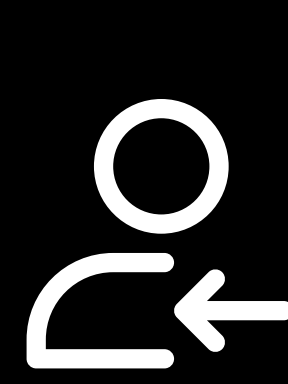
Integration with websites having profile import feature & parse resumes in any format.



Offers a more advanced talent pool.



Parse resumes in different languages, increase productivity and eliminate hiring bias, done!



### Candidate Profile Import



### Data Reprocessing



Value candidate data and auto-populate all the 30 fields Oracle offers.



Once upgraded to a newer version, data is shifted into a searchable format.



Candidate data is enriched & updated from third-party platforms Toofer, Lusha, Full Contact.



Remove unconscious bias and allow skill based candidate selection



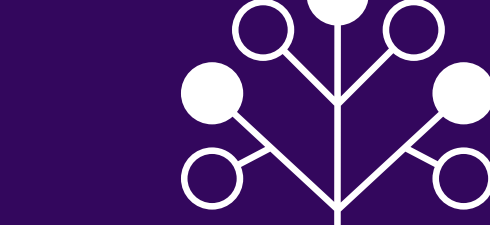
Mask personal information on a resume like name, gender, candidate's image, etc



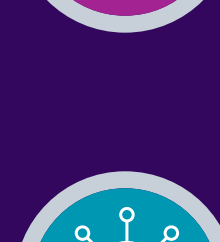
Reduces the likelihood of biased language and image influencing perceptions.



### Redaction & Templatization



### Taxonomy



Expand the aliases search to fetch candidates who have the skills whether or not they've used the same name.



Updated every two weeks with over 18 million different values.



Can customize the skills library, proprietary to the company's job profile.



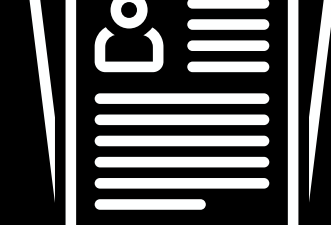
Effortlessly select and upload single or multiple resumes directly from browser,



Automatically processes the resumes, extracting vital information and saving the recruiter's valuable time.



Review and edit the extracted data before syncing it with Oracle Cloud Recruiting.



### Bulk Profile Import

## Relax

We promise to guide you each step of the way. RChilli built a solution specifically for Oracle recruiting and we got your back 24x7. Literally!

RChilli customer support now available

24/7