

## Oracle Cloud consulting capabilities

*Oracle Recruiting optimization*



### Enhancement in the cloud

As the talent acquisition technology environment continues to evolve and mature, organizations are addressing how their cloud solutions are working for them. Cloud technologies must be flexible, continuously evolving, inclusive, harmonious and aligned with the organization's business and growth strategy. Bottom line: Is yours?

Specifically, when talent acquisition cloud solutions are not optimally designed and sustained over time, end users become dissatisfied and organizations find themselves struggling with:

- Complex, convoluted recruiting, onboarding and workforce management processes that need streamlining and simplification
- Poor candidate or user experiences resulting in low adoption of the tool
- Few to no mobile, social or SMS capabilities
- Minimal reporting capabilities and data quality issues
- Unused new features/functionality they already own through updates such as Talent Profile or Checklist
- A lack of internal knowledge around the initial implementation that impact ongoing governance but that also inform the options available

Baker Tilly has become a go-to Oracle partner for Oracle Recruiting implementations. Equally, we are the go-to partner for customers when their initial implementation did not live up to expectations, when they believe their cloud solution no longer supports their business needs, or when they simply are not realizing the benefits from their Oracle Recruiting technology that their business case implied.

Our team has worked with Oracle cloud products dating back to product inception and has deep roots in the talent acquisition space going back to 2006 with Taleo.

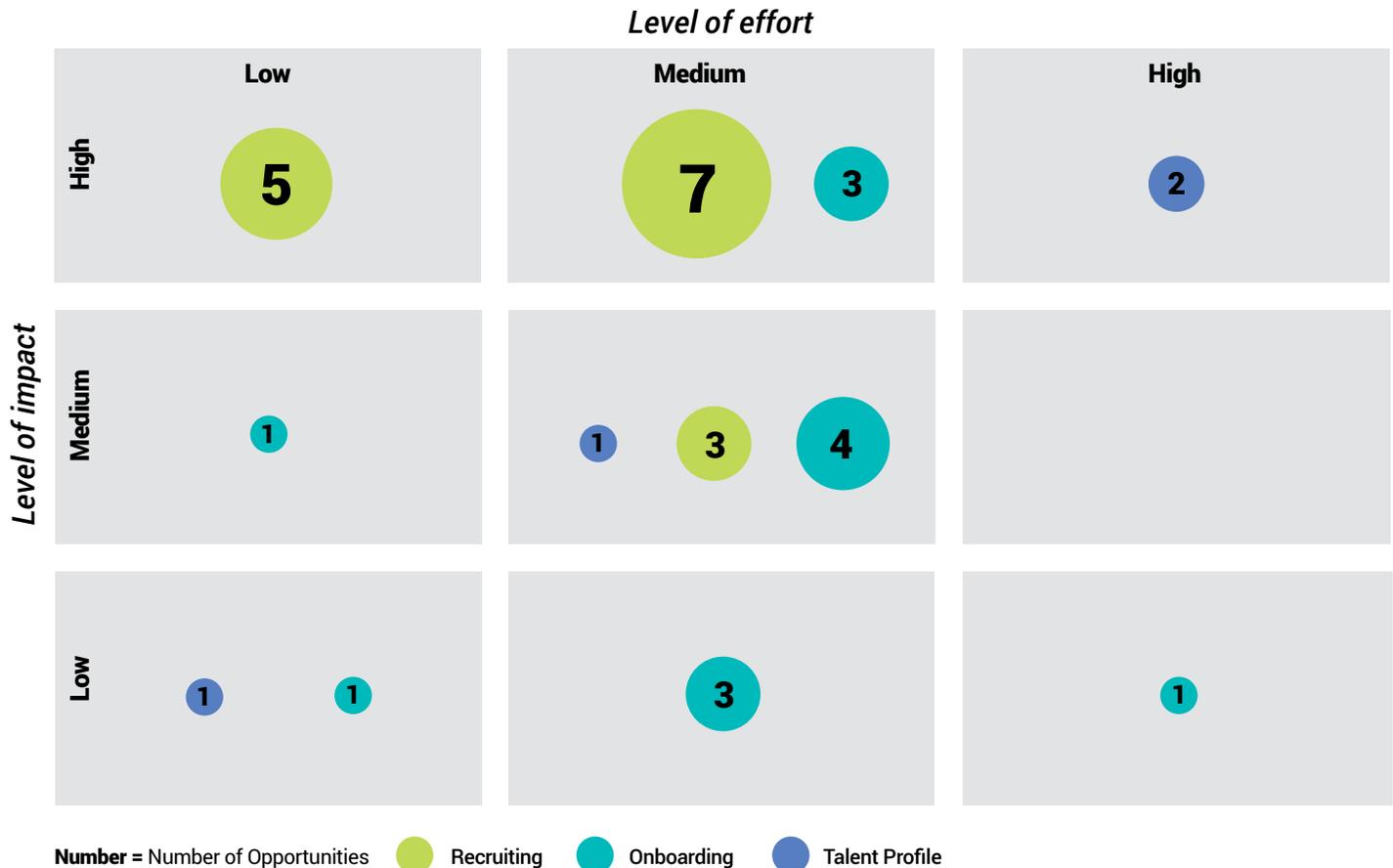
**We work with client teams to reimagine their cloud implementation, refresh their internal knowledge, and drive the outcomes they expect.**

## The Baker Tilly approach

When an organization wants to optimize their Oracle Recruiting solution, we bring a proven methodology for optimization discovery and delivery.

- Optimization starts with an independent assessment of your Oracle Recruiting and associated elements of Core HR solution as well as the underlying business processes to identify enhancement opportunities based on leading practices.
- Next, a series of discovery workshops to discuss the optimization opportunities.
- Coming out of the discovery workshops, we develop solutions, priorities and an action plan.
- Design sessions take place with the project team to create an overview of the functionality, the configuration changes and any additional functionality to be leveraged.
- Configuration changes are built in tandem with comprehensive knowledge transfer to your team.
- The project team develops and delivers the necessary change management to achieve high user adoption of the system and process and behavior changes associated with the optimization efforts to sustain the solution going forward.

## Sample output of opportunities from optimization discovery



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### ABOUT BAKER TILLY

Baker Tilly's Enterprise Solutions and Services consulting professionals help organizations improve their enterprise operations. We focus on enhancing and modernizing processes and technologies in the areas of Finance, Supply Chain and Human Resources through strategy definition and execution, program and policy definition, business process design, technology assessments & roadmaps and implementation of enabling business technology. As one of Oracle's top strategic partners, we help organizations transform their business processes through functional and technical expertise leveraging industry leading practices. With global capabilities across Oracle's Cloud Platforms, including HCM, ERP, EPM, SCM, CX, and Analytics, mid-market to Fortune 50 clients look to Baker Tilly to transform their business with Oracle's portfolio of enterprise solutions. We have completed over 350 cloud-based system implementations for global organizations since 2006. Organizations partner with Baker Tilly to successfully navigate the complexities of large-scale cloud transformations. We help clients maximize their technology investment by developing a right-sized approach for modernizing and optimizing their back office operations.