

# INNOVATIONS - 2021 Release ONE

## NEW EPLOY TECHNOLOGIES

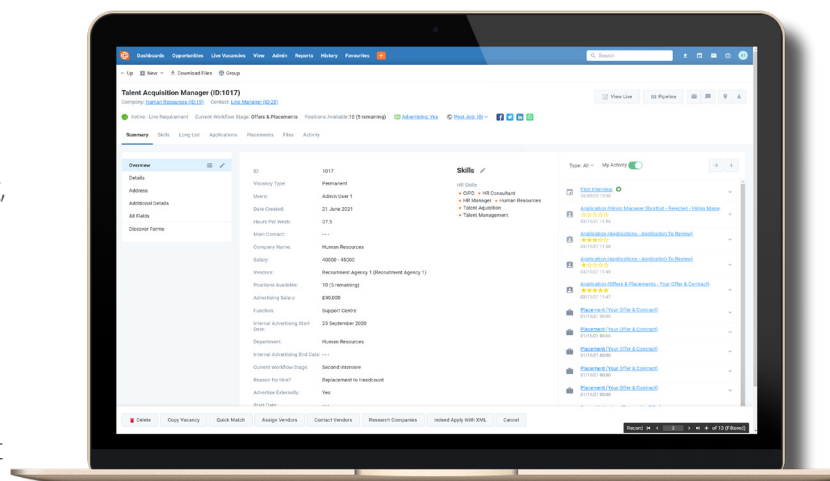
### Welcome to your new Eploy!

The development team in the Eploy Labs have been hard at work adding a suite of enterprise-class features, controls and optimisations to your new Eploy system. The latest Eploy update also provides a springboard for many exciting new features we have in the development pipeline.

First though, a quick update on our release process. This new version has taken a while. There is a good reason for that. We wanted to deliver a rock-solid platform that enables you to completely control your data - who can access it, work with it and manage it. Data protection and security are of utmost importance. So we needed to get it right, which has meant countless hours, weeks, and months of testing, as you would expect. But we got there!

In addition, we now have a platform for rapidly accelerating our roadmap. From now on, we are aiming to deliver updates more frequently to ensure there's a constant stream of new features throughout the year.

So with this major update, you now have a super-granular data access control system that makes it easy to manage roles, users, groups and their permissions. Plus a significant overhaul of the core system interface, a clean, fresh design built for productivity. We are also delivering many optimisations that improve system performance. Alongside this, you'll find new features, improvements, and integrations that will keep Eploy at the heart of your online recruitment strategy.



## NEW! Enhanced Access Control Layer

Enabling greater record and field-level access privileges ensures users can only view and/or work with the specific data necessary according to their role. For example, to facilitate sensitive job management and succession planning etc. Including:

### Permission Groups:

Permission Groups enable you to define the record types (companies, vacancies, candidates etc.), Eploy system features and functionalities that groups of users can work with. Permission Groups also enable you to control the types of activities users can perform, such as Create, Read (view only), Update and/or Delete data.

### Field Access Groups:

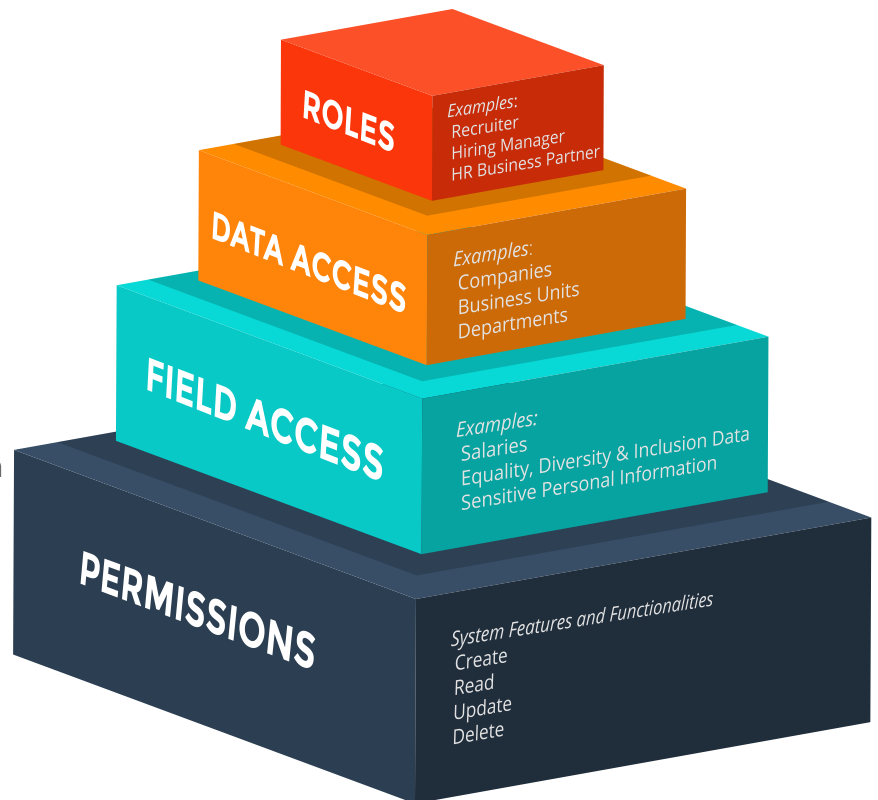
By creating Field Access Groups, you can define the Fields within your Candidate, Company, Contact & Vacancy records that a member of a Field Access group can work with. For example, in the Candidate record, you may wish to give some users access to all of the fields while other users may not access sensitive personal information - such as Bank details. Similarly, in the Vacancy record, you may for example, have some users who you don't want to view the vacancy's salary details.

### Data Access:

The new Data Access layer enables you to define, at a high level, what data a user can access. Primarily this is useful for multi-company environments where group companies share a single Eploy system. In this example, you can create Data Access layers to define whether users (or groups of users) in Department A can also access records in associated company B. Data Access layers are highly configurable, such that you can add filters to restrict access further. For example, Department A users may be able to access Department B vacancies - but only those vacancies within a specific location etc.

### User Roles:

With the ability to define user permissions, field and data access to such a granular degree, we are also introducing Roles to make managing this increased flexibility much easier. You can create as many Roles as your business requires, and for each role, you can set their Permission Groups, Field Access Groups and Data Access Layers. By adding a user to a role, they will inherit the data, field, and permissions associated with the role, making it easy to update permissions and access levels - with all changes instantly rolled out to the correct users.



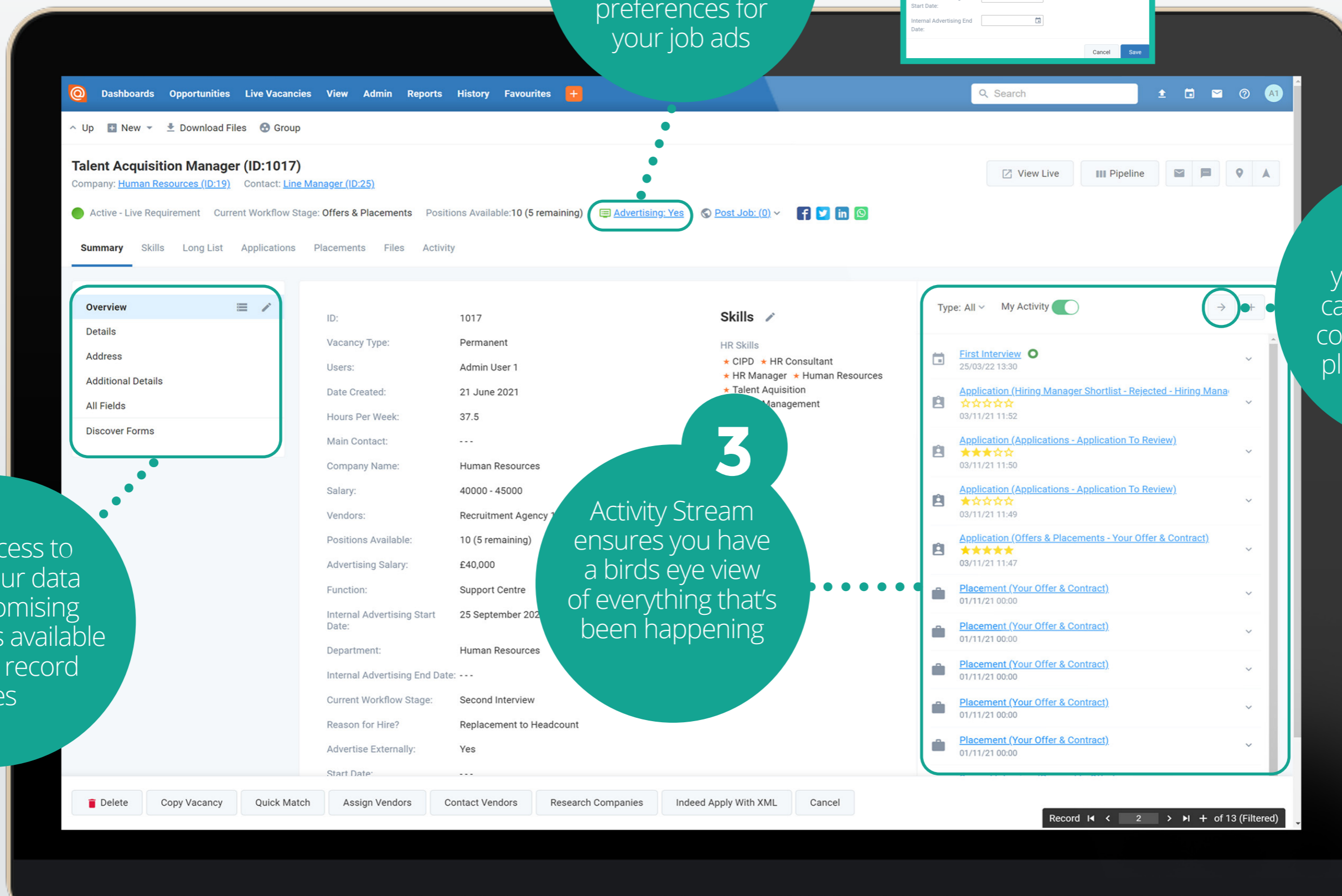
You can also assign users to multiple roles, with the ability to easily switch between roles. From a security perspective this can be particularly beneficial, allowing an administrator to login to their admin role when they need to perform admin tasks, and then switch back to their day-to-day role when they don't need to access any admin features of the system.



## Fresh New Look - Built for Productivity

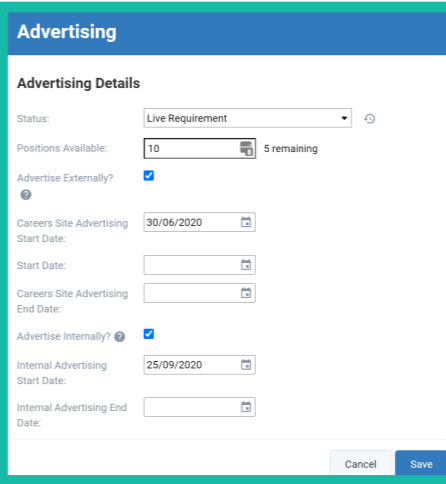
Our User Experience team have evolved the Eploy interface, bringing a fresh perspective to all of your recruitment tasks.

The new UI is available across the entire system, here we take a look at the new look for your Vacancies.



**1** Quick access to editing your data and customising your layouts available across all record types

**2** Advertising Control lets you quickly update key dates and preferences for your job ads

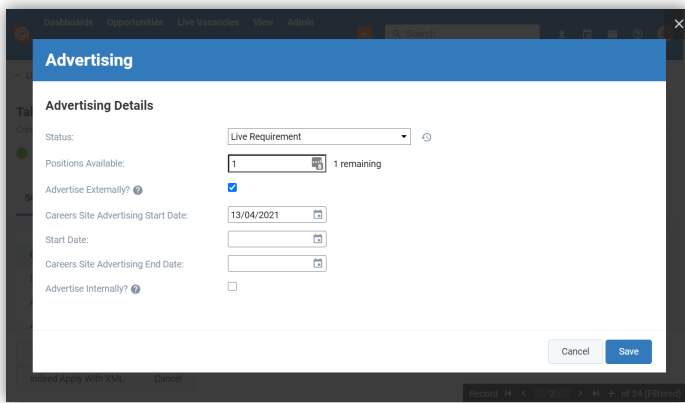


**3** Activity Stream ensures you have a birds eye view of everything that's been happening

**4** Go To button takes you straight to call logs, actions, correspondence, placements and applications

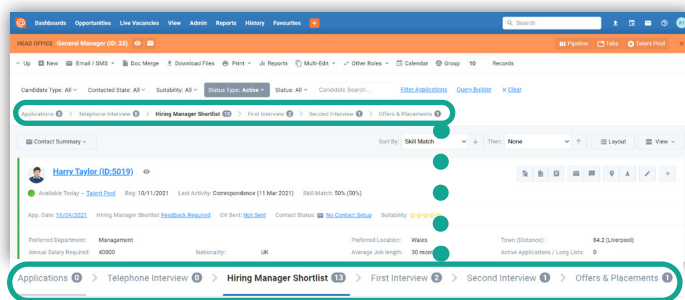


## Advertising Control



We've added a new Advertising control when working on a vacancy, making it quick to set your advertising preferences for the job you are working on, including updating advertising dates, positions available and more.

## Vacancy - Tab view change



In keeping with the new UI, we've refreshed the Vacancy Screen, replacing the old tabs with a new, sleek pipeline control.

## Application Dialog - Status Updating

We're always looking for ways to increase productivity, analysing every click to see whether it is essential. That's why we've improved status updating in the Hiring Manager Portal and core Eploy System. So, now when a hiring manager needs to, say, proceed a candidate to offer, and there is only one potential option for updating the status (e.g. Create Placement) Eploy will simply pop up the Create Placement form!

## Dashboards, Metrics & Reports Enhancements:

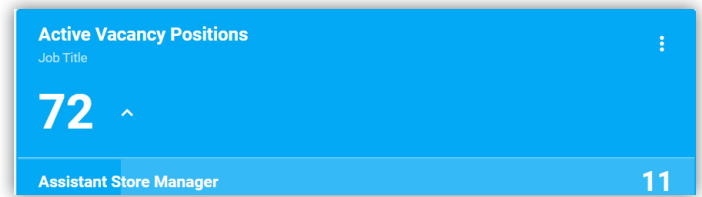
### Dashboard Caching

To improve the speed and responsiveness of your Eploy System, we have introduced Dashboard caching. Previously, when loading a dashboard, each 'widget' needed to fetch its data live from within your database.

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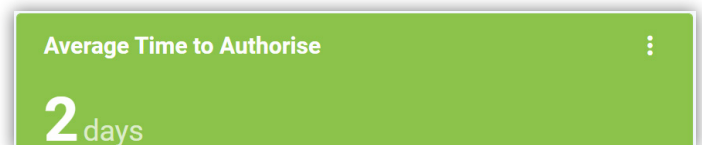
As we put no restriction on the number of widgets you can place on your dashboards, this can significantly impact performance resulting in long page load times. To improve this, Dashboards are cached and will automatically refresh every x minutes. However, we know there are times when you will be working from a Dashboard, perhaps to work your way through a list of activities, candidates or vacancies, for example. So, we've included refresh buttons at a per widget and per dashboard level, which will instantly display your up-to-date data.

## Positions Available / Open



You can now add 'Positions Open' to your dashboard widgets. 'Positions Open' is most useful where you have a vacancy with, say, 10 available positions but you have already filled 2 – in other words, you still have 8 'Positions Open'. Display the information in a SnapStat so you can instantly see how close you are to filling the jobs.

## Authorisation Workflows



When creating a metric, you can now use the Authorisation Workflow name. A prime example of how you might use this is creating a Time to Authorise metric, which calculates the average time it takes for a vacancy to be authorised, helping you identify any authorisation workflows that consistently have bottlenecks.

## Current Workflow Stage

The Current Workflow Stage, i.e. the latest stage in the process that an active application has reached, is now available within all relevant Eploy Reports (Vacancy Tracker, Candidate Tracker, Time to Hire & the User Activity Export) as well as within Metrics.

## User Activity Export Report enhancement

You can now see status history comments within the User Activity Export report.

## Cookie Management\*

### Cookie Preferences

We use strictly necessary cookies to make our site work and functional cookies to enhance the overall experience. We also use optional analytics cookies to help us continually improve the service.

You can continue with these cookies or change them by customising your settings.

[Allow All Cookies](#)

#### Strictly Necessary Cookies

These cookies are essential for the website to function. They enable core functionality such as security and accessibility. You may disable these by changing your browser settings, but this may affect how the website functions.

**Always Active**

#### Functional Cookies

These cookies are used to enhance the performance and functionality of our websites but are non-essential to their use. However, without these cookies, certain functionality may become unavailable.

Allow Functional Cookies

#### Performance & Analytics Cookies

These cookies collect information that is used either in aggregate form (to help us understand how our websites are being used), to understand how effective our marketing campaigns are, to help us customise our website for you or to enhance your experience.

Allow Performance & Analytics Cookies

[Save Preferences](#)

We are introducing a new Cookie Management feature for Eploy-powered Career Sites. The new Cookie Manager lets you give candidates fine control over their consents for using cookies when visiting your site.

You can categorise your Cookies as:

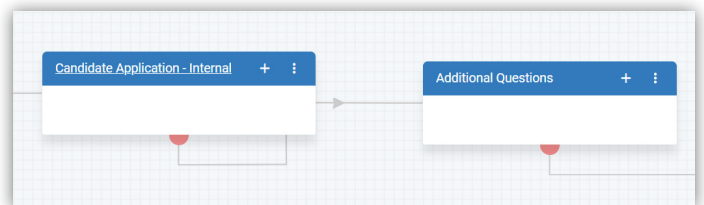
- **Functional** – those that are strictly necessary to ensure that your careers site delivers information securely and optimally
- **Performance Cookies** – those which you may use to help monitor visitor behaviour on your careers site and optimise its performance

- **Targetting Cookies** – those that are specifically designed to gather information from your visitors. Targetting cookies can then be used to target visitors with advertisements either on your site or other sites and social media platforms.

When a candidate visits your site, they can easily set their cookie preferences, accept them all, or select the categories of cookies that they are comfortable with giving their consent. Of course, they can also change and update their cookie preferences at any time when accessing your site.

## Discover & Flows Enhancements

### Custom Knock-out Questions



We've added the ability to include custom knock-out question sets within your Application Flows. In Discover, you can create additional, per job questions or choose from previously created question sets that the Application Flow will automatically include.

## Other Enhancements

### Vacancy – Additional details

#### Edit Vacancy

**Requirements**

Positions Available:  4 remaining

Location:

Additional Locations:  [Add](#)  
None Selected

Function:

Additional Functions:  [Add](#)  
None Selected

Department:

Additional Departments:  [Add](#)  
None Selected

Vacancy Type:

Mark as Template:

You can now add additional Locations, Industries & Positions to your vacancies, this can be used when you

have, for example, a vacancy with multiple or flexible locations like home-working. Candidates can search for jobs on your careers site using these fields so they won't miss out on potential opportunities. Also, your Job Alerts will automatically consider any multi-location or flexible vacancies so that alerts are sent to the right candidates. As a recruiter, you can also search these fields within Eploy's Quick Match tool to find suitable candidates matching your vacancy criteria.

### **Logged in User filter**

We've added a bunch of new filters to help you work with your data. For example, you can now search and save searches using the 'logged in user'. This means that when a user runs a saved search, they will see their data (e.g.: 'My Vacancies').

### **Logged-in User's Company filter**

Similarly, this new filter will search for the logged in user's company and use its' hierarchy. For example, to check the vacancy's associated company against the logged-in user's company.

### **'Active' Pickers**

We've added the 'Active' option in the pickers for all main record types (Candidates, Contacts & Companies) previously, this was only available in Vacancies...we liked it so much we added it to the rest!. By selecting the 'Active' options, Eploy will filter the picklist to active records only.

### **Job Feeds - Remote Working**

We've added a new field to the Locations list called 'Location Type' which includes an option for 'Fully Remote / Home Working'

Vacancies flagged with a location that has the 'Fully Remote / Home Working' location type will be marked as such for Indeed and Google for Jobs feeds.

### **Workflow Enhancements**

When you move an application from one vacancy to another, current actions will move along from the original vacancy to the new one.

### **Video Interviewing Enhancements**

Candidates can now view their video if it is processing. They can also choose to enter upload mode themselves if their webcam doesn't appear to work.

## **API Enhancements**

We've extended the Eploy API so that it now includes endpoints for Time Sheets and Application History. We've also added Duplicate Checking to the Import API. Eploy API documentation is available at: <https://eploy.co.uk/developers>

## **Integrations**

We welcome on board two new integrations into the Eploy Marketplace:

### **Assess First**

AssessFirst is a solution that allows you to grow your business, by recruiting the right people. With AssessFirst, you'll know who your candidates really are, beyond their resume. Once they've completed



their AssessFirst profile, you'll find out what they can do, what really motivates them, as well as the way they behave.

See: <https://www.eploy.co.uk/marketplace/assessfirst/>

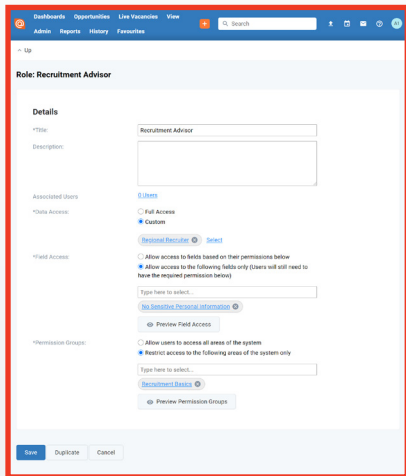
### **Experian**

Experian's online screening process is simple, fast, efficient and cost-effective. Experian provide both Background and Right to Work checking



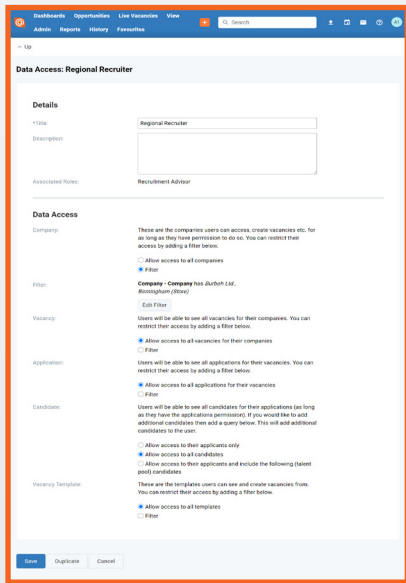
See: <https://www.eploy.co.uk/marketplace/experian/>

# Complete Control over your System & Data with Eploy's Enhanced Access Control Layer



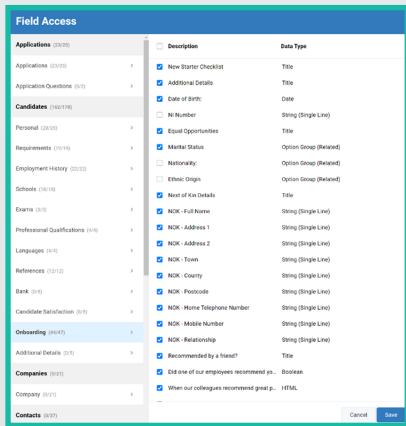
## Roles

Create as many User Roles as your business needs. Then assign each role the Data Access, Field Access and Permission Groups that they need to complete their tasks securely.



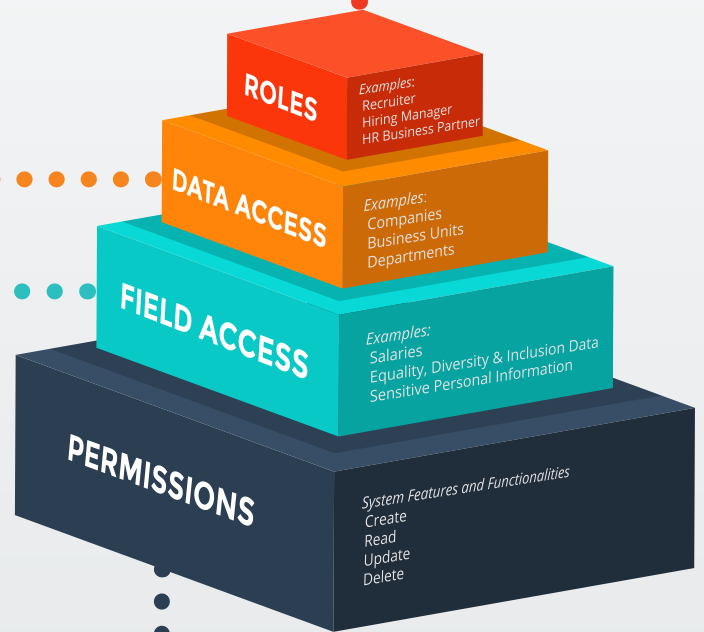
## Data Access

Define what data a user can access. Great for multi-company and multi-department operations.



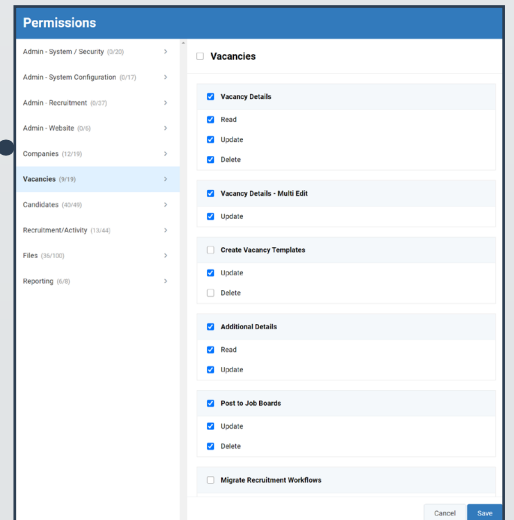
## Field Access

Create Field Access Groups that define which fields a user can work with.



## Permissions

Define your Permission Groups that will control how each user can work with your data and system functionalities.



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