

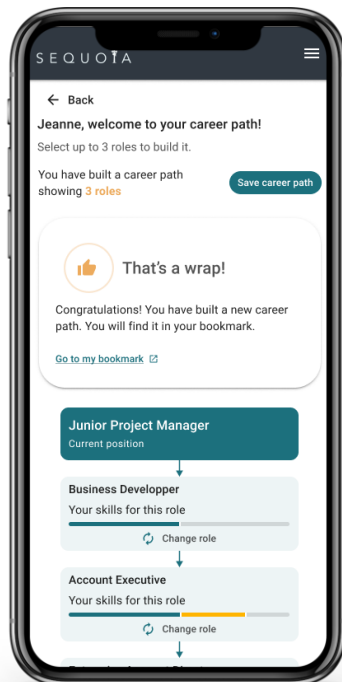
Spark opportunity inspiration with an AI powered Talent Marketplace

Lack of career growth is consistently placed as a top reason for employee churn. If you have open jobs, then what’s getting in the way? A disconnected and disengaging experience.

iCIMS Opportunity Marketplace goes beyond helping employees identify opportunities, to truly inspiring them through engaging experiences. In doing so, it also simplifies internal sourcing and recruiting for your talent team while providing automated insight into talent, skills and opportunity fit.

Preparing for the future of work

- A single solution for talent acquisition and mobility
- Unparalleled omni-channel communication to connect, engage and retain employees through email, text and video
- Purpose-built AI and skills management to automate and simplify opportunity matching
- Dynamic career pathing that allows employees to design their future based on their interests and skills



Key capabilities

- Match employees' skills to current jobs and future roles
- Empower employees to visualize their future with dynamic career pathing
- Automate internal sourcing with skills-based talent-opportunity matching within iCIMS ATS
- Train employees at scale and get them started fast with a digital guided tour
- Facilitate opportunity discovery and showcase employee culture
- Create employee-generated video testimonials to promote mobility & advancement stories
- Launch email and text campaigns to market internal opportunities

Key benefits

- Increase internal fill rates and minimize external recruiting costs
- Improve employee experience while retaining talent
- Hire faster with omni-channel communication targeted to internal talent pipelines
- Give employees more flexibility, insights and control over their career path
- Enable better discussions and action plans around career development

Inspire mobility and growth through employee-first digital experiences

Most employees have limited guidance on how to discover new internal job opportunities. It doesn't have to be that way!

Now you can engage with your most valued talent pool across multiple channels and touchpoints. Showcase mobility stories, connect through video and text and inspire employees to design a career path that's personalized for them.

Keep your hiring pace up

Quickly post new opportunities and build a steady pipeline of internal candidates. By simplifying processes, and engaging employees with a more personalized approach— you'll be able to dynamically reallocate your talent faster than ever.

Easily discover "ready now" talent and next-gen leaders *internally*

Your organization is filled with talented people that you want to retain. Let AI scan your database for potential internal candidates who are a great fit for a new role!

Save recruiters time by quickly matching employees to open jobs based on their job history and skills right in the flow of work. Then allow recruiters to connect in the click of a button.



"Offerings like iCIMS Opportunity Marketplace, which provide comprehensive tools for career management, candidate communications, and job matching, should help companies increase retention and lead to overall business success."

– Josh Bersin

Talent Powers Transformation™

The iCIMS Talent Cloud is the all-in-one hiring and talent mobility platform that delivers enterprise hiring solutions across every stage of the talent journey.

For more information, visit www.icims.com.

The iCIMS logo, consisting of the lowercase letters "icims" in a bold, white, sans-serif font. A registered trademark symbol (®) is located to the upper right of the "s". The logo is set against a dark blue background with a teal triangle in the bottom right corner.

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