Connect LinkedIn Recruiter with Oracle Taleo Enterprise

Link your accounts in a few simple steps

Linked in Recruiter System Connect

Introducing Recruiter System Connect

LinkedIn Recruiter System Connect (RSC) integrates LinkedIn Recruiter with your Oracle Taleo Enterprise account to make your hiring process even simpler. By turning on RSC, you're authorizing the sharing of some candidate, job, and application data across Recruiter and Oracle Taleo Enterprise. It enables you to get up-to-date candidate information, boost collaboration, and access more applicant data in Recruiter. See how to easily connect your two accounts on the next few pages.

Please note: Recruiter System Connect is only compatible with LinkedIn Recruiter Corporate or LinkedIn Professional Services.
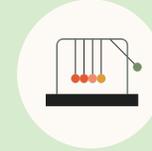
Save time now that you're connected

Connect at no additional cost

RSC is secure and GDPR compliant

Easy setup for administrators

![LinkedIn Recruiter | ORACLE]

Step 1
Map your location levels.

Your location hierarchy must have the concepts of Country, State/Province, and City represented. Those three location concepts must be consistently on the same level throughout the location hierarchy. LinkedIn requires that requisition location data is sent for Country, State/Province, and City.

a Go to **"Configuration"** > **"SmartOrg Administration"** > **"Product Settings."**

b Search for these settings:
• Location Level City
• Location Level State
• Location Level Country

c For each setting, click **"edit"** to define the level of your SmartOrg location structure based on which the countries, states or provinces, and cities are configured.

d Click **"Save."**
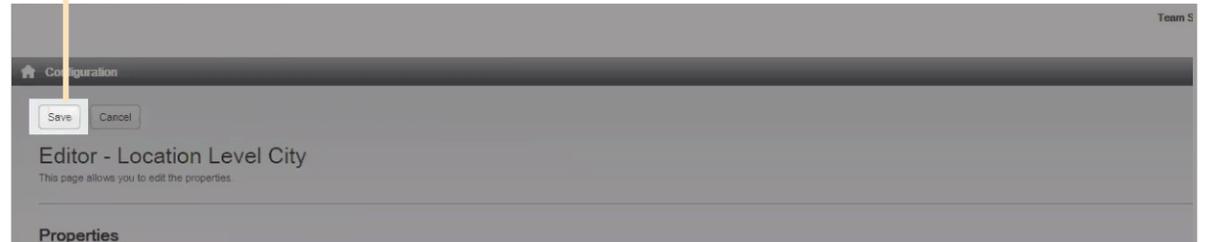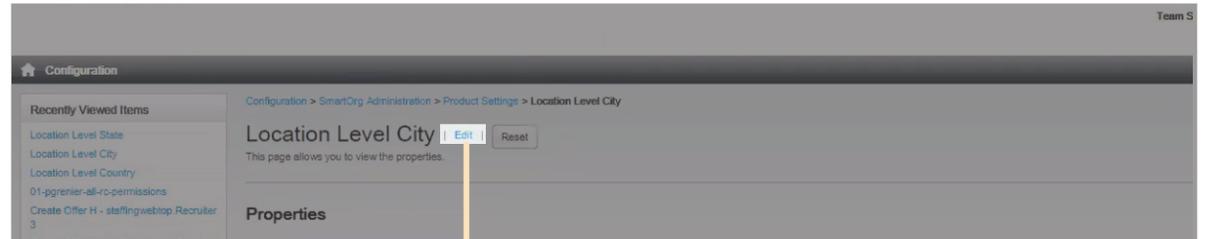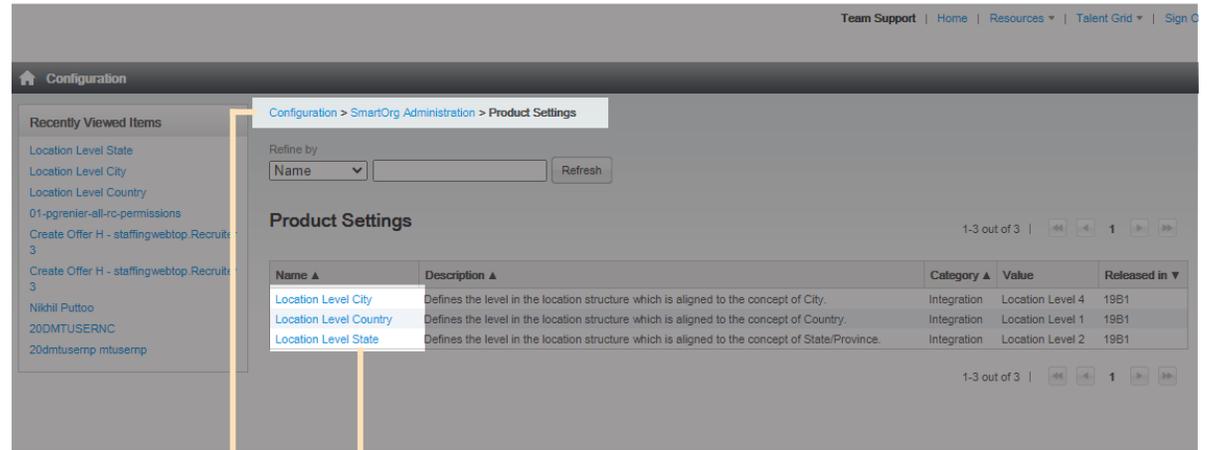
Step 2
Enable email uniqueness.

Configure this setting to prevent multiple candidates from using the same email address.

a Go to **"Configuration"** > **"Recruiting"** > **"Settings."**

b Locate the Email Uniqueness setting.

c Set the setting to **"Yes."** This may already be configured with a value of "Yes" so no further action is required.

d Click **"Save."**

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a

b

c

Team Support | Home | Resources ▾ | Talent Grid ▾ | Sign O

🏠 Configuration

Recently Viewed Items

Email Uniqueness

Partner Availability LinkedIn Recruiter System Connect

Configuration > Taleo Recruiting Settings

Taleo Recruiting Settings

This page allows you to view Taleo Recruiting settings.

Refine by

Name ⌄ | uniqueness | Refresh

Settings

1-1 out of 1 | ⏮ ◀ 1 ▶ ⏭

Name ▲	Description ▲	Category ▲	Value	Released in ▾
Email Uniqueness	Activate candidate/referrer email address uniqueness verification.	Candidate	Yes	6.1

1-1 out of 1 | ⏮ ◀ 1 ▶ ⏭

Step 3
Connect your zone to LinkedIn.

If you're operating the Apply with LinkedIn service for candidate job applications, then your zone is already connected to LinkedIn. Otherwise, you need to create a connection with LinkedIn.

a Go to **"Configuration"** > **"Recruiting Administration"** > **"Integration"** > **"Recruiting Services."** If Oracle Support has processed your service request, you will see the LinkedIn Recruiter System Connect service.

b Click **"LinkedIn Recruiter System Connect"** to open the service.

c If the Client ID, Secret, and Zones fields are populated, you already have a connection to LinkedIn. If the fields are empty, click **"Edit"**, enter your zone URL in the Zones field using the format zone. taleo.net (you don't need to add "https://"), and then click **"Connect to LinkedIn."**

d Client ID, Client Secret, Application ID, Zones, and Application Name will become populated in the Settings table.

![LinkedIn Recruiter | ORACLE]
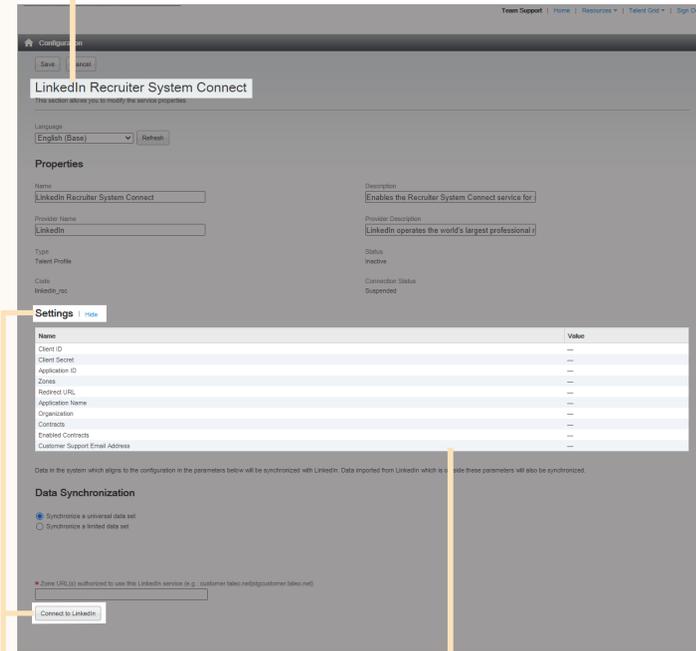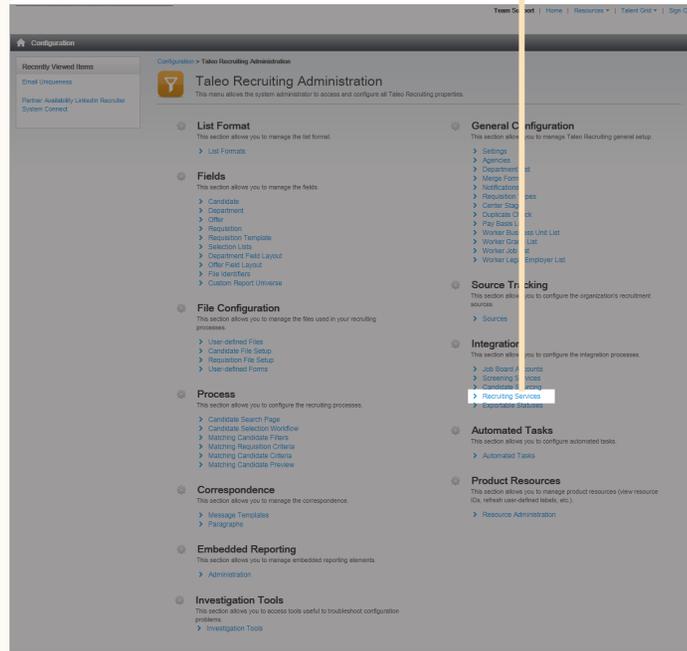
Step 4
Set the Application Name.

After connecting your zone to LinkedIn, the LinkedIn RSC service will display an option to manage the Application Name. This is the name of your organization, which appears in the pop-up hosted by LinkedIn that is displayed when recruiters connect their accounts.

a Go to **"Configuration"** > **"Recruiting Administration"** > **"Integration"** > **"Recruiting Services."**

b Click **"LinkedIn Recruiter System Connect"** to view the service in edit mode.

c Enter a value in the Application Name field.

d Click **"Update."**

Step 5
Define the data set you want to synchronize.

You can either synchronize a universal data set (the default and recommended option), or you can exclude certain data sets for regulatory, privacy, or other purposes.

a Go to **"Configuration"** > **"Recruiting Administration"** > **"Integration"** > **"Recruiting Services."**

b Click **"LinkedIn Recruiter System Connect"** to view the service in edit mode.

c Go to the Data Synchronization section.

d Select **"Synchronize a universal data set"** or **"Synchronize a limited data set."**

Step 6
Request the RSC Integration from LinkedIn.

a Next to the RSC, click **"Request"** to send the activation request.*

b Once the request is completed, you will see a dialog box that confirms the integration has been successfully requested. The pending steps will need to be completed on the LinkedIn Recruiter Admin account (see Step 7).

*To activate additional integration functionality, such as **"RSC recommended matches"** and **"RSC unified search,"** talk with your ATS rep to let them know you're interested.

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a

Follow the instructions in the module below to configure integration with LinkedIn.

in

Contract: Oracle Middleware Test   [Change Contract]

Request an Integration

Recruiter System Connect (RSC)
Request to activate company and contract level access to Recruiter System Connect (e.g., export LinkedIn profiles to your ATS, view ATS candidate info directly in Recruiter, view InMails and/or Notes history). **Learn more**   [Request]

Apply with LinkedIn
Enable to display the Apply with LinkedIn button on your jobs pages and allow job seekers to use their LinkedIn profile to apply to your jobs. You'll also receive LinkedIn profiles of job seekers who start, but don't finish your application in Recruiter. **Learn more**   🔒 Not currently available

Company Connections
Enable to display a company connections widget on your ATS-hosted career site. Job seekers can use this to see who they know at your company and message their connections.   🔒 Not currently available

Apply Starters Explorer
Enable to display a list of job seekers who started to apply to your jobs by clicking on Apply with LinkedIn, but didn't finish your application. **Learn more**   🔒 Not currently available

LinkedIn Match
Enable to see how well an applicant matches your job requirements in your ATS. LinkedIn Match will also order applicants by their match for the role, so well-matched candidates appear at the top of the list.   🔒 Not currently available

Updated activation step

Set-up integration in Oracle Taleo Enterprise.*

Starting late September 2021, we will roll out a more user-friendly activation experience for LinkedIn Recruiter customers.*

a Admins can request to activate integrations all at once — across all packages — inside the onboarding widget.**

Please note: Default access level is contract level for sourcing packages versus company level for reporting and applicant management packages.
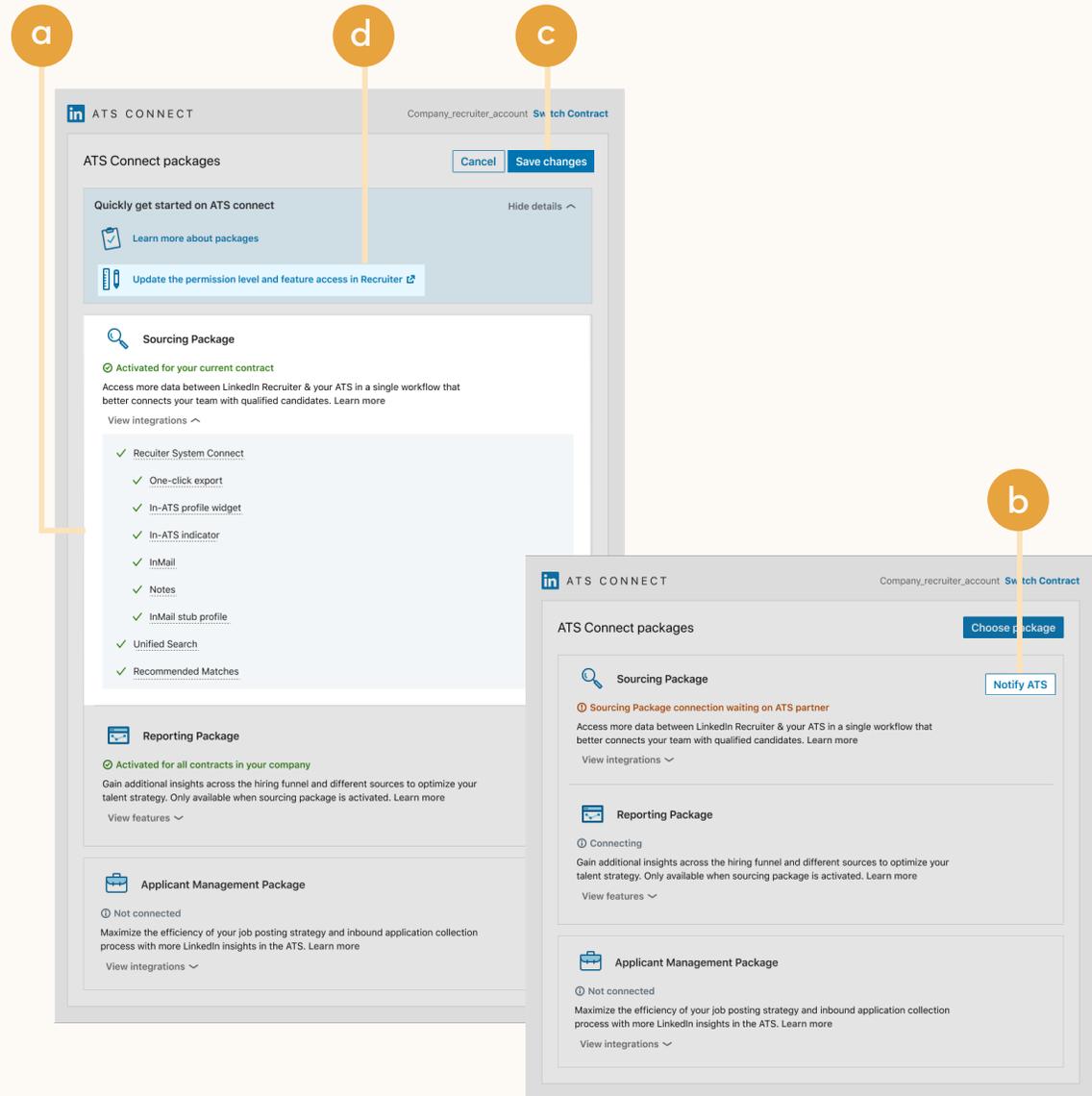
b (Optional) Connection not moving fast enough? Nudge partners with a notification.

c Hit **"Save Changes"** to confirm integration activation. Your integrations will be turned on at this point.

d You will be directed to recruiter settings to update access level and feature choices by clicking on the link below.

*Check with your ATS to ensure all features are enabled for you.

**If an integration package or feature is grayed out, it's either because your ATS is not offering it at this time or you don't have the permission to adjust this package. Check with your ATS to ensure all features are enabled for you or to request an integration.

a | **d** | **c**

in ATS CONNECT — Company_recruiter_account **Switch Contract**

ATS Connect packages — Cancel | Save changes

Quickly get started on ATS connect — Hide details ⌃

Learn more about packages

Update the permission level and feature access in Recruiter ↗

Sourcing Package
⊘ Activated for your current contract
Access more data between LinkedIn Recruiter & your ATS in a single workflow that better connects your team with qualified candidates. Learn more
View integrations ⌃

✓ Reciuter System Connect
✓ One-click export
✓ In-ATS profile widget
✓ In-ATS indicator
✓ InMail
✓ Notes
✓ InMail stub profile
✓ Unified Search
✓ Recommended Matches

Reporting Package
⊘ Activated for all contracts in your company
Gain additional insights across the hiring funnel and different sources to optimize your talent strategy. Only available when sourcing package is activated. Learn more
View features ⌄

Applicant Management Package
ⓘ Not connected
Maximize the efficiency of your job posting strategy and inbound application collection process with more LinkedIn insights in the ATS. Learn more
View integrations ⌄

b

in ATS CONNECT — Company_recruiter_account **Switch Contract**

ATS Connect packages — Choose package

Sourcing Package — Notify ATS
⚠ Sourcing Package connection waiting on ATS partner
Access more data between LinkedIn Recruiter & your ATS in a single workflow that better connects your team with qualified candidates. Learn more
View integrations ⌄

Reporting Package
ⓘ Connecting
Gain additional insights across the hiring funnel and different sources to optimize your talent strategy. Only available when sourcing package is activated. Learn more
View features ⌄

Applicant Management Package
ⓘ Not connected
Maximize the efficiency of your job posting strategy and inbound application collection process with more LinkedIn insights in the ATS. Learn more
View integrations ⌄

Step 7
Connect LinkedIn Recruiter to Oracle Taleo Enterprise.

a   Open your LinkedIn Recruiter Admin account in a new tab.

b   Scroll down to your Oracle Taleo Enterprise section.

c   Connect **"Company Level Access"**, **"Contract Level Access",** or both by clicking **"On"** for the desired access.

d   Activate 1-click export to quickly transfer simple candidate information to your ATS.

e   Activate the InMail Stub Profile API to create or update profiles in your ATS when a candidate consents to share their contact information with your company via InMail.

a **b**

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in Recruiter   Projects   Jobs   Reports   🔍 Start a new search here

Ethan Burton
Senior Technical Recruiter at Freshing

Admin settings

Switch contracts

Go to LinkedIn.com

Sign out

Company Settings
○ Usage overview
○ Job posting
○ Preferences

Recruiting Settings
○ Tags
○ Custom fields
○ Message templates
○ Custom pipeline

Advanced
● ATS integration

ATS Integration

📄 Oracle Taleo Enterprise
Application ID: 01234567

Contract Level Access
Enable all seats in this contract to have access to company level features, plus Notes, InMails, and History

Company Level Access
Enable all seats across all contracts to export LinkedIn profiles to your ATS and view ATS candidate info in Recruiter

Learn more about RSC

📄 Oracle Taleo Enterprise
Application ID: 01234567   Edit

Contract Level Access
Enable all seats in this contract to have access to company level features, plus Notes, InMails, and History   ○ On ● Off

Company Level Access
Enable all seats across all contracts to export LinkedIn profiles to your ATS and view ATS candidate info in Recruiter   ○ On ● Off

Learn more about RSC

RSC advanced settings

1 click export
Enable the member export feature across all contracts of your company, within Recruiter   ● On ○ Off

Inmail stub profile API
Enable all seats at your company/contract to export LinkedIn member profile information to the ATS, and create new candidate records when memebers consent to share profile and contract information   ● On ○ Off

c **e**

d

![LinkedIn Recruiter | ORACLE]

Step 8
Activate RSC in Oracle Taleo Enterprise.

a Go to the LinkedIn Recruiter System Connect page in Oracle Taleo Enterprise.

b Click **"Activate."**

c Read the legal agreement and click **"I Agree."** A history is kept of the user who agrees to the terms, the time and date of the agreement, and the IP address from which the agreement was made.

RSC is now active and data synchronization of requisitions, candidates, and job applications will begin. After initial setup synchronization is complete, a history event will be added confirming that the synchronization is completed.

Note: If the legacy Cross System Awareness service was enabled, this activation will automatically disable it.
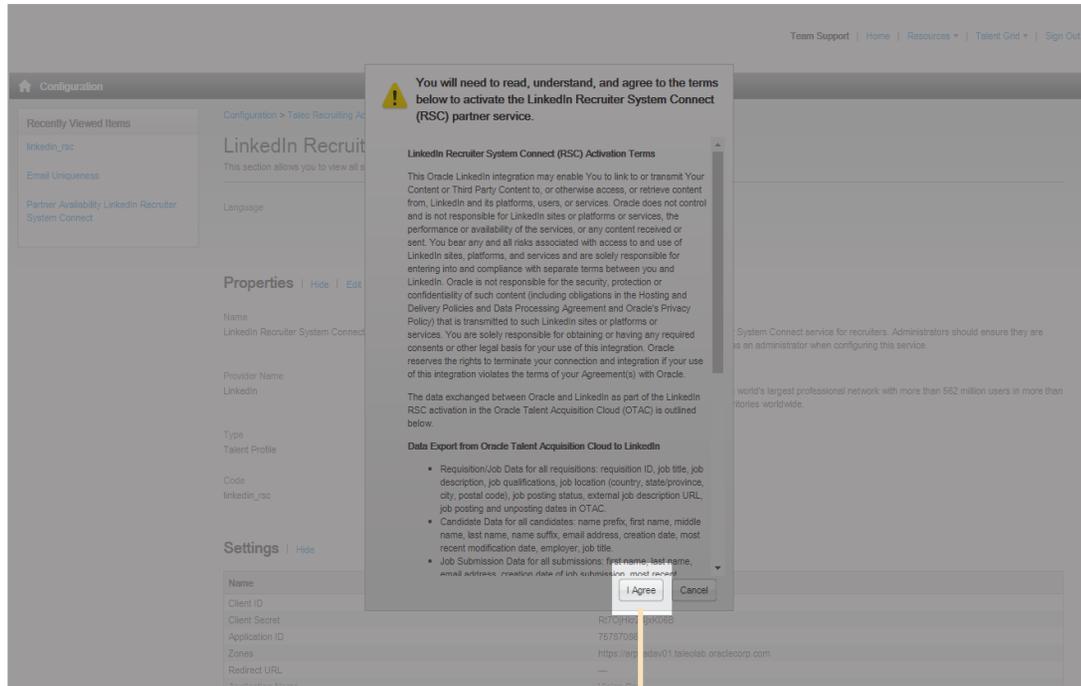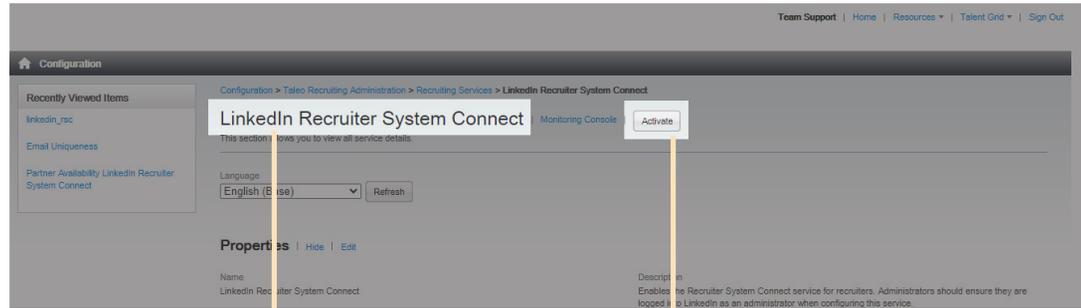
Step 9

Position the LinkedIn Member Profile column in candidate list.

The link to the Profile Widget will appear automatically on the expanded view of the Job Submission and the General Profile. For the candidate list formats, however, it must be added manually in the configuration.

a Go to **"Configuration"** > **"Recruiting Administration"** > **"List Formats"** > Select a list format.

b Add the **"LinkedIn Member Profile"** column to each list format.

Step 10
Grant permissions to use LinkedIn RSC

The activation in Step 9 will start the data exchange between Oracle Taleo Enterprise and LinkedIn Recruiter. It doesn't yet release the service to your users.

a Go to **"Configuration"** > **"SmartOrg"** > **"Administration"** > **"User Types"** > **Select a User Type** > **"Recruiting"** > **"Other."**

b Click **"Edit"** to enter edit mode.

c Grant the **"Connect LinkedIn account to user"** permission.

d Grant the **"Access the LinkedIn Profile Widget"** permission.

Please note: In order to enable the LinkedIn Profile Import feature, you must navigate to Recruiter Settings and select Company Level Access.
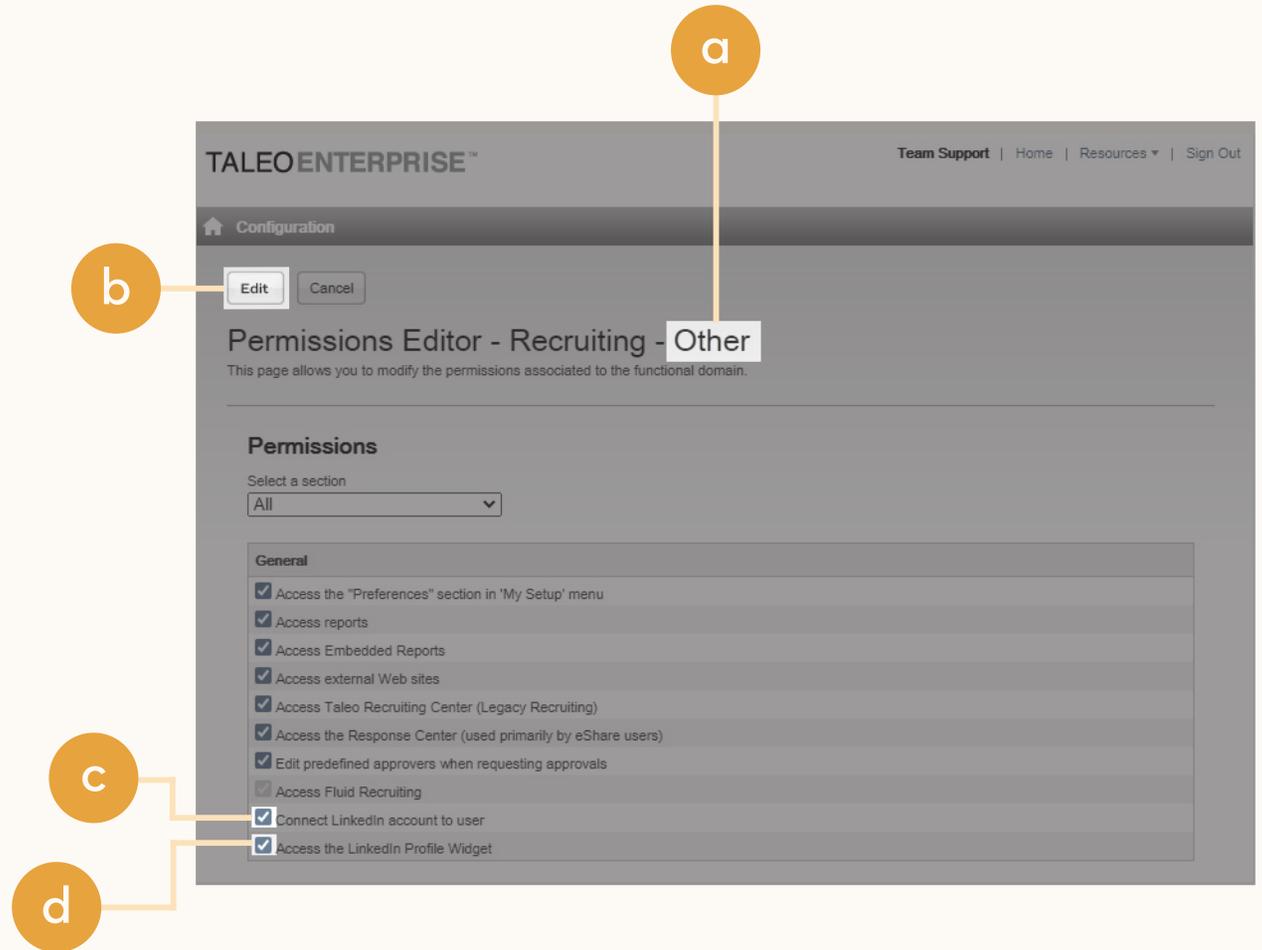
About these permissions:

Connect LinkedIn account to user
Granting this permission will show the capability for a recruiter to tether their LinkedIn Recruiter seat to their Taleo Enterprise user account in Fluid Recruiting. This permission should only be granted to those users who have LinkedIn Recruiter seat licenses granted to them.

Access the LinkedIn Profile Widget

Granting this permission will show the LinkedIn Profile Widget to end users in Taleo Enterprise. Depending on your arrangements with LinkedIn, access to the LinkedIn Profile Widget may be available to any user, or only those who have a LinkedIn Recruiter Seat.

TALEO ENTERPRISE™

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🏠 Configuration

Edit   Cancel

Permissions Editor - Recruiting - Other
This page allows you to modify the permissions associated to the functional domain.

Permissions
Select a section
All

General
☑ Access the "Preferences" section in 'My Setup' menu
☑ Access reports
☑ Access Embedded Reports
☑ Access external Web sites
☑ Access Taleo Recruiting Center (Legacy Recruiting)
☑ Access the Response Center (used primarily by eShare users)
☑ Edit predefined approvers when requesting approvals
☑ Access Fluid Recruiting
☑ Connect LinkedIn account to user
☑ Access the LinkedIn Profile Widget

With LinkedIn Recruiter and Oracle Taleo Enterprise working together, you can:

Get the same candidate data in both Recruiter and Oracle Taleo Enterprise, saving you time and keeping you up to date wherever you're working

View a candidate's LinkedIn profile with Oracle Taleo Enterprise and easily see which candidates are already in your Oracle Taleo Enterprise account

See all Recruiter notes and InMail messages in Oracle Taleo Enterprise for a complete view of your candidate interactions

Automatically create a profile within Oracle Taleo Enterprise when a candidate responds to an InMail message

Products and insights
talent.linkedin.com

Connect with us
linkedin.com

Get started
docs.oracle.com/rsc

Learn more
help.linkedin.com