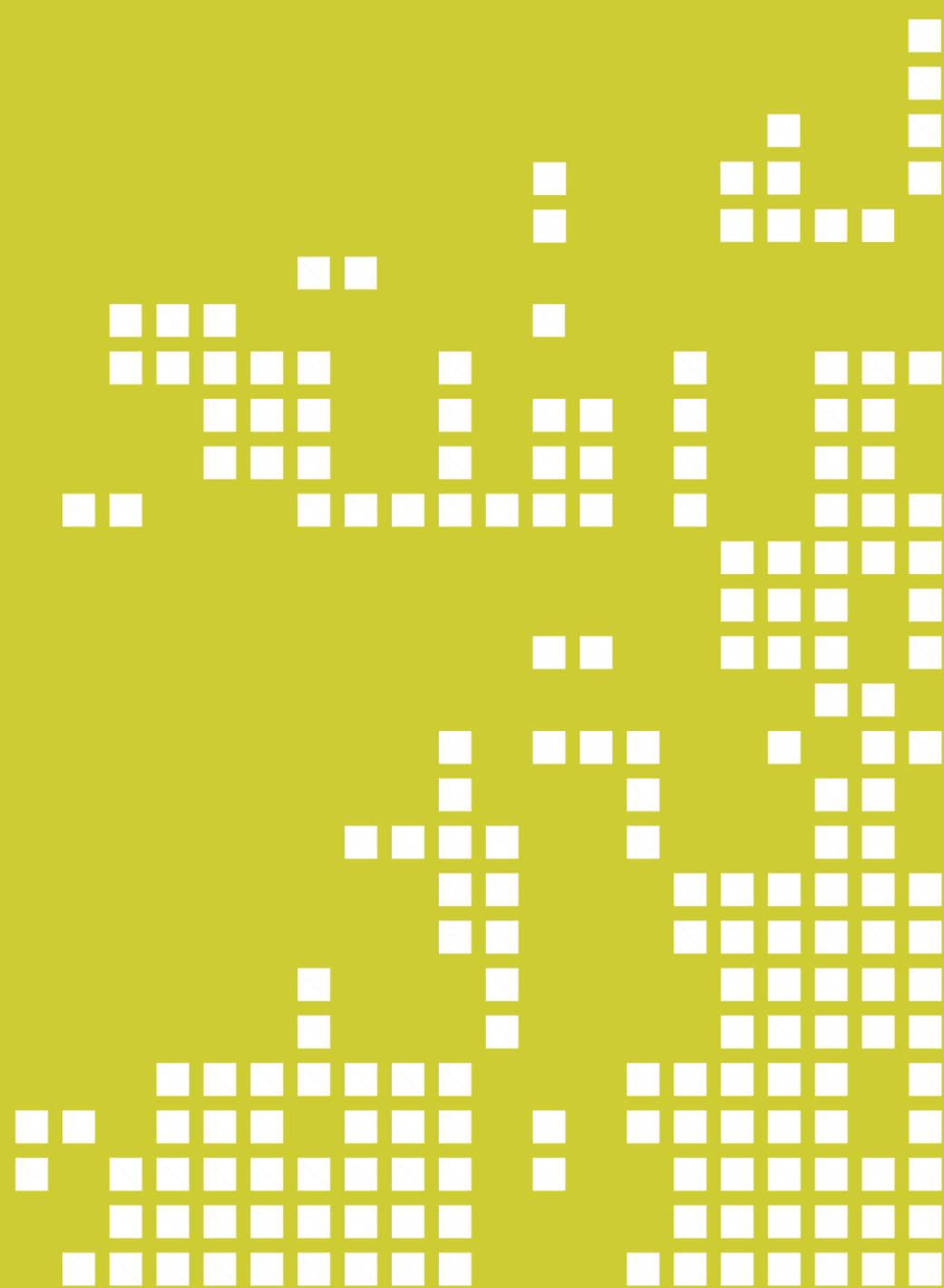talent systems

GLOBAL RECRUITING TECHNOLOGIES

Implementation and localization of recruiting solutions based on Oracle, IBM, Workday cloud technologies

HOLISTIC APPROACH FOR ENTERPRISE RECRUITING

LOCALIZATION, IMPLEMENTATION, SUPPORT AND LEGAL COUNSELING

PLATFORM

Localization of Russian citizens' personal data when using cloud services on servers located outside of Russia;

SOLUTIONS

Automation of recruiting and onboarding processes, considering variations of individual and mass hiring in enterprises with large organizational and geographic structure;
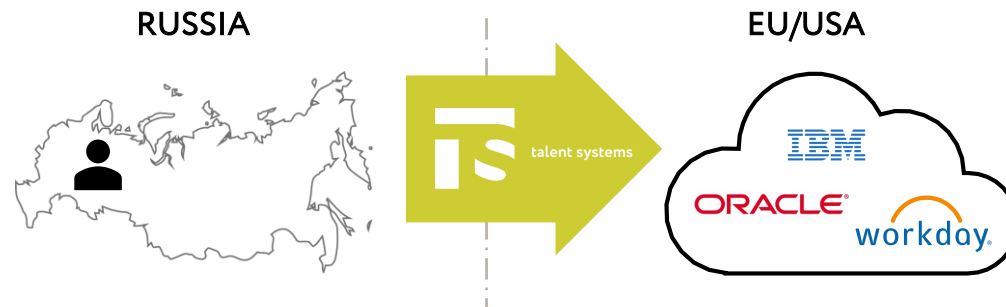
SERVICES

Implementation, user and technical support, legal counseling and preparation for regulatory checks

talent systems

PLATFORM

Ensures initial personal data processing in a data center in Russia and subsequent cross-border transfer, subject to the provisions of personal data consent
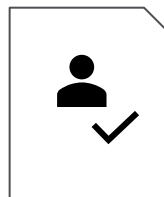
RUSSIA

EU/USA

PLATFORM – LEGAL COMPLIANCE

LOCAL DATA CENTER

Personal data processing with the use of a data center located in Russia

- Rostelecom data center in Moscow or customer's premises
- Compliance with technical requirements of FSTEK and FSB

Automated collection of personal data processing consent

- Consent is given in the electronic form
- The consent form complies with the requirements of the Federal Law and includes a clause on cross-border data transfer

Cross-border personal data transfer with the candidate consent

- Data is transferred from the local data center to the cloud via API
- Personal data changes in local database are synchronized in the cloud

talent systems

PLATFORM – INFORMATION SECURITY

- Personal data is stored in the Tier III (TIA-942) secure infrastructure of Rostelecom data center.

- Personal data is stored and processed in compliance with technical requirements of FSTEK and FSB. Technical protection of confidential information and certification of 4th security class.

- Personal data is encrypted with encryption keys which are stored in RAM. Encryption key management system complies with FIPS 140-2

- Data transfer between systems and user forms is encrypted using TLS 1.2 and a key complexity of 128b and more.

- The platform is protected against OWASP TOP 10 vulnerabilities. The platform's application components are regularly updated to ensure a high level of security.

- SIEM (Security information and event management) provides rapid detection, response and control of information security incidents.

talent systems

6

SOLUTIONS

RECRUITING

ONBOARDING

REQUISITION

- Auto-requisition with position control

- Manual requisition

- Requisition approval

- Requisition posting

SOURCING

- Job boards

- Corporate website

- Employee referral

- Agencies

- Social networks

SELECTION

- Screening and shortlisting

- Interview scheduling

- Testing

- Feedback from hiring manager

PRE-HIRE CHECK AND OFFER

- Background check

- Offer

- Medical check

- New hire feed to core HR system

HIRING AND ONBOARDING

- Contract and agreements

- New hire checklist

- Probation period tasks

- Internal requests (IT, fleet, uniform etc.)

ts talent systems

SERVICES – IMPLEMENTATION

8-12 WEEKS

DESIGN & DEFINITION

- Workshops and information requests
- Design documentation
- Access and permission definition
- Project kick-off meeting

DEVELOPMENT & CONFIGURATION

- Infrastructure preparation and deployment
- Specification of systems, interfaces and data formats
- Configuration/development of interfaces
- Branding and UI customization

TESTING & VALIDATION

- Demonstration of prototype and validation of requirements (Conference Room Pilot)
- Integration testing and data migration
- User acceptance testing (UAT) according to test scripts approved by Customer

TRAINING & GO-LIVE

- Preparation of training materials
- Training on-site or online
- Go-live transition activities (technical and business go-live)

SUPPORT

- 1st line of user support within 2 weeks (Hypercare)
- Handover to BAU support according to SLA

PROJECT MANAGEMENT

talent systems

SERVICES - SUPPORT

TECHNICAL SUPPORT

- 1-year warranty for bug-fixing and other issues except for change requests;
- 24x7 system availability with 99.5% guaranteed uptime SLA (including regular maintenance);
- Virtual Private Server (VPS) hosting and resource management for optimal performance;
- Full data export by request upon request of Customer within 24 hours;
- Storage of all Customer's data for 60 days upon contract termination;
- Candidate personal data consent renewal or deletion after a specified period;

USER SUPPORT

- User requests sent via Email are processed through a ticketing system of Talent Systems (or Customer's service desk) as service requests/incidents depending on the criticality;

- SLA on response and resolution time of requests/ incidents is defined as part of a support agreement

talent systems

SERVICES – LEGAL COUNSELING

The legal regulation of personal data in Russia imposes specific requirements on personal data operators, non-compliance and violations of which can lead to significant penalties imposed by the regulating authority (Roskomnadzor).

Talent Systems' legal expertise is based on hands-on experience of working with the legal departments of large companies when interacting with Roskomnadzor.

Talent Systems provide on-demand counseling and legal support over the course of the contract.

- Over the design phase of the project Talent Systems analyzes business processes related to the processing of personal data, advises on compliance with legal requirements and offers optimization options.

- As part of handover process Talent Systems provides a set of technical documentation on the personal data information system (ISPD) and help with preparation of additional regulatory and administrative documentation.

- After go-live Talent Systems acts under an agreement on the processing of personal data and performs a number of duties to ensure security, technical and organizational measures to protect personal data, restrict access, provide reports and other information upon request of the regulating authorities.

talent systems

CLIENTS

talent systems

CLOUD TECHNOLOGIES

ORACLE®
- Oracle Talent Acquisition Cloud (OTAC) ранее Taleo Enterprise Edition (TEE)
- Oracle Talent Management Cloud for Midsize ранее Taleo Business Edition (TBE)
- Oracle Recruiting Cloud (ORC) модуль HCM Cloud

https://www.oracle.com/applications/taleo.html

workday®
- Workday Recruiting модуль Workday Human Capital Management (HCM)

https://www.workday.com/en-us/applications/human-capital-management/recruiting.html

IBM
- IBM Kenexa Talent Acquisition ранее IBM Kenexa Brassring

https://www.ibm.com/ru-ru/marketplace/talent-acquisition

talent systems

ABOUT US

Talent Systems (ООО "Талантливые системы") was founded in 2014 with the mission of bringing the world's leading cloud technologies to Russia. For more than six years, we have been developing innovative and flexible solutions that help our customers make the most of global recruiting technologies.

We localize and adapt global recruiting and onboarding templates to specific business process requirements and legal restrictions. In this respect, we offer customized and reliable design decisions. Our company has the necessary experience, expertise and a balanced team, capable of solving non-standard tasks in the shortest possible time and at minimal cost.

Most of our clients are large international companies that pose strict requirements on functionality, user experience, legal and internal compliance . The results of our work meet the highest quality standards, so our customers choose us as long-term partners for the expansion of their projects not only to Russia but also abroad.

talent systems

CONTACTS

We will be happy to tell you more about our offering, demonstrate our solutions and answer your questions.

Talent Systems LLC

107553, Bolshaya Cherkizovskaya 20, building 6, office 42

Moscow, Russia

T   +7 495 911 7970

E   info@talentsys.ru

www.talentsys.ru

talent systems