

Connect LinkedIn Recruiter with Oracle Taleo Enterprise

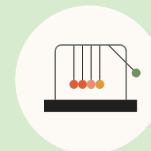
Link your accounts in a few simple steps



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

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.

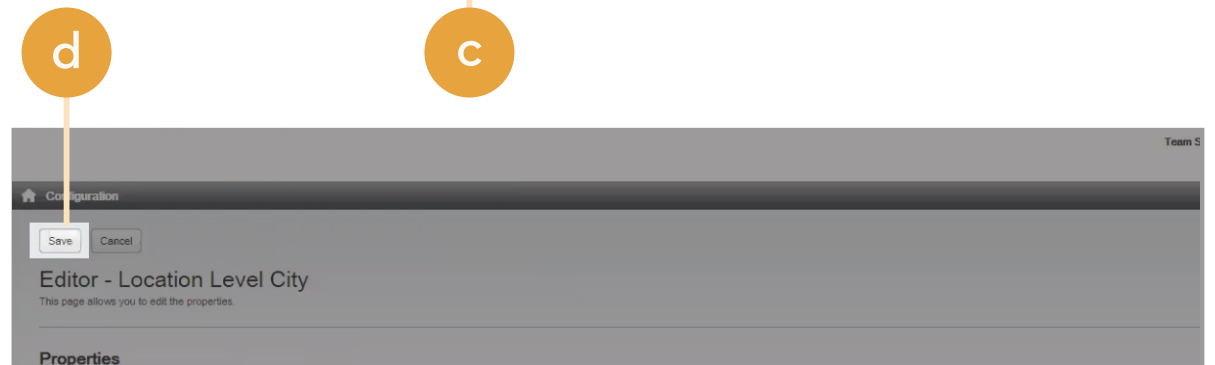
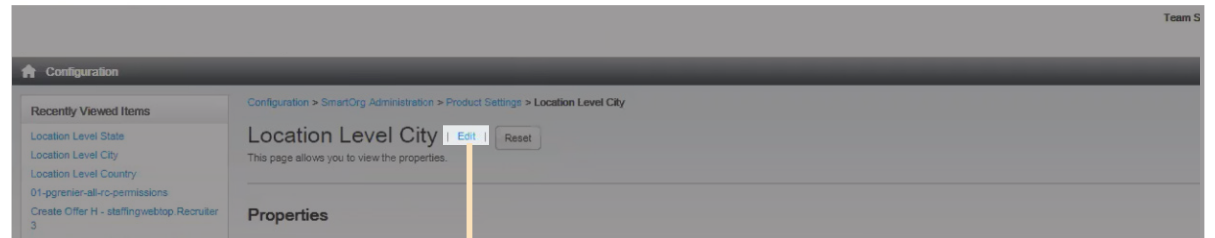
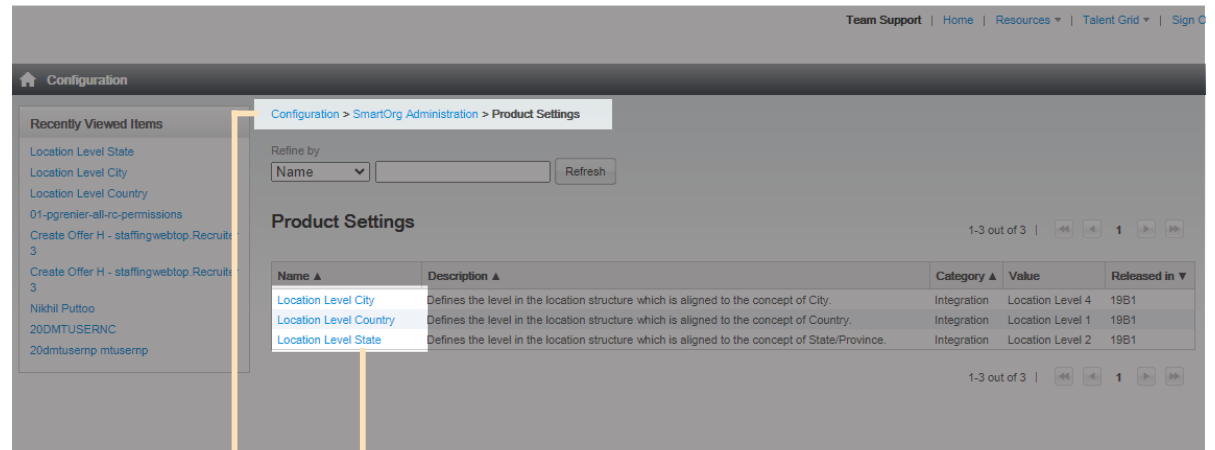
a Go to **“Configuration”** > **“SmartOrg Administration”** > **“Product Settings.”**

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.”**

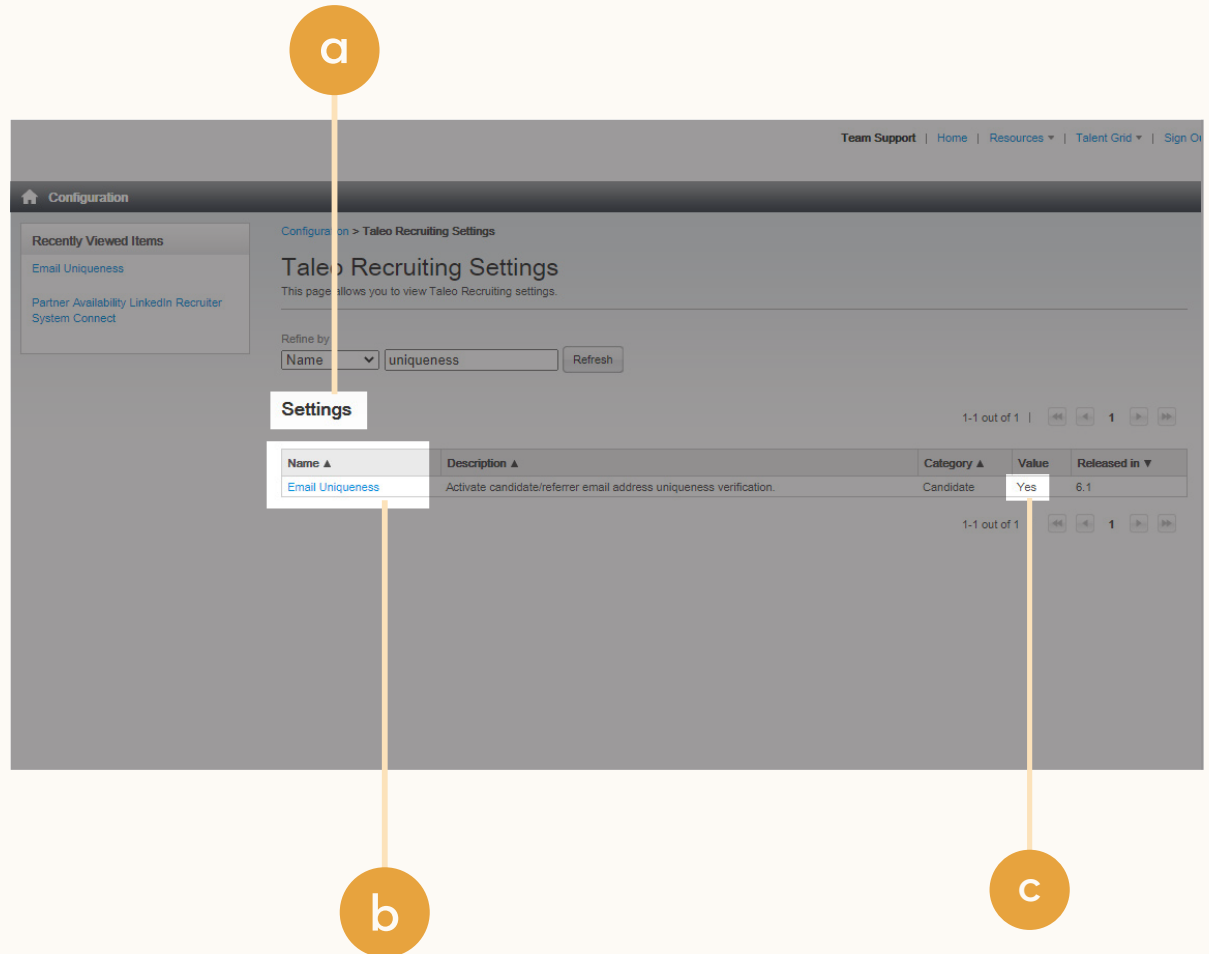


Step 2

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.”**



The screenshot shows the 'Taleo Recruiting Settings' page. The breadcrumb trail at the top indicates the path: Configuration > Recruiting > Settings. On the left sidebar, under 'Recently Viewed Items', 'Email Uniqueness' is listed. The main content area has a search bar with 'Name' selected and 'uniqueness' entered. Below this is a table titled 'Settings'.

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

Annotations on the screenshot:

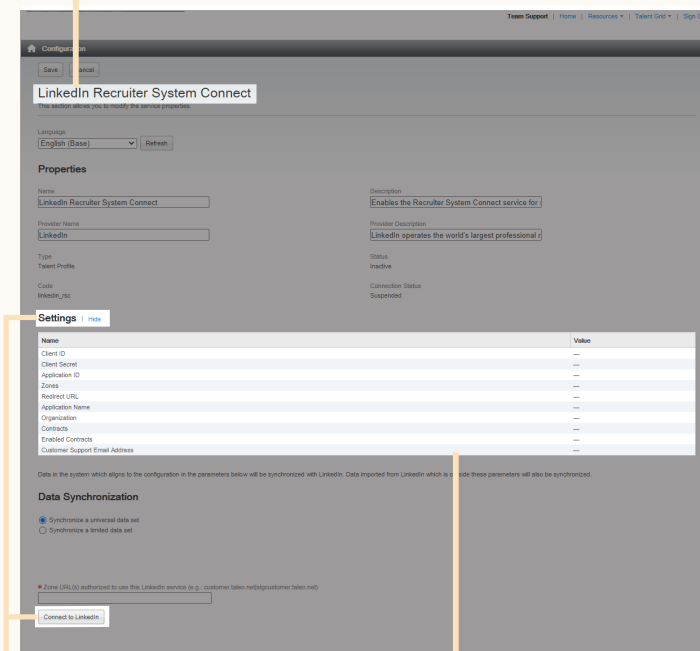
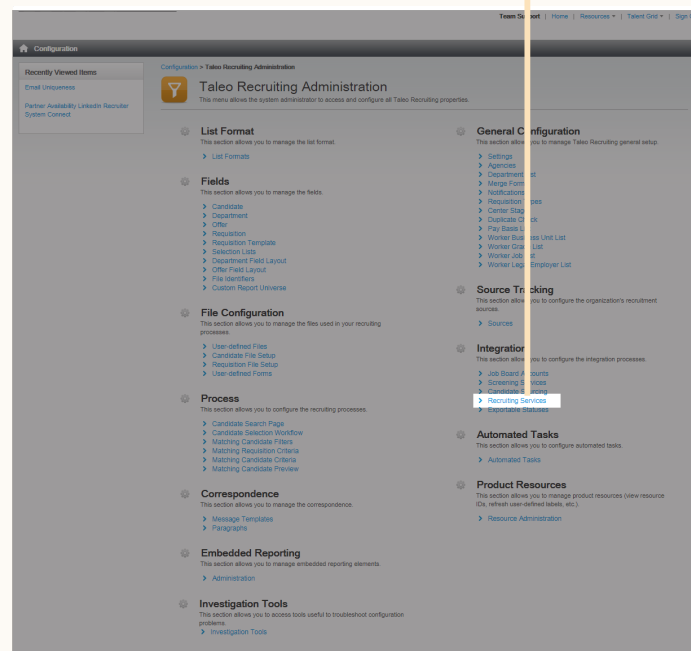
- a**: Points to the breadcrumb trail 'Configuration > Recruiting > Settings'.
- b**: Points to the 'Email Uniqueness' link in the 'Recently Viewed Items' sidebar.
- c**: Points to the 'Yes' value in the 'Value' column of the 'Settings' table.

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.

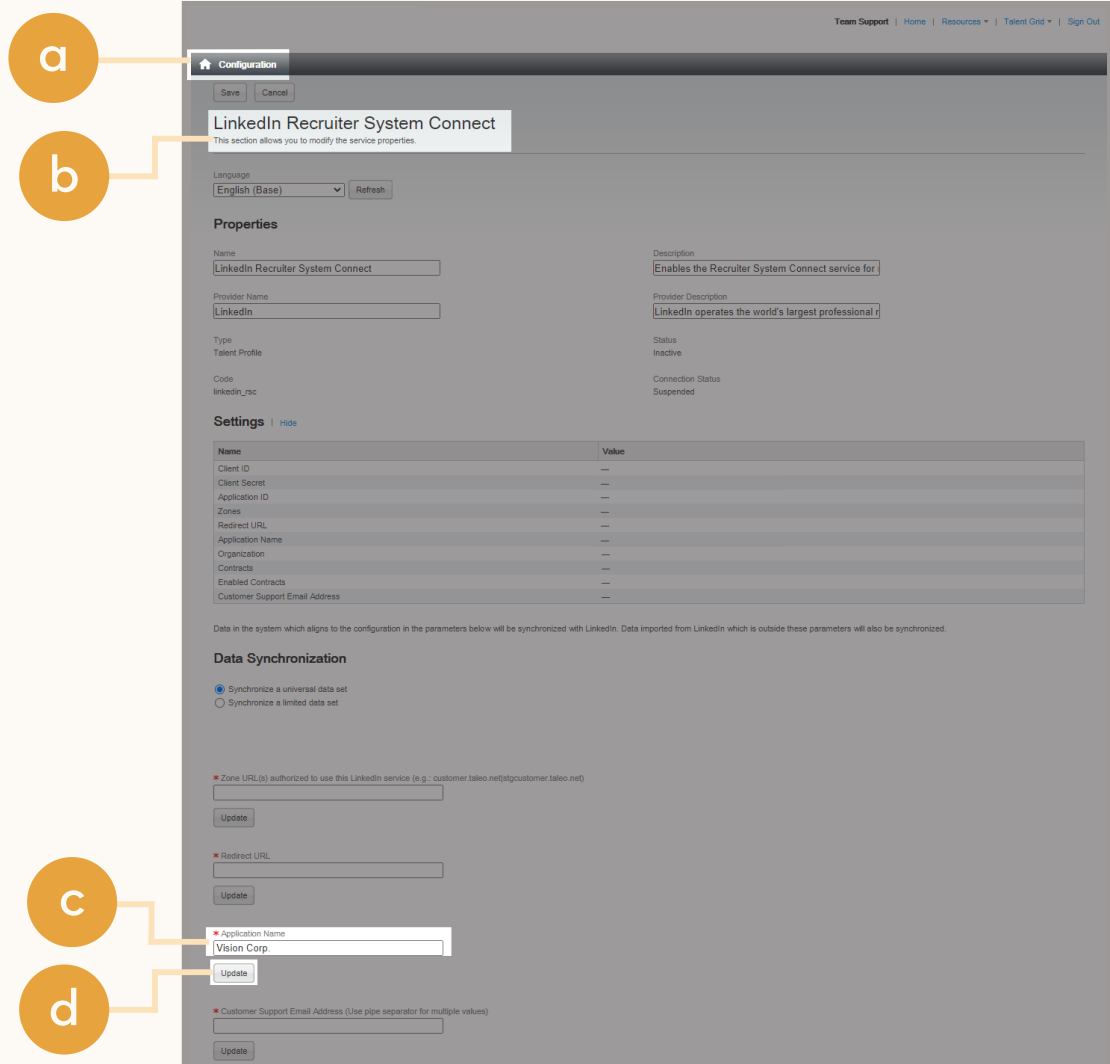
- a Go to **"Configuration" > "Recruiting Administration" > "Integration" > "Recruiting Services."** If Oracle Support has processed your service request, you will see the LinkedIn Recruiter System Connect service.
- b Click **"LinkedIn Recruiter System Connect"** to open the service.
- c If the Client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



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.”**



The screenshot shows the 'Configuration' page for 'LinkedIn Recruiter System Connect'. Callout 'a' points to the 'Configuration' tab. Callout 'b' points to the 'LinkedIn Recruiter System Connect' title. Callout 'c' points to the 'Application Name' field, which contains 'Vision Corp'. Callout 'd' points to the 'Update' button below the 'Application Name' field.

Configuration

Save Cancel

LinkedIn Recruiter System Connect
This section allows you to modify the service properties.

Language
English (Base) Refresh

Properties

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

Settings | Hide

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

Data in the system which aligns to the configuration in the parameters below will be synchronized with LinkedIn. Data imported from LinkedIn which is outside these parameters will also be synchronized.

Data Synchronization

☒ Synchronize a universal data set
☐ Synchronize a limited data set

★ Zone URL(s) authorized to use this LinkedIn service (e.g.: customer.taleo.net[stgcustomer.taleo.net])

Update

★ Redirect URL

Update

★ Application Name

Vision Corp

Update

★ Customer Support Email Address (Use pipe separator for multiple values)

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.”**

The screenshot shows the 'Configuration' page for 'LinkedIn Recruiter System Connect'. The page has a top navigation bar with 'Team Support', 'Home', 'Resources', 'Talent Grid', and 'Sign Out'. Below the navigation bar is a 'Configuration' header with 'Save' and 'Cancel' buttons. The main content area is titled 'LinkedIn Recruiter System Connect' and includes a description: 'This section allows you to modify the service properties.' Below this is a 'Properties' section with fields for Name, Provider Name, Type, Code, Description, Provider Description, Status, and Connection Status. The 'Settings' section is expanded, showing a table of settings with columns 'Name' and 'Value'. Below the table is a 'Data Synchronization' section with two radio buttons: 'Synchronize a universal data set' (selected) and 'Synchronize a limited data set'. Below this are four text input fields with 'Update' buttons: 'Zone URL(s) authorized to use this LinkedIn service', 'Redirect URL', 'Application Name', and 'Customer Support Email Address'. At the bottom, there is a LinkedIn logo and a 'Contract: Oracle Middleware Test' section with a 'Change Contract' button.

a Configuration

b LinkedIn Recruiter System Connect

c Data Synchronization

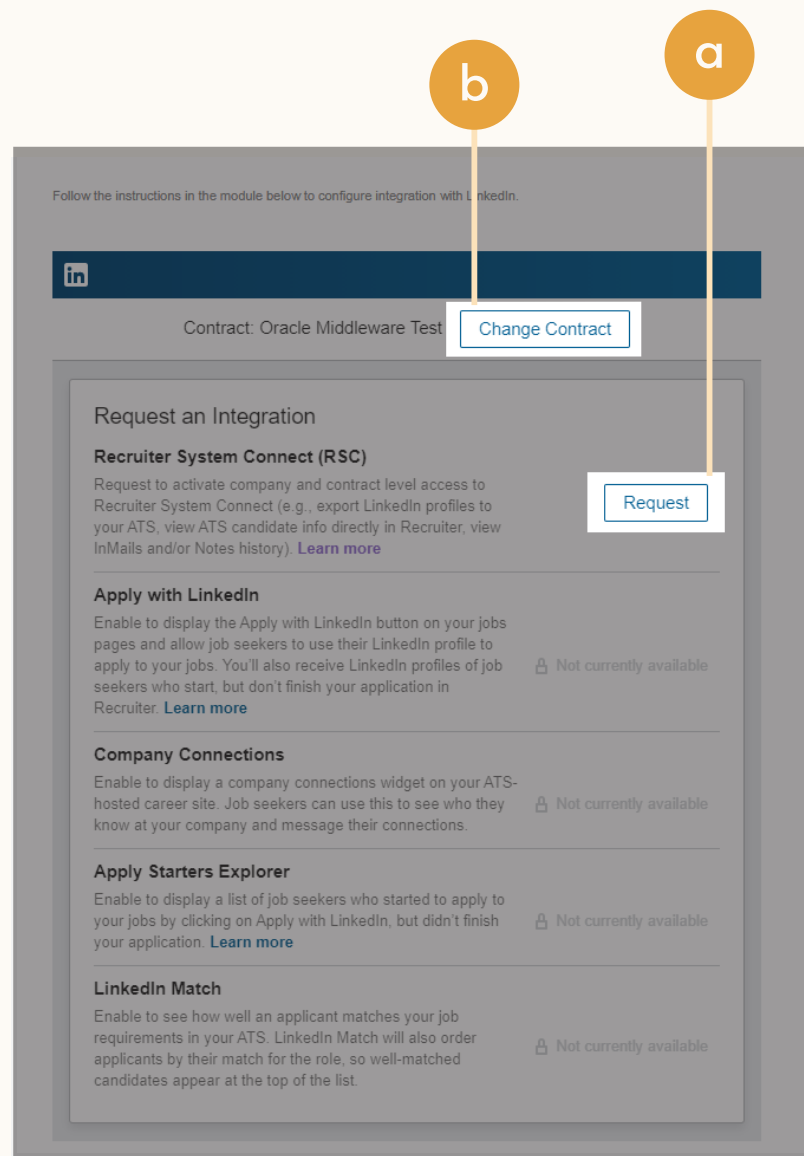
d Synchronize a universal data set

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

Step 6 Request the RSC Integration from LinkedIn.

- a Click the **“Request”** button to initiate the RSC service activation at LinkedIn for that contract. When the request is completed, **“Partner Ready”** is displayed.
- b If using multiple contracts, click the **“Change Contract”** button in the LinkedIn configuration page in Oracle Taleo Enterprise and select another contract.

For more information, see [Activate LinkedIn Recruiter System Connect in LinkedIn](#).



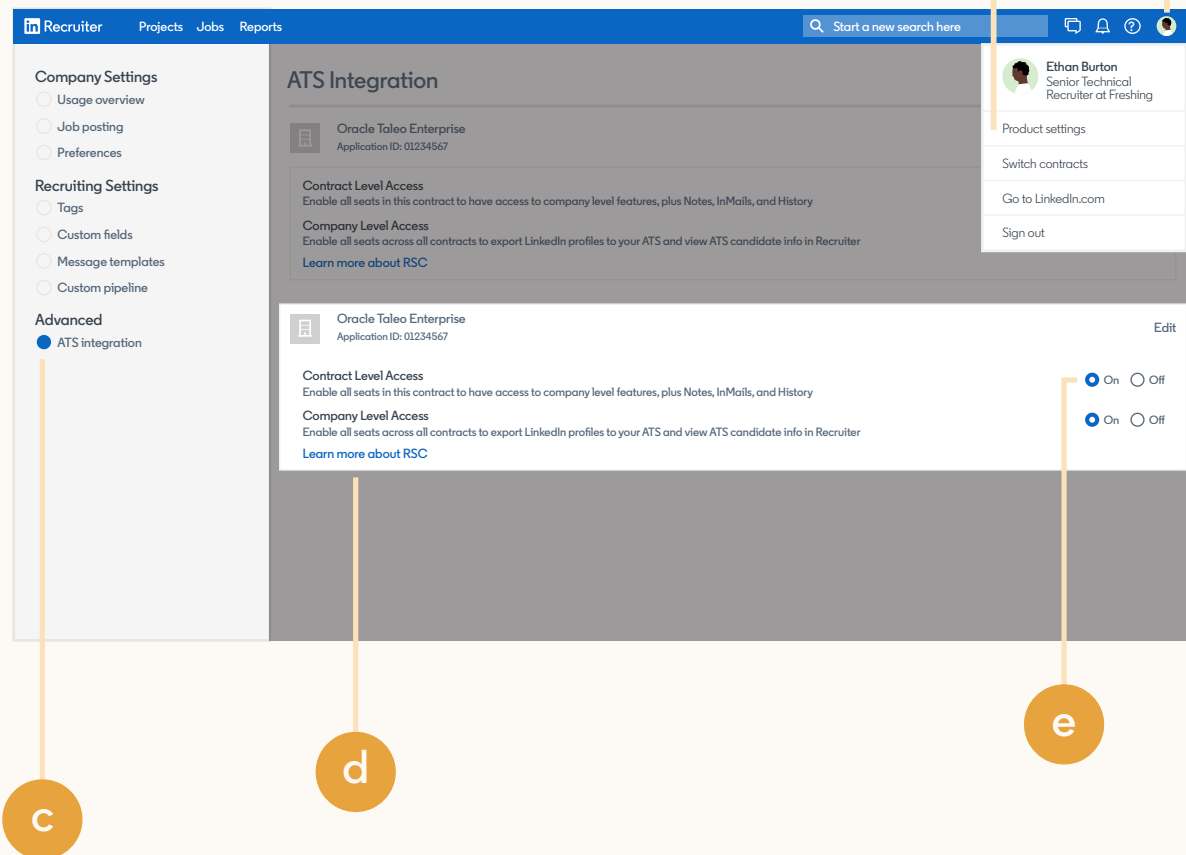
Step 7

Connect LinkedIn Recruiter to Oracle Taleo Enterprise.

- a Click your profile image in the top right-hand corner of LinkedIn Recruiter.
- b Select **“Product settings”** from the dropdown menu.
- c Select **“ATS integration”** on the left side of the screen.
- d Scroll to the Oracle Taleo Enterprise section.
- e Choose to connect Company Level Access, Contract Level Access, or both by selecting **“On”** for the desired access.

For details on what each of these access levels means, click the **“Learn more about RSC”** link in LinkedIn Recruiter.

Note: Admins must enable Contract Level Access from their specific dashboard (if you have multiple LinkedIn Recruiter dashboards).

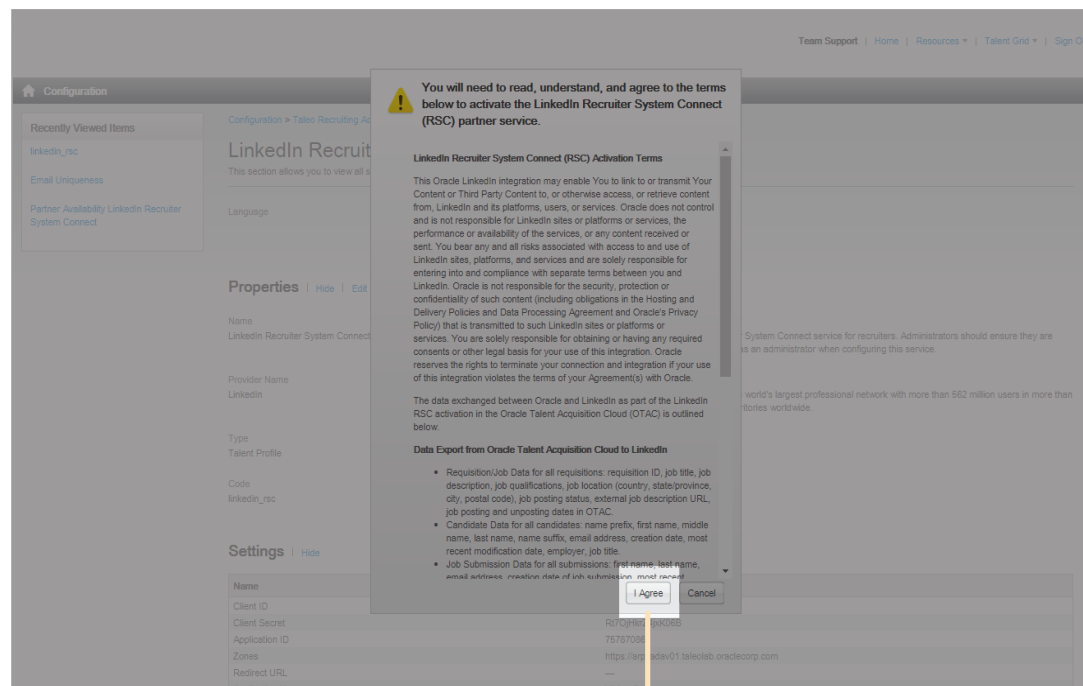
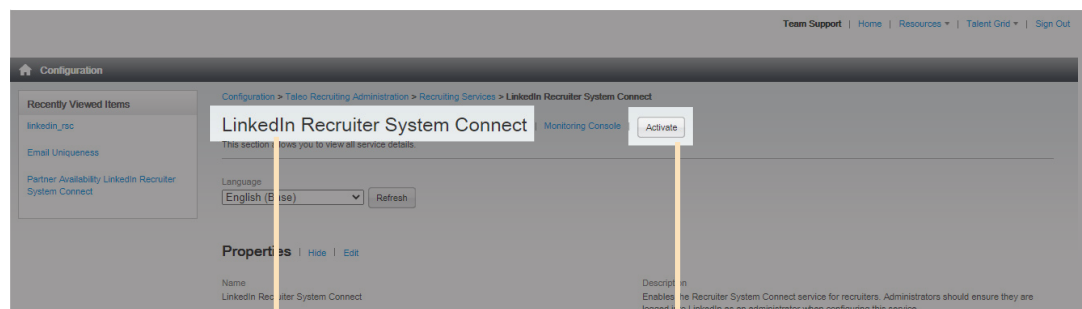


Step 8 Activate RSC in Oracle Taleo Enterprise.

- 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

a

Format Details

Standard View

Comments

☒ Active ☒ Default format for this context

Columns and Sorting

☐ Group records by first sort criterion (defined below)

Reorder

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			▲	▲	▲
<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		▲	▲	▲

b

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

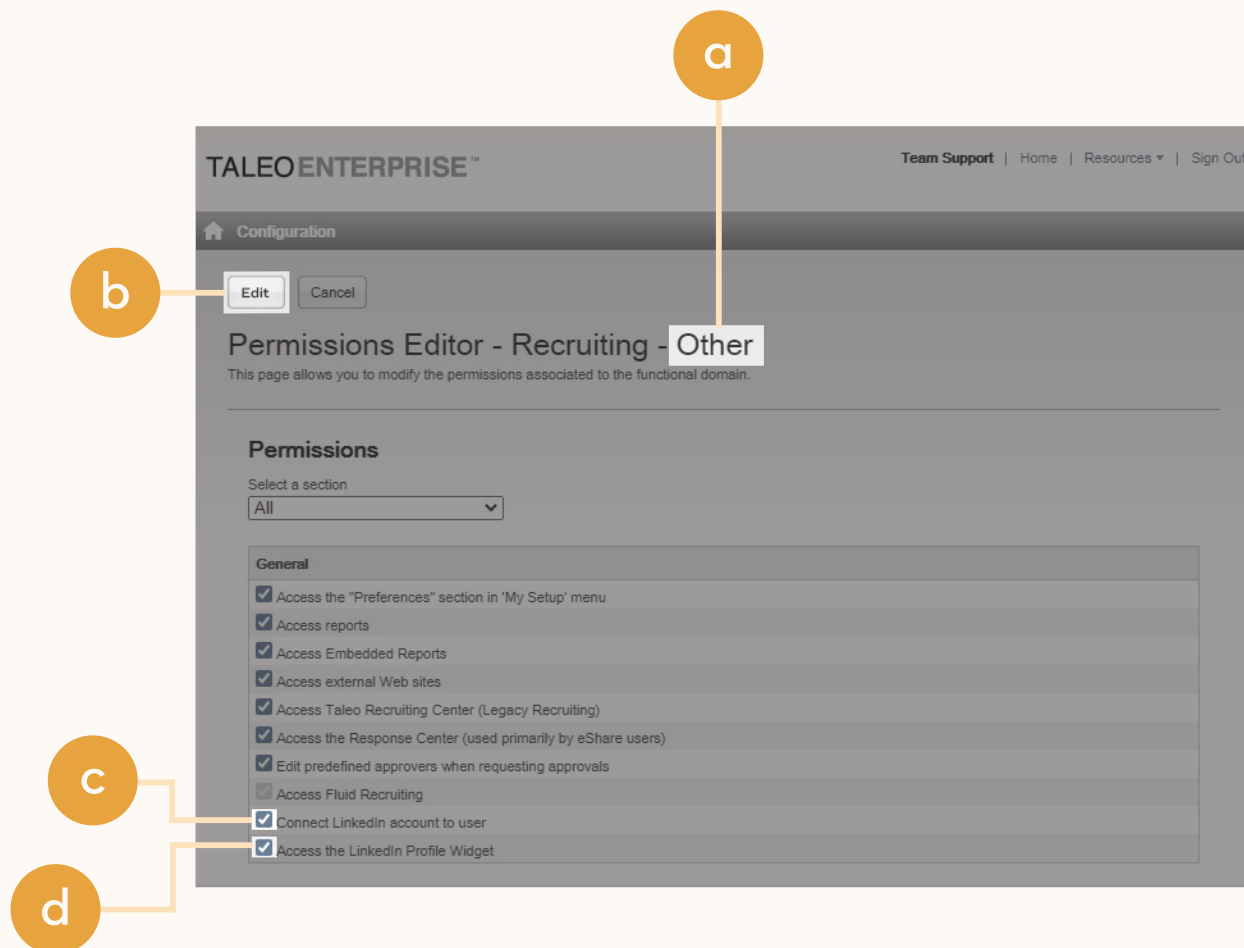
About these permissions:

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.



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

