

LinkedIn ATS Integrations

Connect LinkedIn Recruiter & Jobs to Oracle Taleo Enterprise

Discover a simplified, insights-driven workflow that helps you engage more qualified candidates faster.

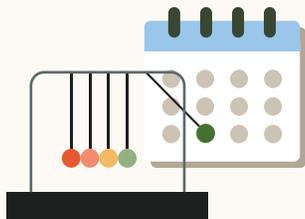


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Spend more time on people, not process.

Discover the one integration suite that can save your team time so you can focus on what matters most — hiring the right people.



Save time

Quickly access all the information you need without switching between platforms.



Hire qualified candidates

Attract the most qualified candidates and move them through the hiring funnel faster.



Make informed decisions

Strengthen your hiring strategy with relevant candidate insights and data-driven reports.

Pricing: LinkedIn ATS Integrations are provided by LinkedIn at no additional cost if you hold a full Recruiter seat. Some ATS providers may charge a fee for certain integrations.

Integrations for all of your hiring needs

LinkedIn ATS Integrations help you stay efficient at every stage of the hiring process.



Sourcing package

Work seamlessly across Recruiter and your ATS to find qualified candidates faster.

Recruiter System Connect

Connect your ATS to LinkedIn Recruiter to access information when and where you need it, without having to switch between platforms.

Unified Search

Search and message candidates across both your ATS and the LinkedIn network directly from your ATS.

Recommended Matches

Discover candidate recommendations based on job descriptions you post in your ATS.



Reporting package

Understand your sourcing and hiring activities across your entire funnel.

ATS-Enabled Reporting

Gain insight across your end-to-end hiring funnel to optimize where you spend your time and to understand the value of all your sources, including LinkedIn.



Apply package

Streamline the job posting and application processes so you can focus on the most qualified candidates.

Apply Connect

Attract more applicants with a seamless candidate experience and real-time job postings, then use insights to evaluate applicants in your ATS.

Apply with LinkedIn

Let candidates apply to jobs on your career site using their LinkedIn profile information.

Whatever stage your candidates are at, LinkedIn ATS Integrations can move them through the funnel faster with these packaged solutions.

Sourcing package

Recruiter System Connect – [Get started](#) ↓

- ✓ Identify which candidates are already in your ATS when searching in Recruiter
- ✓ Filter LinkedIn searches by existing ATS candidates
- ✓ Access ATS candidate history and status on Recruiter profiles
- ✓ Export limited LinkedIn profiles to your ATS
- ✓ View real-time LinkedIn profile information for candidates in your ATS
- ✓ Send messages and view LinkedIn Notes and InMail from within your ATS

Unified Search – [Get started](#) ↓

- ✗ Search candidates across both your ATS and the LinkedIn network directly from your ATS

Recommended Matches – *Coming soon!*

- ✗ Get LinkedIn candidate recommendations for jobs in your ATS

Reporting package

ATS-Enabled Reporting – [Get started](#) ↓

- ✓ Optimize your strategy with full-funnel activity insights from the Hiring Funnel Report
- ✓ Evaluate different candidate sources with the Source Report
- ✓ Understand the impact of your LinkedIn activity with LinkedIn Touch Attribution
- ✓ Use industry benchmarks to compare against industry peers

Apply package

Apply Connect – [Get started](#) ↓

- ✗ Post jobs from your ATS to LinkedIn in real time
- ✗ Allow candidates to apply to jobs from any device without leaving LinkedIn
- ✗ Get applications from LinkedIn delivered directly to your ATS
- ✗ Incorporate screening questions from your ATS into your LinkedIn applications
- ✗ View real-time LinkedIn profiles and applicant insights in your ATS
- ✗ Receive LinkedIn skills data about applicants
- ✗ Send application status updates to candidates with automated notifications

Apply with LinkedIn

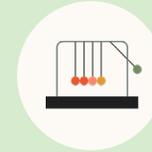
- ✓ Let candidates apply to jobs on your career site using their LinkedIn profile information

Sourcing package

Recruiter System Connect (RSC)

Connect your ATS with LinkedIn Recruiter to access candidate information, boost collaboration, and view more applicant data in both Recruiter and Oracle Taleo Enterprise without having to switch between platforms.

- 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 Oracle Taleo Enterprise from Recruiter
- See all Recruiter notes and InMail messages in Oracle Taleo Enterprise for a complete view of your candidate interactions
- Automatically create or update a profile within Oracle Taleo Enterprise when a candidate responds to an InMail message
- Activate RSC to pave a path for easier activation of other powerful LinkedIn ATS Integrations



Save time now that you're connected



Connect at no additional cost



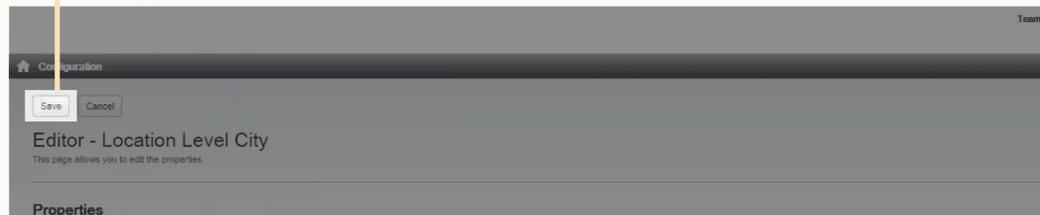
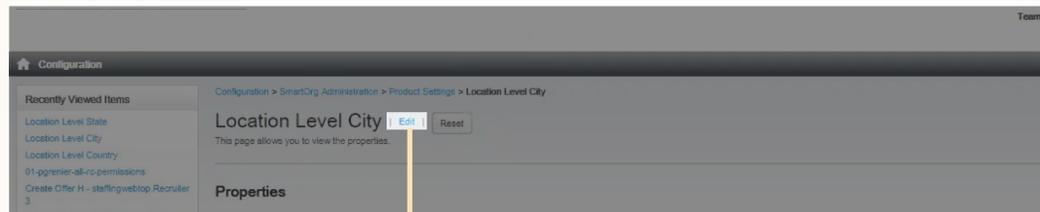
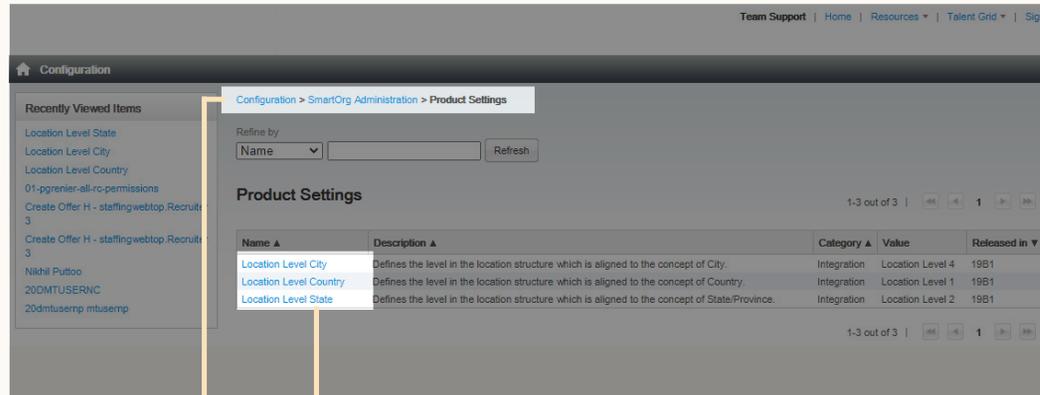
RSC is secure and GDPR compliant



Easy setup for administrators

Step 1 of 9 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 how the cities, states/ provinces, and countries are configured.
- d Click **“Save.”**

Step 2 of 9 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.”**

The screenshot shows the 'Configuration' page for 'Taleo Recruiting Settings'. A search filter is set to 'Name' with the value 'uniqueness'. A table titled 'Settings' displays the configuration for 'Email Uniqueness'.

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

Callout 'a' points to the breadcrumb navigation: Configuration > Recruiting > Settings.

Callout 'b' points to the 'Email Uniqueness' setting in the table.

Callout 'c' points to the 'Yes' value in the 'Value' column of the table.

Step 3 of 9 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.

The image displays two screenshots from the Oracle Talent Management Cloud interface, illustrating the steps to connect a zone to LinkedIn.

Left Screenshot (Step a): Shows the "Configuration" page for "Taleo Recruiting Administration". The "Recruiting Services" section is highlighted, and the "LinkedIn Recruiter System Connect" service is visible in the list.

Right Screenshot (Steps b, c, d): Shows the "LinkedIn Recruiter System Connect" configuration page. The "Settings" table is visible, containing the following data:

Name	Value
Client ID	---
Client Secret	---
Application ID	---
Zones	---
Redirect URL	---
Application Name	---
Organization	---
Comments	---
Linkedin Contacts	---
Customer Support Email Address	---

Below the table, there is a "Data Synchronization" section with options for "Synchronize a universal data set" (checked) and "Synchronize a limited data set". At the bottom, there is a "Zones URL" field and a "Connect to LinkedIn" button.

Step 4 of 9 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.”**

The screenshot shows the configuration page for the LinkedIn Recruiter System Connect service. The page is titled "Configuration" and has "Save" and "Cancel" buttons at the top. The main heading is "LinkedIn Recruiter System Connect" with a sub-heading "This section allows you to modify the service properties." Below this, there is a "Language" dropdown set to "English (Base)" and a "Refresh" button. The "Properties" section contains a table with the following data:

Name	Description
LinkedIn Recruiter System Connect	Enables the Recruiter System Connect service for
Provider Name	Provider Description
LinkedIn	LinkedIn operates the world's largest professional r
Type	Status
Talent Profile	Inactive
Code	Connection Status
linkedin_rsc	Suspended

The "Settings" section is expanded, showing a table with the following data:

Name	Value
Client ID	---
Client Secret	---
Application ID	---
Zones	---
Redirect URL	---
Application Name	---
Organization	---
Contracts	---
Enabled Contracts	---
Customer Support Email Address	---

Below the settings table, there is a "Data Synchronization" section with two radio buttons: "Synchronize a universal data set" (selected) and "Synchronize a limited data set". There are also several "Update" buttons for the "Zone URL(s)", "Redirect URL", "Application Name", and "Customer Support Email Address" fields. Callout 'a' points to the "Configuration" header, callout 'b' points to the "LinkedIn Recruiter System Connect" heading, callout 'c' points to the "Application Name" field which contains "Vision Corp.", and callout 'd' points to the "Update" button below it.

Step 5 of 9 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.”**

The screenshot shows the configuration page for 'LinkedIn Recruiter System Connect'. It includes a 'Configuration' header with 'Save' and 'Cancel' buttons. Below is a 'Properties' section with fields for Name, Provider Name, Type, Code, Description, and Provider Description. A 'Settings' section is visible below, containing a table of configuration parameters.

Callout 'a' points to the 'Configuration' header. Callout 'b' points to the 'LinkedIn Recruiter System Connect' title. Callout 'c' points to the 'Data Synchronization' section. Callout 'd' points to the 'Synchronize a universal data set' radio button.

Name	Value
Client ID	---
Client Secret	---
Application ID	---
Zone	---
Redirect URL	---
Application Name	---
Organization	---
Contracts	---
Enabled Contracts	---
Customer Support Email Address	---

Step 6 of 9 Set up Recruiter System Connect in Oracle Taleo Enterprise.*

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

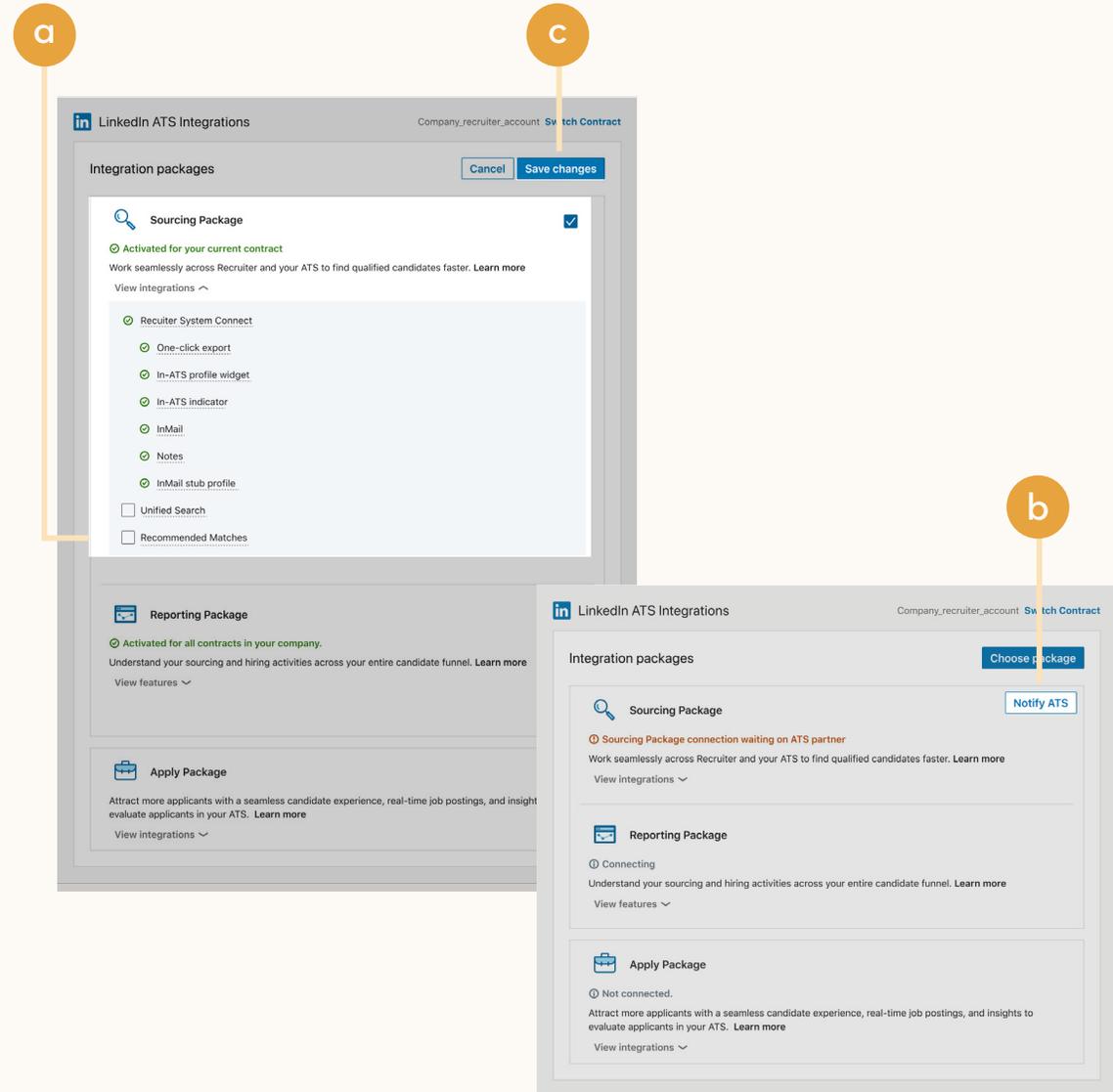
Please note: Default access level is contract level for sourcing packages versus company level for reporting and applicant management packages.

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.

*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.

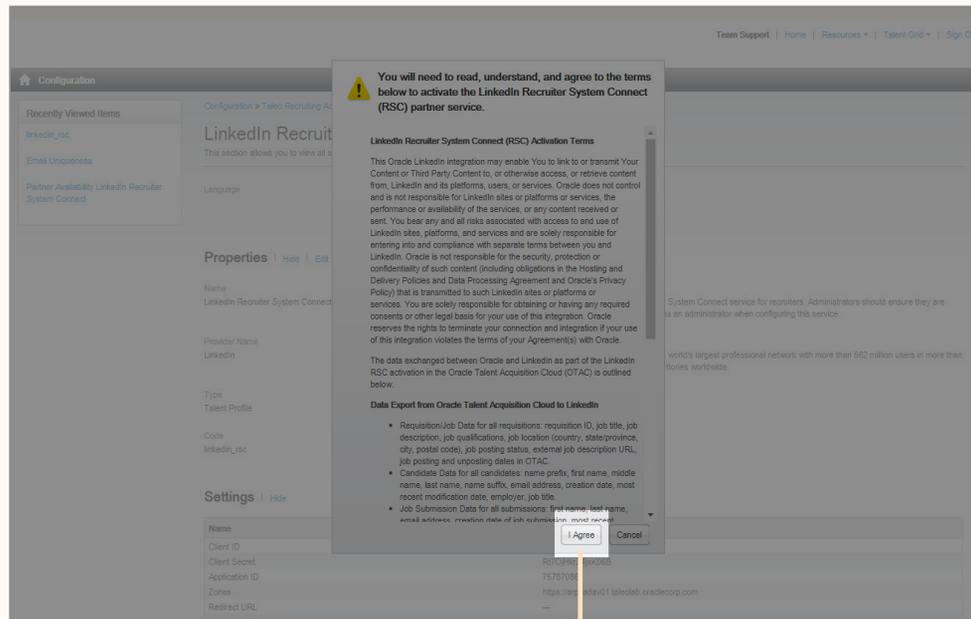
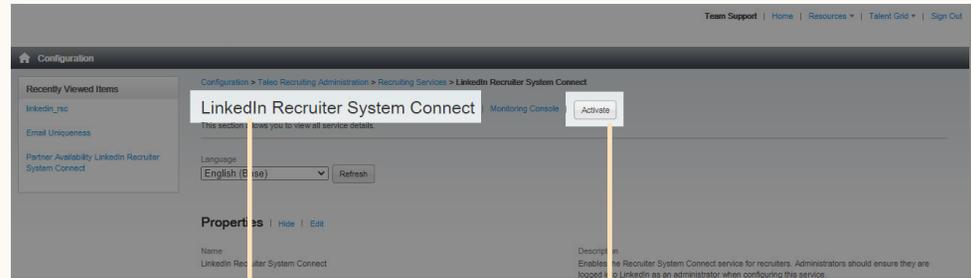


Step 7 of 9 Activate RSC in Oracle Taleo Enterprise.

- 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 8 of 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”** and select a list format.
- b Add the **“LinkedIn Member Profile”** column to each list format.

The screenshot shows the 'Format Details' configuration page. The 'Columns and Sorting' section contains a table with the following data:

Displayed	Sequence Number	Column Name	Short Name	Icon	Sort by	Then by	Then by
<input checked="" type="checkbox"/>	1	Item requiring attention	Item requiring attention	🚩	▲	▲	▲
<input checked="" type="checkbox"/>	2	Disqualification Question Result	Result	⊗	▲	▲	▲
<input checked="" type="checkbox"/>	3	Candidate File Identifier	Candidate		▲	▲	▲
<input checked="" type="checkbox"/>	4	Requisition ID and Title	Req. ID, Title		▼	▲	▲
<input checked="" type="checkbox"/>	5	Selection Step	Step		▲	▲	▲
<input checked="" type="checkbox"/>	6	Selection Step and Status and Icon	Step, Status,		▲	▲	▲
<input checked="" type="checkbox"/>	7	LinkedIn Member Profile		in	▲	▲	▲
<input checked="" type="checkbox"/>	8	Candidate Attachments		📎	▲	▲	▲
<input checked="" type="checkbox"/>	9	Internal Candidate Icon		🏠	▲	▲	▲
<input checked="" type="checkbox"/>	10	Referred Candidate Icon		👤	▲	▲	▲
<input checked="" type="checkbox"/>	11	In at Least One Selection Process Icon		📌	▲	▲	▲
<input checked="" type="checkbox"/>	12	ACE Candidate Icon		★	▲	▲	▲
<input checked="" type="checkbox"/>	13	Submission Creation Date	Submission Creation		▲	▲	▲
<input type="checkbox"/>	-	Address (line 1)	Address (line 1)		▲	▲	▲
<input type="checkbox"/>	-	Address (line 2)	Address (line 2)		▲	▲	▲
<input type="checkbox"/>	-	Advance Notice	Advance Notice		▲	▲	▲
<input type="checkbox"/>	-	Cellular Number	Cellular Number		▲	▲	▲
<input type="checkbox"/>	-	City	City		▲	▲	▲
<input type="checkbox"/>	-	Competency Rating	Competency Rating		▲	▲	▲
<input type="checkbox"/>	-	Complete Submission Indicator	Submission Completed		▲	▲	▲
<input type="checkbox"/>	-	Completed Questionnaires	Completed		▲	▲	▲

Step 9 of 9 Grant permissions to use LinkedIn RSC

The activation in Step 7 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.

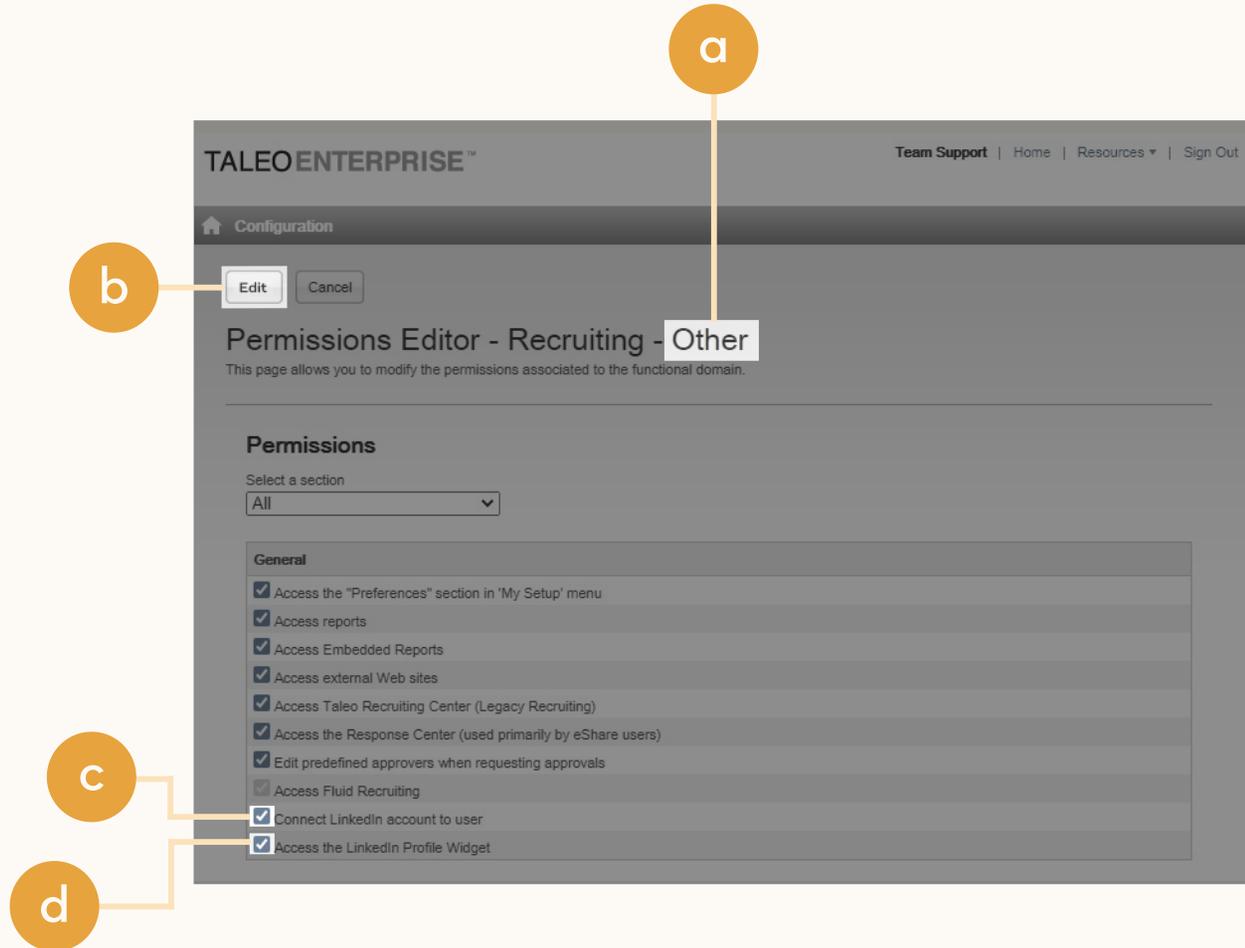
About these permissions:

Connect LinkedIn account to user

Granting this permission will show the capability for a recruiter to tether their LinkedIn Recruiter seat to their Oracle 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 Oracle 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.



Sourcing package

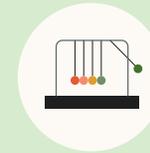
Unified Search

Save time by searching and sourcing from Oracle Taleo Enterprise and LinkedIn simultaneously. Access Oracle Taleo Enterprise candidate records not found on LinkedIn and explore LinkedIn outside your ATS, covering all your bases. Save candidates to a job and send InMail messages without leaving Oracle Taleo Enterprise.

Note: You must activate [Recruiter System Connect \(RSC\)](#) to integrate Unified Search.

✘ **This integration currently isn't available with Oracle Taleo Enterprise.**

Want this integration? Reach out to your Oracle Taleo Enterprise rep.
Or, you can [let us know](#) you're interested in this integration.



Save time with less searching



Find candidates across networks



Engage directly from Oracle Taleo Enterprise

Sourcing package

Recommended Matches

Let LinkedIn do the work for you. Discover candidate recommendations based on job descriptions you post in your ATS. Save your favorite candidates, send them InMail messages, and easily archive candidates from your ATS. Matches continually improve with each use.

Note: You must activate [Recruiter System Connect \(RSC\)](#) to integrate Recommended Matches.

Coming soon!



Get automatic recommendations



Discover qualified candidates faster



Engage directly from Oracle Taleo Enterprise

Reporting package

ATS-Enabled Reporting

Gain insight across your end-to-end hiring funnel to optimize where you spend your time and understand the value of all your sources, including LinkedIn. This integration is available for any customer who has activated RSC.



Gain more actionable insights



Discover valuable sources



Make more informed decisions

Set up ATS-Enabled Reporting in Oracle Taleo Enterprise.

You must first activate [Recruiter System Connect \(RSC\)](#) and synchronize your data to activate ATS-Enabled Reporting.

- a In the onboarding widget, select the **“Reporting Package”** to activate ATS-Enabled Reporting.
- b Click **“Save changes”** to confirm integration activation. Your integration will be turned on at this point.

The screenshot displays the 'LinkedIn ATS Integrations' page for a 'Company_recruiter_account'. At the top right, there is a 'Switch Contract' link. Below this, the 'Integration packages' section contains three items:

- Sourcing Package:** Indicated as 'Activated for your current contract' with a checked checkbox and a 'View integrations' dropdown.
- Reporting Package:** Indicated as 'Activated for all contracts in your company.' with a checked checkbox and a 'View features' dropdown. An orange callout 'a' points to this package.
- Apply Package:** Not activated, with an unchecked checkbox and a 'View integrations' dropdown.

At the top right of the integration list, there are 'Cancel' and 'Save changes' buttons. An orange callout 'b' points to the 'Save changes' button.

Apply package

Apply Connect

Optimize your candidate experience and encourage more job seekers to easily apply. Post your roles in real time to LinkedIn from Oracle Taleo Enterprise and leverage dynamic LinkedIn profile and application data in Oracle Taleo Enterprise, including relevant skills based on the job. Enable applicant notifications to send application status updates automatically to candidates across key stages in the application cycle.

✘ This integration currently isn't available with Oracle Taleo Enterprise.

Want this integration? Reach out to your Oracle Taleo Enterprise rep.

Or, you can [let us know](#) you're interested in this integration.



Get dynamic LinkedIn profile information



Find qualified applicants faster



Reduce candidate drop-off

Optional step Adjust your access settings in Recruiter.

- a Open your LinkedIn Recruiter Admin account in a new tab.
- b Scroll down to your Oracle Taleo Enterprise section.
- c Connect **“Contract Level Access,” “Company Level Access,”** or both by selecting **“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.

The screenshot displays the LinkedIn Recruiter Admin interface. The top navigation bar includes 'Recruiter', 'Projects', 'Jobs', and 'Reports'. The left sidebar contains 'Company Settings' (Usage overview, Job posting, Preferences), 'Recruiting Settings' (Tags, Custom fields, Message templates, Custom pipeline), and 'Advanced' (ATS integration). The main content area is titled 'ATS Integration' and shows settings for 'Oracle Taleo Enterprise' (Application ID: 01234567). Under 'Contract Level Access', there is a toggle for 'Contract Level Access' (On/Off) and a toggle for 'Company Level Access' (On/Off). Under 'RSC advanced settings', there is a toggle for '1 click export' (On/Off) and a toggle for 'Inmail stub profile API' (On/Off). The user profile in the top right identifies 'Ethan Burton, Senior Technical Recruiter at Freshing'.

Additional resources

Get help setting up and using LinkedIn ATS Integrations at your organization.

Email support

Email us at LTSATSIntegrations@LinkedIn.com for general support and answers.

Request an integration

Want an integration that isn't available yet? Reach out to a Oracle Taleo Enterprise rep or complete the [form](#).

