Visma EasyCruit

An insight into the latest product development

December 2019 - English

VISMA

Contents

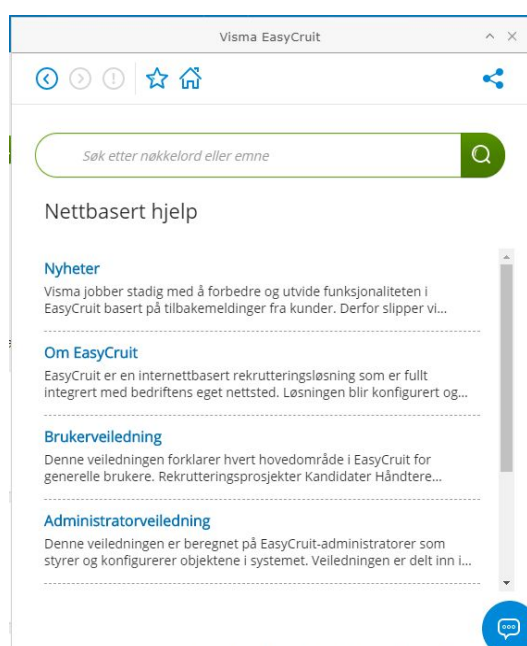# What have we been working on? The year in review

Now that 2019 comes to an end, it is good to look back and see what we have accomplished this year. Here is the EasyCruit year in review.

We launched the video application functionality. The integration with Enterprise HRM for Norway was realized. We launched an internal pilot of the new candidate management. We conducted penetration tests to find and fix possible system vulnerabilities. The integration with HR Core was expanded in The Netherlands. We launched Help Centre. We added Jobtip as a new partner. The new candidate management was launched and made available to all clients, including a feedback button. Our support team received an all-time high tNPS-score of 9.7.

As you can see the Visma EasyCruit development team works hard to make EasyCruit better every day. We have created this document to give you some insight into what we are currently working on. This can be a solution for a specific support case, but could also be functional enhancements.
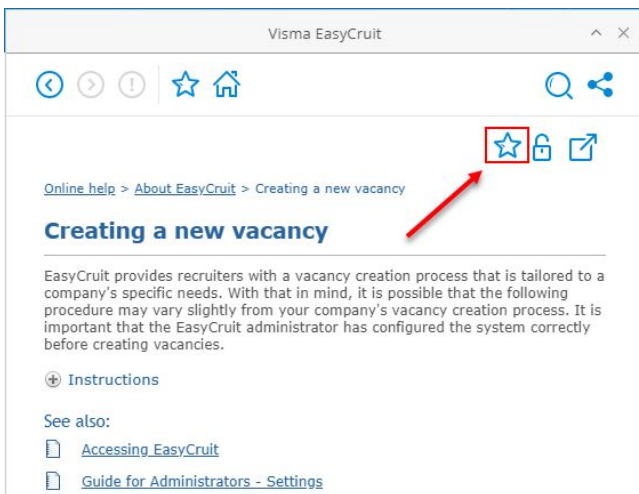
We work in such a way that, instead of deploying the solutions on a fixed release schedule, we deploy the solutions when they are ready. We call this continuous releasing. It is the fastest solution to solving your support cases and provide enhancements.

Help Centre available in additional languages

We are excited to let you know that the Help Centre in Visma EasyCruit has received a few updates to make it even more helpful in your day to day work in the system. The first thing you might notice is that we have added language support for the most commonly used languages. The languages currently supported are:

- Danish
- Dutch
- English
- Finnish
- Norwegian
- Latvian
- Swedish

As long as you log in to the system in any of these languages, the Help Centre should automatically be shown in that language.
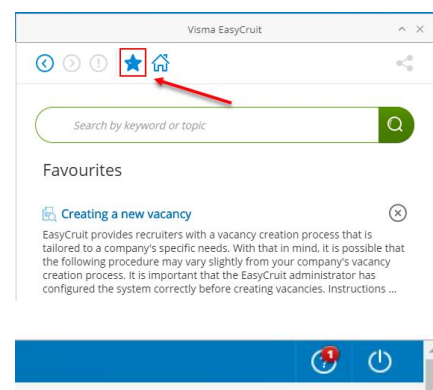
You will now also be able to set articles as favorites by clicking the star icon in the top right of the article.

This allows you to quickly get back to the articles you find most useful by clicking the favorite icon in the menu.

Finally, we have added support for notifications as well. This will make it easier for us to keep you up to date with important information directly through the system.

Whenever we have something important to tell you, you will notice a red bubble by the Help Centre icon.

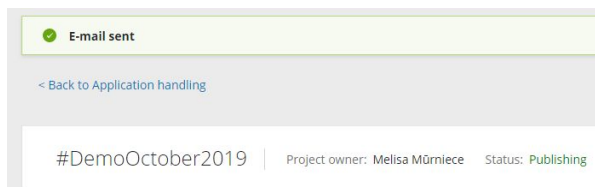Simply click the icon to find out more information!

New evaluation available in classic EasyCruit

Classic EasyCruit now also supports evaluating your candidates, instead of just being able to view it. Just as in the new application management, you will be able to evaluate and re-evaluate your application from within the application. The information is, of course, shared so that any update in either version will be reflected in the other.

First actions available in new candidate management

The new application management will see the addition of some new functionality as we are adding the option to email, reject or schedule an interview with a candidate.

These options will be available in the candidate view as well as in the list to facilitate the bulk handling of your candidates.

Selecting any of the options will bring you to classic EasyCruit where you can complete it.

Once you have executed your action, you will be brought back to the new application management with a confirmation showing that your action was successful.
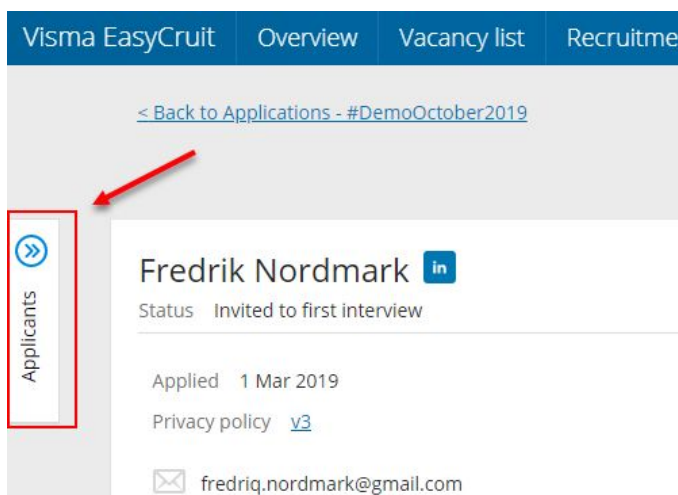

This is only the first step in enriching the new application management with functionality. Our aim is, of course, to redesign all the workflows and make for a smoother and more enjoyable experience.
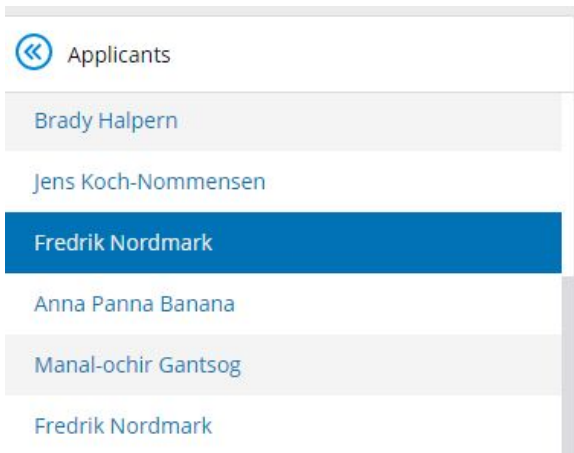
However, to ensure that you can benefit from the improved applicant view already, we felt it would be a good idea to ensure that you can perform the most common actions there right now while we work on improving them.
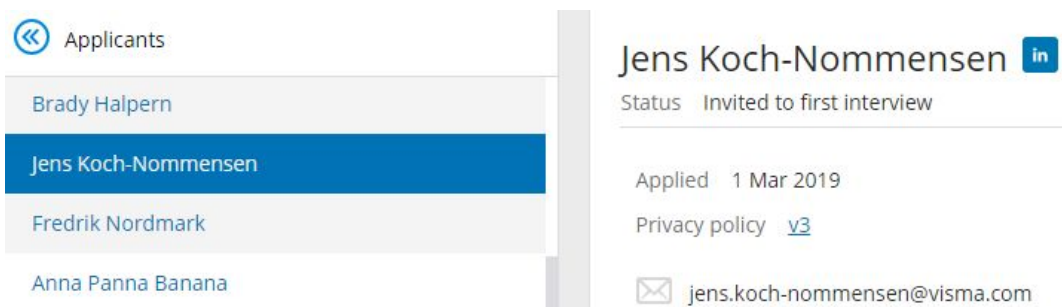
Quick-list of applicants

To help you navigate between candidates more efficiently we have included a quick list of applicants on the left side in the new candidate management.

Opening this will show you a list of all the applicants ordered in the same way you chose in the full list.

You can then quickly navigate to the applicant you need without having to return back to the full list again.

Non-binary gender option

As part of our continuous updates, we introduced a new feature automatically for all our customers.

Visma EasyCruit will now support a third gender option for candidates who identify as non-binary or do not want to disclose this information. This new option will be listed in the application forms as well as the career center.

The selection will, of course, be visible on the candidate profile for the recruiter.

In the classic EasyCruit, the avatar image has been updated as well.

Reports in EasyCruit have also been modified to take this into account. This means that candidates who select the new option will be counted as part of the "Unknown" column.

Posting channel	Number of Applications	Number of men	Number of women	Number of gender unknown
Company homepage	11	3		8
Manually Added	8		1	7
Sum	**19**	**3**	**1**	**15**

Improved handling of missing fields in RecruitAnywhere integration
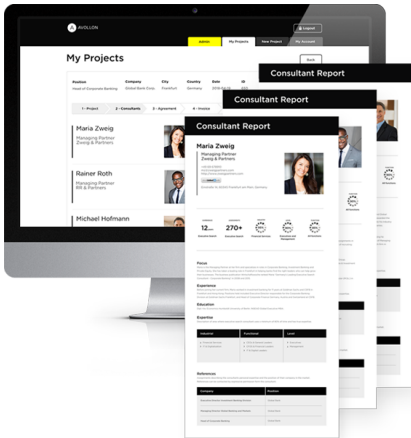

We have made some visual improvements on how missing field entries are displayed in the RecruitAnywhere (Knollenstein) integration. This will make it easier to see where additional information needs to be supplied.

Fields that are missing entry will be highlighted in red, allowing users to quickly spot what has been missed on the page.

New EasyCruit partner: Avollon

We always strive to offer our clients the best tools to use in their recruitment journey. There are many parties that focus on one particular recruitment specialty. We are very thorough in selecting new partners as we believe that they should really be of value in the recruitment process. We are happy to announce a new partnership with Avollon.

Avollon - Hire Great Recruiters Faster

You can either invest a lot of time, accept the risk of not finding the right recruiters and firms, negotiating suboptimal terms, and ultimately hiring the wrong recruiter and candidate.

Or... you can team up with experts from Avollon sourcing the whole market, so that you can easily connect to three fully vetted expert recruiters within your budget and with a quality guarantee.

More information: visit www.avollon.com you can also contact your Customer Success Manager

We hope to have given you insight into what we are currently working on, and hope you will enjoy the enhancements that we have made.

As the holiday season is upon us, we from the EasyCruit family would like to take this opportunity to wish you and those that are dear to you a Merry Christmas and a Happy New Year 2020. We thank you for your continued trust in Visma EasyCruit.