



Recruiter System Connect

Customer success guide

Helping you make the most out
of LinkedIn Recruiter System Connect.



Recruiter System Connect

Recruiters spend countless hours each week working across two main tools to build winning teams: their applicant tracking system (ATS) and LinkedIn Recruiter. To effectively understand the candidate journey from source to hire, the need to capture and unify candidate interactions between these systems in a simple, easy manner is becoming increasingly important. That's where Recruiter System Connect (RSC) comes in. RSC connects your ATS with LinkedIn Recruiter to surface candidate data right within the sourcing workflow – driving efficiencies and saving time.

With RSC, talent acquisition teams can quickly see the full context of an applicant's past hiring journey, collaborate with colleagues, and reduce time spent switching back and forth between their ATS and LinkedIn Recruiter.

We're excited to walk you through the four key features of RSC and provide some tips for how to best integrate them within your sourcing workflow.



Past Applicant Spotlight

See which candidates from a LinkedIn Recruiter search are in your ATS.



In-ATS Indicator

View the context of a candidate's application history from the ATS in LinkedIn Recruiter.



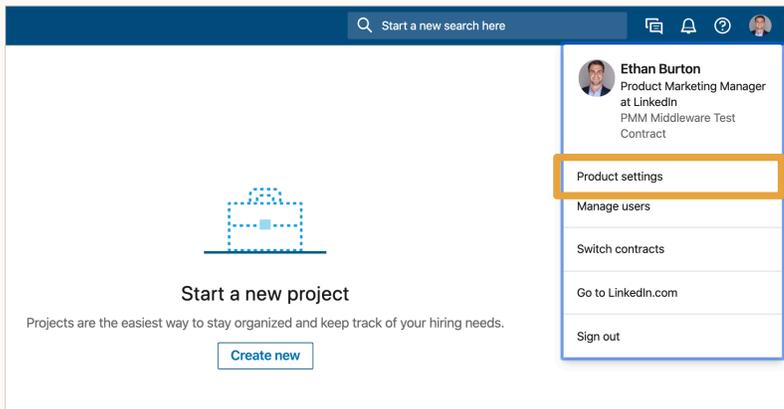
In-ATS Profile Widget

View up-to-date LinkedIn profile information for synced candidates in your ATS.

Activation

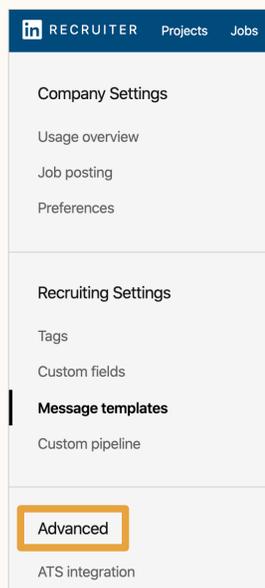
Step-by-step

First, let's walk through the activation process at a high level. For specific activation steps for your ATS, [visit our external microsite](#) and click on your ATS partner's logo. You'll find the appropriate guide there. *Note: activation can only be executed by your LinkedIn Recruiter Administrator.*

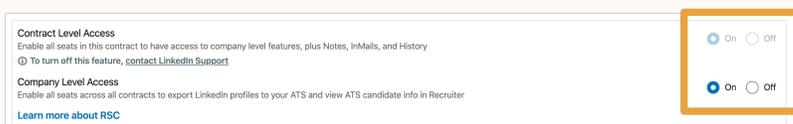


Click on your profile image in the upper right-hand corner of the LinkedIn Recruiter homepage, then go to your settings.

Your dropdown will show "Admin settings."



Once you're in your Admin settings, locate "ATS Integration" on the left-hand panel.



Locate your ATS provider and select contract- or company-level activation. Review [your ATS-specific activation guide](#) for instructions to activate within the ATS.

Past Applicant Spotlight and In-ATS Indicator

Functionality guide

Easily filter LinkedIn Recruiter searches by members who appear in your ATS and have advanced through an application cycle.

The screenshot shows the LinkedIn Recruiter search interface. On the left, there is a sidebar with filters. The 'Spotlights' filter is highlighted with an orange box and includes options like 'Engaged with talent brand (10)', 'Open to new opportunities (6.8M+)', 'Past applicants (50)', 'Are more likely to respond (9.1M+)', and 'Have company connections (0)'. The main area displays search results for '49M+ RESULTS'. Two candidate profiles are visible: Blake Burke and Kelsey Foster. Blake Burke's profile shows 'Current' and 'Past' job history, education, and a 'Spotlights' indicator for 'Open to new opportunities'.

From a LinkedIn Recruiter search, select “Past applicants” from the left-hand panel. Now you have access to a pipeline of candidates who have already expressed interest in your company and are therefore more likely to respond to InMail messages.

The screenshot shows a detailed profile for Mae Norris, an Account Manager at Freshing. The profile includes her current and past job history, education at California Institute of Technology, and activity metrics. At the bottom of the profile, there is an 'In ATS' indicator, which is highlighted with an orange box.

Look for "In-ATS" indicator. Hover your mouse over the indicator to gain a quick look into how this candidate shows up in your ATS.

“Your ATS” will be replaced with the name of your ATS partner. This indicator will show on search results without the Past Applicant Spotlight enabled.

The screenshot shows the tooltip that appears when hovering over the 'In ATS' indicator. It displays the candidate's ATS profile information, including their email address (mnorris@gmail.com), job history (1 active, 3 past jobs), and a specific job listing for 'Senior Account Manager - JX1200' with a phone screen on January 8, 2018. It also shows a recent connection with Rebekkah Morris on October 22, 2016, and a 'View all' link at the bottom.

Clicking “View all” will open a slide-out pane to highlight this member’s ATS data on their LinkedIn profile.

ATS data on LinkedIn profiles

Functionality guide

View how a candidate shows up in your ATS directly from their LinkedIn profile page.

Mae Norris · 3rd
Account Mangers • SF (FYQ1)
Freshing · California Institute of Technology
Greater Chicago Area · Technology · 345
✉ mnorris@gmail.com (primary)
☎ (312) 123-4567 (mobile)

Message ...

In 1 active project • In ATS • 1 job • ATS profile Exported July 12, 2018

Account Mangers • SF (FYQ1) Contacted • July 12, 2018
Account Mangers • July 12, 2018 In your ATS

Profile Projects (0) **ATS (1)** Messages (2) Feedback (1) Attachments (0) Recruiting >

Export summary Not seeing profiles in your ATS?

Export complete - Senior Account Manager - JX1200 July 12, 2018
Tochi Nwachukwu

[See more](#) ▾

Profile information

[Mae Norris](#)

ATS ID: 12345
Account manager • Freshing
✉ mnorris@gmail.com

[See more](#) ▾

Jobs & feedback

Senior Account Manager - JX1200 Active • Notes (1) ▾
Phone screen • January 8, 2018

Account Manager - JX2320 Closed • Feedback (3) • Notes (1) ▾
On-site Interview • November 12, 2016
Phone screen • November 1, 2016
In review • October 15, 2016
Applied • September 28, 2016

Notes

Rebekkah Morris
In review • October 22, 2016
Mae would be a good culture fit at our company. She has a very amicable personality where I could see her fit well in multiple roles. Let's keep her in mind for future roles if not selected.

Feedback

Jordan Lee
Phone screen • November 6, 2016
Mae is very personable and she would do well here. I definitely had some questions about her past experience, it sounded like things didn't go very well at her last position. That could have been out of her hands though, given the way she described it and she seemed to have a good attitude about the whole thing. She seems to have grown a... [View more](#)

Samantha Watson
Onsite interview • November 12, 2016
Mae seems very experienced and ready for the next step in her career. We discussed current pain points on the team and I was impressed by her creative thinking skills. She would be a great culture fit and would suggest we move forward!

Greg Jackson
Onsite interview • November 12, 2016
Mae has a great personality and seems very qualified - I would like to bring her in again to meet the rest of the team ahead of making any decisions. I'd like for the rest of the group to weigh in on her past experience to ensure they are in agreement.

Sales - SB220 Closed ▾
Review • April 23, 2016

A snapshot of how the LinkedIn member shows up in the ATS is accessible from the profile header.

The profile page can be filtered to only show ATS data.

“ATS” will be replaced by the name of your provider.

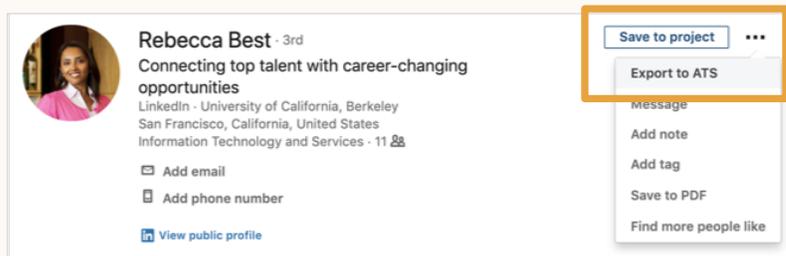
Past jobs hosted in the ATS that this candidate applied to are shown, aligned to interview feedback and notes from colleagues. Leverage this information to influence your next outreach decision without leaving LinkedIn.

If you cannot see interview feedback and notes from the ATS on a candidate in Recruiter after being synced via RSC, your ATS provider has elected not to provide this functionality.

One-Click Export

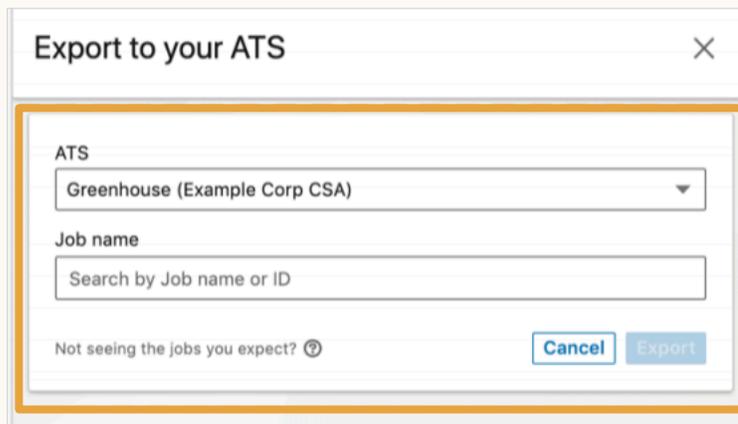
Functionality guide

RSC users can quickly export stub LinkedIn profile information* to their ATS for members who provide consent in their LinkedIn settings. Once exported, a LinkedIn profile widget is attached to the candidate's ATS record (see [In-ATS Profile Widget](#)), displaying a live view into LinkedIn profile info.



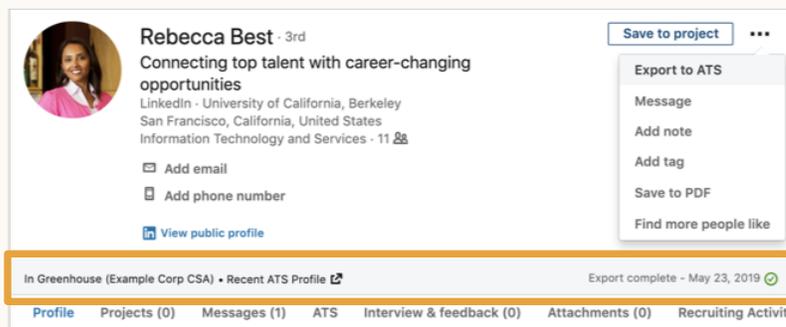
Navigate to any member profile and expand the ellipsis to find the “Export to ATS” action to the right of their profile image.

Can't see this option? Functionality will not be available for members who do not consent to sharing info with third parties in their LinkedIn profile settings.



Begin typing the name of any job requisition in your ATS and select which you'd like to add the member to. Then, simply click "Export" to initiate the sync.

Use more than one ATS? No problem! Make sure you use the ATS dropdown field to select the appropriate export location.



In seconds, stub profile information* is sent to your ATS and you are notified beneath the profile header.

**Stub profile information includes current employer, name, profile URL, location, and member ID.*

One-Click Export (cont.)

Functionality guide

We've included this functionality in the Pipeline Builder and Recruiter search views as well, to better incorporate candidate export within your workflow.

The screenshot shows the LinkedIn Recruiter interface in the Pipeline view. The top navigation bar includes 'RECRUITER', 'Projects', 'Jobs', and 'Reports'. The main header displays 'Director of Recruiting' at 'PMM Middleware Test Company' in the 'San Francisco Bay Area'. Below this, there are tabs for 'Talent pool', 'Pipeline', and 'Project settings'. A search bar is present with the text 'Start a new search here'. On the left, a sidebar shows 'My pipeline' with 'All active candidates (1)' and 'Archived candidates (0)'. The main area shows a search for '1 RESULT' with a search bar and a list of candidates. The first candidate is 'Rebecca Best', a 'Senior Recruiter at LinkedIn' from 2018 to Present. A dropdown menu is open over her profile, showing options: 'Message', 'Move to...', 'Export to ATS', 'Share for review', 'Save to another project', 'Add note', 'Archive', 'Save to PDF', and 'Find more people like'. The 'Export to ATS' option is highlighted with an orange box.

From the Pipeline view, expand the ellipsis and select "Export to ATS."

The screenshot shows the LinkedIn Recruiter search view. The top navigation bar is the same. The main header shows 'Showing results for' with a search bar and a list of filters: 'Custom filters', 'Spotlights', 'Job titles', and 'Locations'. The main area shows a search for '1 RESULT' with a search bar and a list of candidates. The first candidate is 'Rebecca Best', a 'Senior Recruiter at LinkedIn' from 2018 to Present. A dropdown menu is open over her profile, showing options: 'Save to project', 'Export to ATS', 'Message', 'Add note', 'Add tag', 'Save to PDF', and 'Find more people like'. The 'Export to ATS' option is highlighted with an orange box.

The Recruiter search view allows for the same flow.

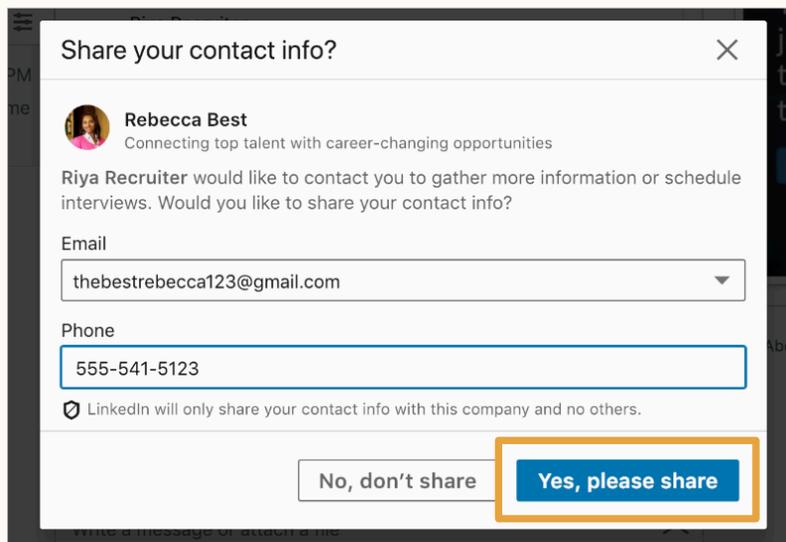
The screenshot shows the LinkedIn Recruiter search view with the 'Export to your ATS' dialog box open. The dialog box has a title bar 'Export to your ATS' and a close button. It displays the candidate's profile information: 'Rebecca Best', 'Senior Recruiter at LinkedIn', and 'Connecting top talent with career-changing opportunities'. Below this, there is a 'Job name' field with a search bar and the text 'Search by Job name or ID'. At the bottom of the dialog box, there is a message 'Not seeing the jobs you expect?' and two buttons: 'Cancel' and 'Export'. The 'Export' button is highlighted with an orange box.

In both scenarios, the same export flow from the profile view will follow.

One-Click Export (cont.)

Functionality guide

Stub member profile information* will also be exported to the ATS after receiving an InMail response from a candidate. After responding, LinkedIn members will be given the option to share their email addresses and phone numbers with RSC users as well. If they do not provide consent, their contact information will not appear in your ATS.



Share your contact info?

Rebecca Best
Connecting top talent with career-changing opportunities

Riya Recruiter would like to contact you to gather more information or schedule interviews. Would you like to share your contact info?

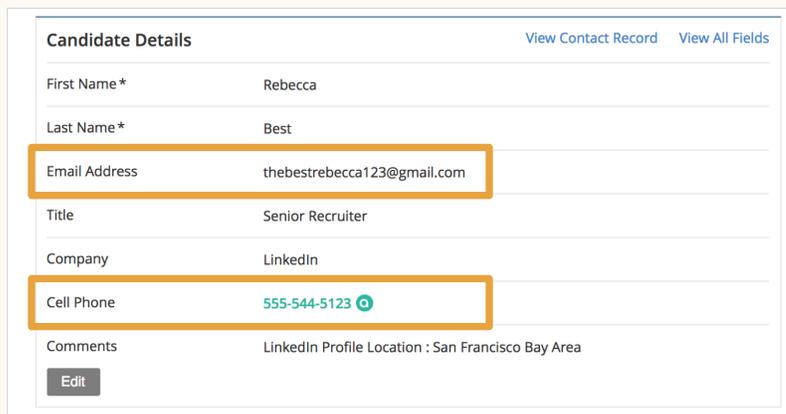
Email
thebestrebecca123@gmail.com

Phone
555-541-5123

LinkedIn will only share your contact info with this company and no others.

No, don't share Yes, please share

After sending an InMail to a LinkedIn member not yet synced to your ATS via RSC, the system will prompt them with this message.



Candidate Details [View Contact Record](#) [View All Fields](#)

First Name*	Rebecca
Last Name*	Best
Email Address	thebestrebecca123@gmail.com
Title	Senior Recruiter
Company	LinkedIn
Cell Phone	555-544-5123
Comments	LinkedIn Profile Location : San Francisco Bay Area

Edit

Should the candidate select “Yes, please share” above, their email address and phone number will be viewable from their candidate record in your ATS.

*Stub profile information includes current employer, name, profile URL, location, and member ID.

ATS example – view may differ depending on your ATS.

In-ATS Profile Widget

Functionality guide

Part of the RSC activation process includes syncing LinkedIn member profiles with candidates stored in your ATS (using email addresses). For each match, a widget containing live LinkedIn profile information will be created in the ATS, aligned to the candidate's existing record. After activation, these widgets can be created via [One-Click Export](#) or [InMail response](#) as shown previously.

ACTIVE CANDIDATE

Project Manager

Catherine Silva Applied on September 6, 2017

CSilva@gmail.com LinkedIn Recruiter

PROFILE INTERVIEWS DISCUSSIONS ASSESSMENTS EMAILS DOCUMENTS

View in Recruiter

Save to project Send InMail Update me

Catherine Silva · 2nd
Project Manager at LinkedIn
Greater Chicago Area | Computer Software

Current Project Manager at LinkedIn
Previous Project Manager at Mintone
Project Manager at 44Elk

Education Georgia Institute of Technology

Email CSilva@gmail.com

Website Portfolio

Not the right profile? Change contract

Connection path
You → Gabriel Francis → Catherine Silva

Show more

Team activities

Viewed by Roberto Harrison
January 8, 2014, 9:21 AM

Saved to Project by John Smith
January 8, 2014, 9:00 AM

ATS example – view may differ depending on your ATS.

After a candidate is synced via RSC, find their record in your ATS and click the "LinkedIn" tab.

Various LinkedIn actions are now accessible from the ATS, including "Update me," which notifies your Recruiter feed when candidates make changes to their LinkedIn profiles.

You can manually sync ATS profiles to LinkedIn members if a match was made in error.

View how your colleagues have interacted with this candidate on LinkedIn to avoid duplicate outreach.

In-ATS Profile Widget. (cont.)

Functionality guide

Scrolling down on the profile widget provides more insight into key LinkedIn profile information without ever having to leave your ATS.

Skills

- Project Management
- Product Management
- Product Strategy
- Product Marketing
- Business Analysis
- Product Launch
- Data Analysis
- Agile Methodologies
- Software Development
- Cross-functional team leadership
- Team management

▼ Show more ▼

Recommendations



Barbara Allen
Software Engineer at Acme
"Catherine Silva is an amazing person who I trust can accomplish anything she puts her mind to."

InMail

TO	FROM	SUBJECT	DATE
Catherine Silva	Erik Robinson	Interested in Chatting?	Sept 29, 2017
Catherine Silva	Fanny Sharp	Want to change the world?	Sept 29, 2017

Notes

Rebecca Morrison
October 15, 2016, 12:12 pm
Follow up with Catherine in 3 months (September 1st)

Barry McCarthy
October 15, 2016, 12:12 pm
Not quite ready for a move but interested in the role, suggest having her talk to the hiring manager

In addition to work history and education, view detailed profile information such as skills and recommendations to gain more context on the candidate without leaving your ATS.

View InMail and notes from LinkedIn Recruiter on candidates to leverage colleague input in your outreach decision.

ATS example – view may differ depending on your ATS.

LinkedIn RSC

Here's why recruiters love it.

1. Save 3 hours per recruiter, per week.

RSC users report having more time during the day due to new efficiencies in their workflows that weren't possible before RSC activation. These include the ability to minimize the number of tabs they have open, less switching back and forth between their ATS and LinkedIn Recruiter, and a decline in the number of administrative activities on their daily agendas, which allows them more time to breathe and focus on more strategic activities to build winning teams.

2. Avoid unnecessary outreach.

How many times have you reached out to the same candidate who has already spoken with one of your colleagues? We know how this impacts your efficiency as a recruiter, so we built the In-ATS Indicator to help! By viewing ATS candidate history in Recruiter, you can see exactly who from your company has spoken with each candidate, allowing you to act off the latest information and avoid reaching out to the same candidate multiple times.



LinkedIn RSC

Here's why recruiters love it.

3. Quickly access the strongest pipelines.

We know how lengthy your candidate searches in LinkedIn Recruiter can be, especially when trying to find that needle in a haystack for a specialized position. That's why we built the Past Applicant Spotlight – to give you direct access to LinkedIn members who have already interviewed with your company and are stored in the ATS. By quickly filtering by "Past applicants" in LinkedIn Recruiter, you can see candidates who have already expressed interest in your company, and are therefore more likely to respond to your InMail. These InMails become much warmer when you're able to reference your initial message to the candidate.

4. Boost internal collaboration.

Starting from scratch when reaching out to candidates can be difficult. Being able to lean on colleagues who have spoken with them already makes it easier. That's why RSC power users leverage the In-ATS Indicator to their advantage before reaching out. Colleagues can provide context not found on LinkedIn that supports your next outreach decision. Even further, you can gather some tips about what excited a particular candidate in the past and fold them into your next InMail.



LinkedIn RSC

Here's why recruiters love it.

5. Reduce external validation.

Candidate profiles can become stale very quickly in today's fast-paced talent market. Keeping up to speed means constantly validating ATS profiles with information on LinkedIn. Wouldn't it be great to be able to land on a candidate's profile in the ATS one week, one month, or even one year after they were submitted and trust that the information is current? With the In-ATS Profile Widget, recruiters can trust the data in their ATS and use the time they once spent on validation for more productive activities.





What ATS data is required to power RSC?

There are generally three types of ATS data sets required for RSC functionality, which are securely transferred from your ATS system via LinkedIn APIs.

1. **Job posting data** empowers recruiters to easily link candidates they're considering in LinkedIn to their ATS and match them with the correct job requisition.

- Job posting data includes the job posting title, date, current state of the job posting (ex: open, closed, etc.), job posting URL, a description of the job posting, and the unique job posting ID within the ATS.

2. **Application data** identifies candidates that applied to your company's job requisitions in the past and powers the Past Applicant Spotlight in LinkedIn Recruiter.

- Application data includes first and last name of the applicant, candidate email address, ATS job posting name and timestamp, application source resume data (ex: PDF), and the stage in which the candidate dropped off from the hiring process.
- Interview feedback, resumes, and notes are optional data you can share through RSC, and are used to provide a quick view of that information inside LinkedIn Recruiter.

3. **Candidate identity data** matches candidates you're considering in LinkedIn Recruiter with candidates in the ATS.

- Candidate data includes first and last name of the candidate, the unique identifier of the candidate within the ATS, the candidate's email address, and the timestamp of the candidate in the ATS.

Your data: secure.

You're the data controller of ATS personal data shared with LinkedIn as defined in the [LinkedIn Subscription Agreement](#) (or your governing LinkedIn Subscription Agreement with LinkedIn), and of the copy of LinkedIn member stub profile data, if any, exported to your ATS via RSC. Learn more about RSC data usage [here](#).

Questions?

Below you'll find a number of resources geared to help you master RSC and implement incredible efficiencies into your daily sourcing workflow. If you have questions not addressed by the resources below, please reach out to your LinkedIn Customer Success Manager.

Additional resource links:

1. [RSC customer microsite](#)
See your ATS-specific options for RSC.
2. [RSC data protection microsite](#)
Learn more about the industry-leading security practices at LinkedIn.
3. LTSATSIntegrations@LinkedIn.com
Use this email alias for any technical support needs.
4. [RSC general FAQ](#)
Check out this LinkedIn Help Center article.
5. [Exporting candidates to ATS](#)
Find guidance in this LinkedIn Help Center article.
6. [RSC Activation Help Center article](#)
Find out more from this LinkedIn Help Center article.
7. [RSC data usage and GDPR compliance](#)
Read this LinkedIn Help Center article.



Thank you for
being a valued
customer!