



**Fixed Scope Offering for  
Taleo Recruiting Cloud  
Services  
&  
Taleo Onboarding Cloud  
Services Implementation**

# Agenda



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# Executive Summary



- This presentation provides an overview of the fixed scope offering of Oracle's Fusion HCM Cloud solution from METSCON IT Systems
- METSCON is a key partner of Oracle in the HCM space with strong domain knowledge and proven implementation expertise
- Oracle's Cloud services and our unique fixed scope approach to implementation combine to deliver quick ROI to organizations, at minimum risk.

# Business Objectives

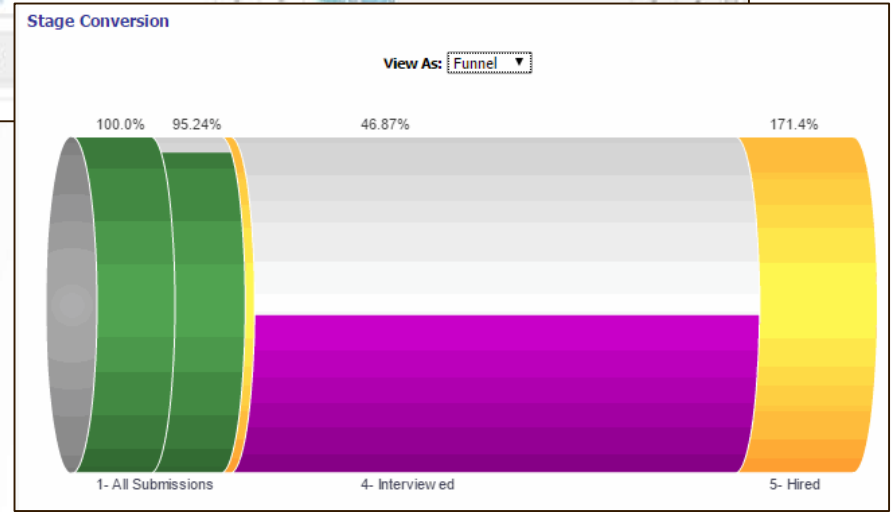
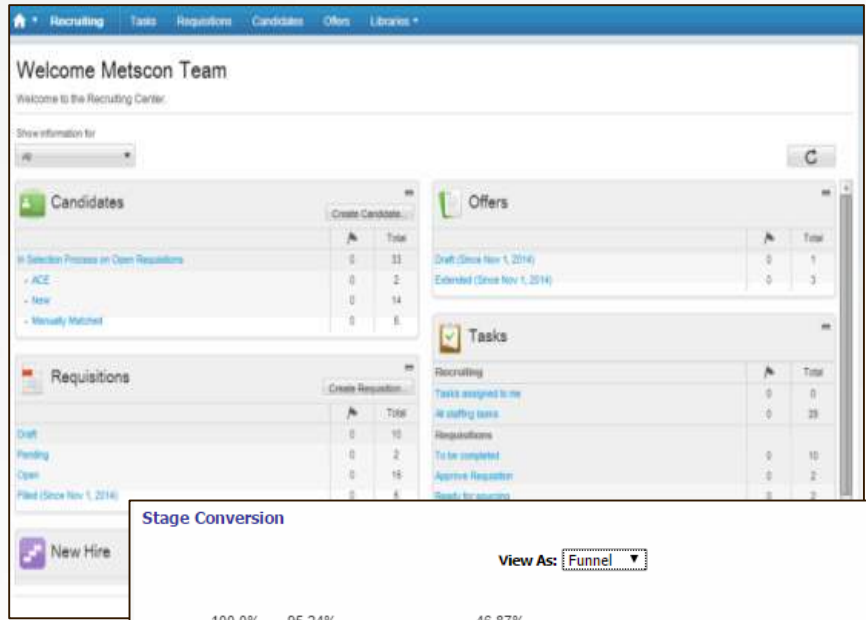
- Recruiting , developing and retaining the best talent
- Handle high volumes of recruits
- Streamline overall recruitment & onboarding process
- Facilitate faster Return On Investment (ROI)
- Adhere to Global Best Practices



# Why Choose the Oracle Taleo Recruiting Cloud?



- Deliver anywhere, anytime recruiting mechanism
- Template driven recruitment activities
- Support for pre-screening and assessments
- Interview scheduling and offer management
- Career site creation and branding
- Comprehensive applicant tracking and precision matching
- Present real time data for informed decision making via embedded analytics
- Automate the on-boarding process



# Oracle Taleo Cloud Offering



- Largest Global Enterprise Software Business
- Global leaders in HCM Applications
- Second largest cloud provider, globally
- Leading provider of cloud based talent management solutions
- Exclusively delivered in a SaaS model
- #1 eRecruitment Software (Gartner)
- Proven Global eRecruiting solution for over 5,000 organizations
- 74 million transactions per day
- Powers half of the top 30 career sites in the world
- Supports full employee lifecycle in the Cloud





# Customers on Taleo



## FINANCIAL



## HEALTHCARE



## RETAIL



## TECHNOLOGY



# Modules in Scope



- Taleo Recruiting Cloud Service
- Taleo Onboarding Cloud Service



# Package Offerings



## Package -1

Taleo Recruiting Cloud  
Service

Go-Live in 11 Weeks

## Package -2

Taleo Recruiting Cloud  
Service & Taleo  
Onboarding Cloud Service

Go-Live in 15 Weeks

# Package – 1 Taleo Recruiting In Scope Business Process



<b>Oracle Taleo Recruiting Cloud</b>	<b>Business Process</b>
Requisition Administration	Create Requisition
	Approve Requisition
	Report on Requisition Data
Sourcing	Manage Talent Pool
	Manage Referrals
	Manage Agencies
Candidate Management	Candidate Creation
	Manage Candidate Profile
	Interview Scheduling
	Candidate Screening
	Reference Checking / Candidate Verification
	Reject Candidates
	Candidate Communication
Offers	Create Offer
	Approve Offer
	Extend Offer
	Accept Offer (Includes Offer Negotiation)
Reports	Standard Out of the Box Reports for Recruiters and Managers

# Package – 2 Taleo Recruit and Onboarding In Scope Business Process



Oracle Taleo Recruiting Cloud	Business Process
Requisition Administration	Create Requisition
	Approve Requisition
	Report on Requisition Data
Sourcing	Manage Talent Pool
	Manage Referrals
	Manage Agencies
Candidate Management	Candidate Creation
	Manage Candidate Profile
	Interview Scheduling
	Candidate Screening
	Reference Checking / Candidate Verification
	Reject Candidates
Offers	Candidate Communication
	Create Offer
	Approve Offer
	Extend Offer
Reports	Accept Offer (Includes Offer Negotiation)
	Standard Out of the Box Reports for Recruiters and Managers
Transition (On-boarding)	Manage Tasks/ Activities Associated with On-Boarding
	On-Boarding Communication
	Create Process and Tasks
	Monitor On Boarding Activites

# Scope – Taleo Recruiting



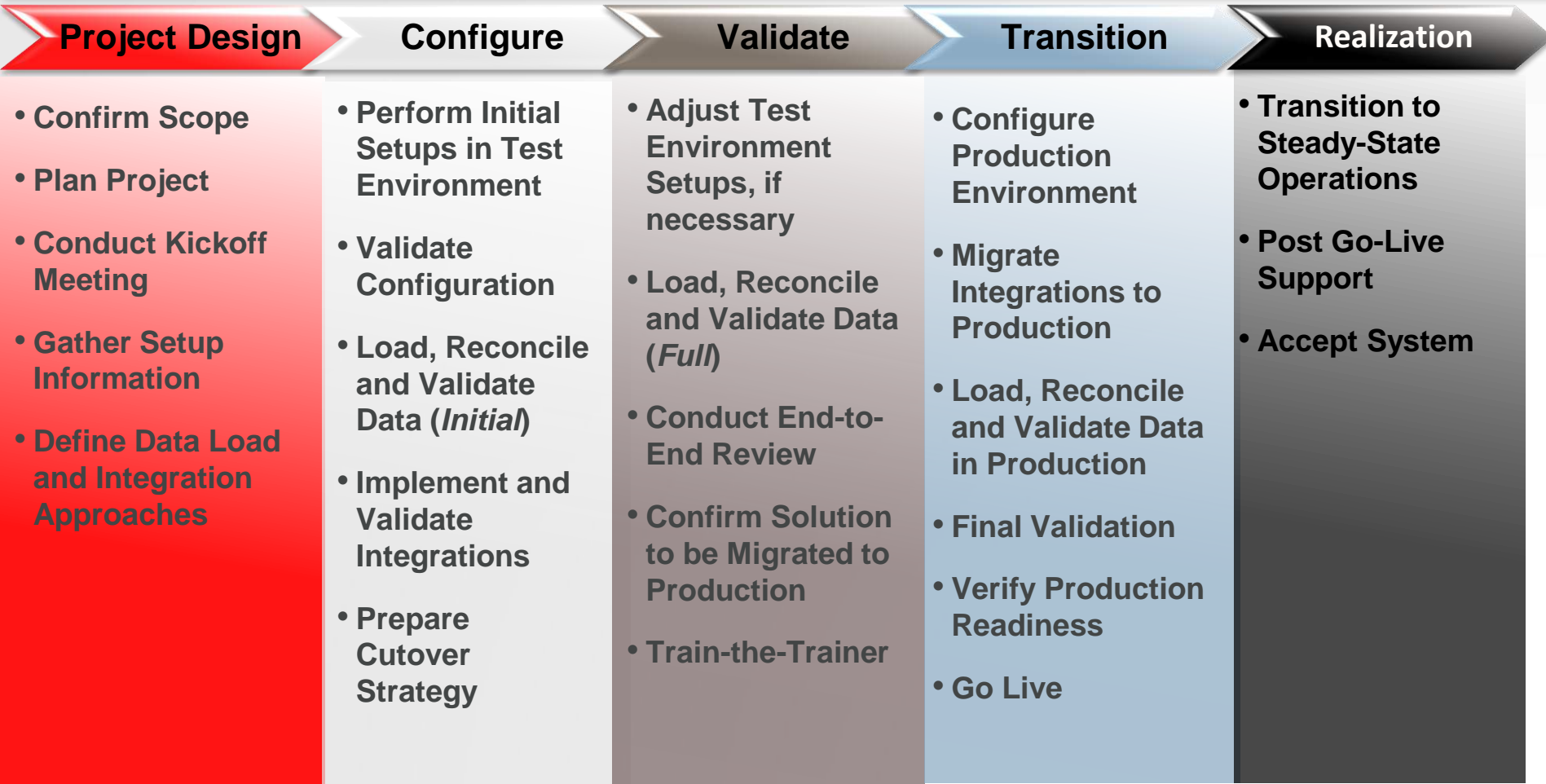
- 1 External Career site (1 Application flow, 1 Profile flow, 1 Theme)
- 1 Internal Career site (with Employee Referral)
- 1 Candidate Selection Workflow (Manual)
- 1 version of Recruiter Interface (1 list format, 1 configuration profile)
- 1 version of Manager Interface (1 list format, 1 configuration profile)
- 1 Requisition form with up to 10 User Defined Fields
- 2 Candidate Record Formats (profile + job submission) with up to 10 User Defined Fields
- 3 Requisition Templates and up to 5 user types
- System Correspondence with Personalized Branding
- System Settings
- 1 Source list (maximum of 100 entries)
- Requisition & Offer Manual Approval workflow configurations
- One time Data Upload (1 test + 1 Production)
- Organization, Location, Job Function, User, Departments
- Offer Management Configuration with up to 3 custom offer letters
- Review of Standard reports
- Taleo Recruit can be integrated with Taleo Connect Client (TCC) which is not real time integration

# Scope – Transition (Onboarding)



- The scope of the Taleo Onboarding implementation includes the Inception and Elaboration to address the collection of new hire data and communication with new hires using Transitions (Onboarding) module
  - Workflow for new hires
  - Manager task / activities related to new hire
  - On-boarding communication
  - E-Signature Enablement
  - Single Page form pack (up to 5 forms)
  - Up to 5 onboarding tasks

# Approach Structure – Objectives by Phase

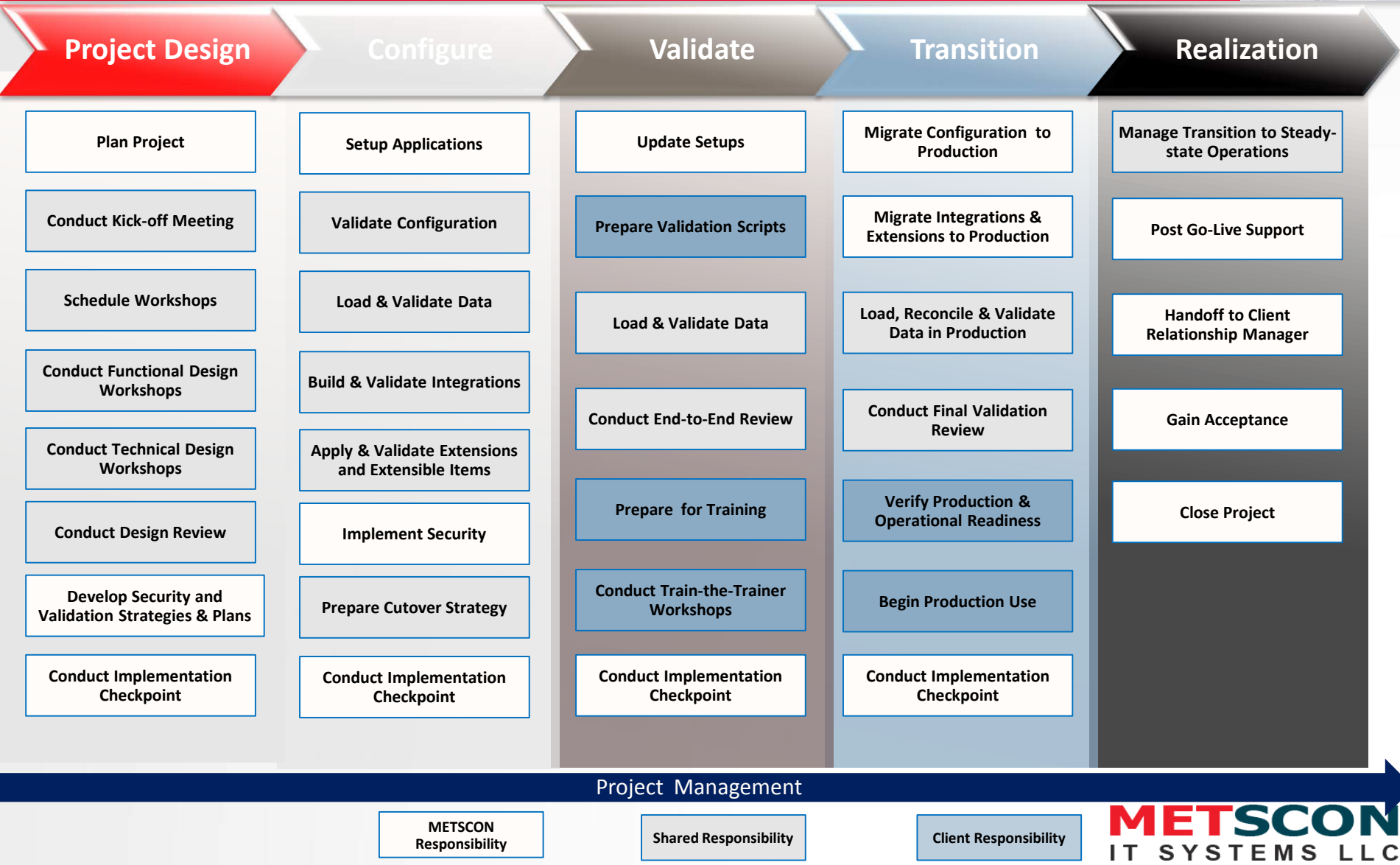


Project Management





# Approach Structure – Project Activities by Phase



METSCON  
Responsibility

Shared Responsibility

Client Responsibility

# Project Plan \ Time Frames Includes support



## Package -1



11<sup>th</sup> week Go-live + 1 week of support

## Package -2



11<sup>th</sup> week Go-live for Recruiting; 15<sup>th</sup> week for On-boarding + 1 week support for every Go-Live

# Implementation Time



**Go- Live in 15 Weeks**

*Project  
Design*

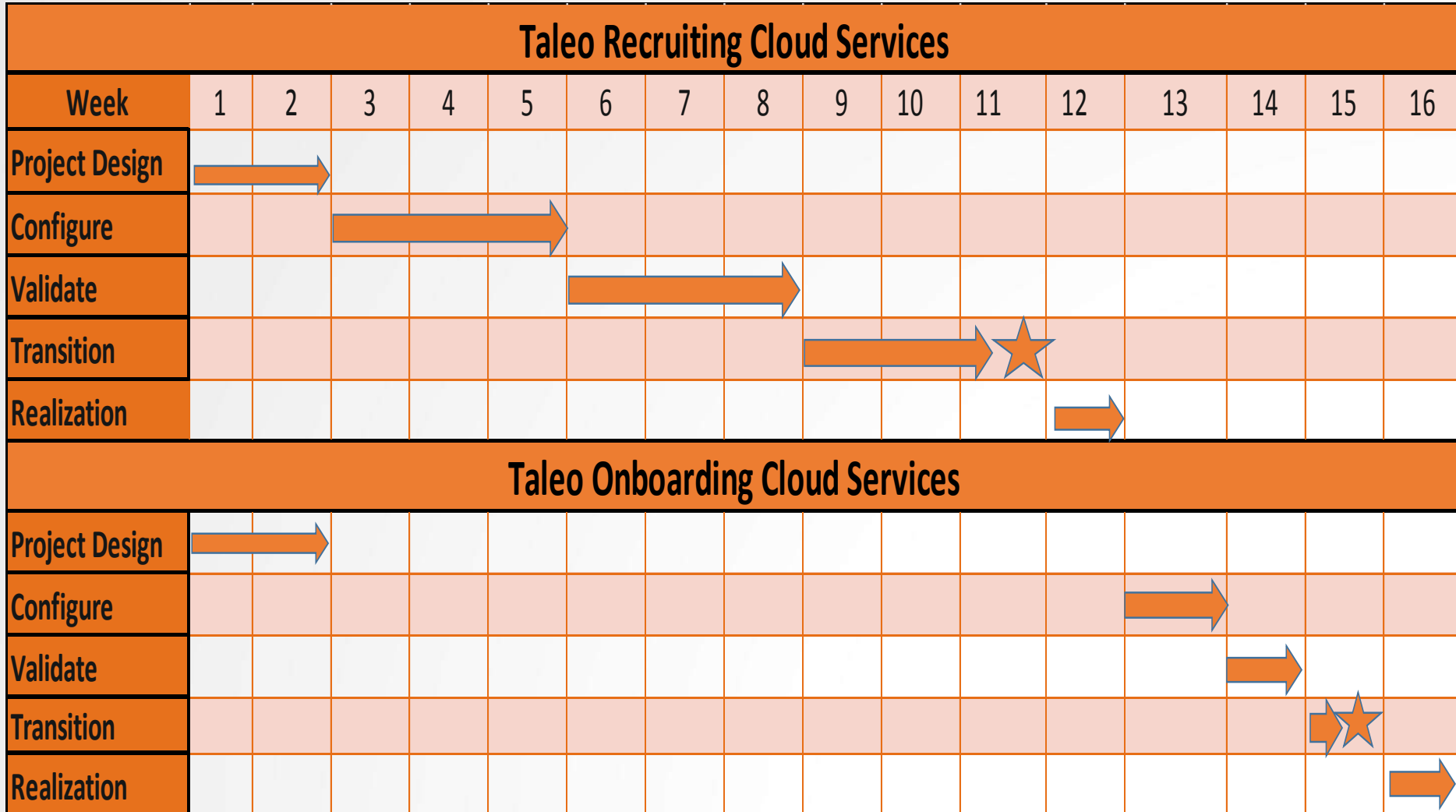
*Configure*

*Validate*

*Transition*

*Realization*

# Project Plan Combined



# Additional Services



## Oracle Validated Integrations

200+ Pre-Integrated Solutions



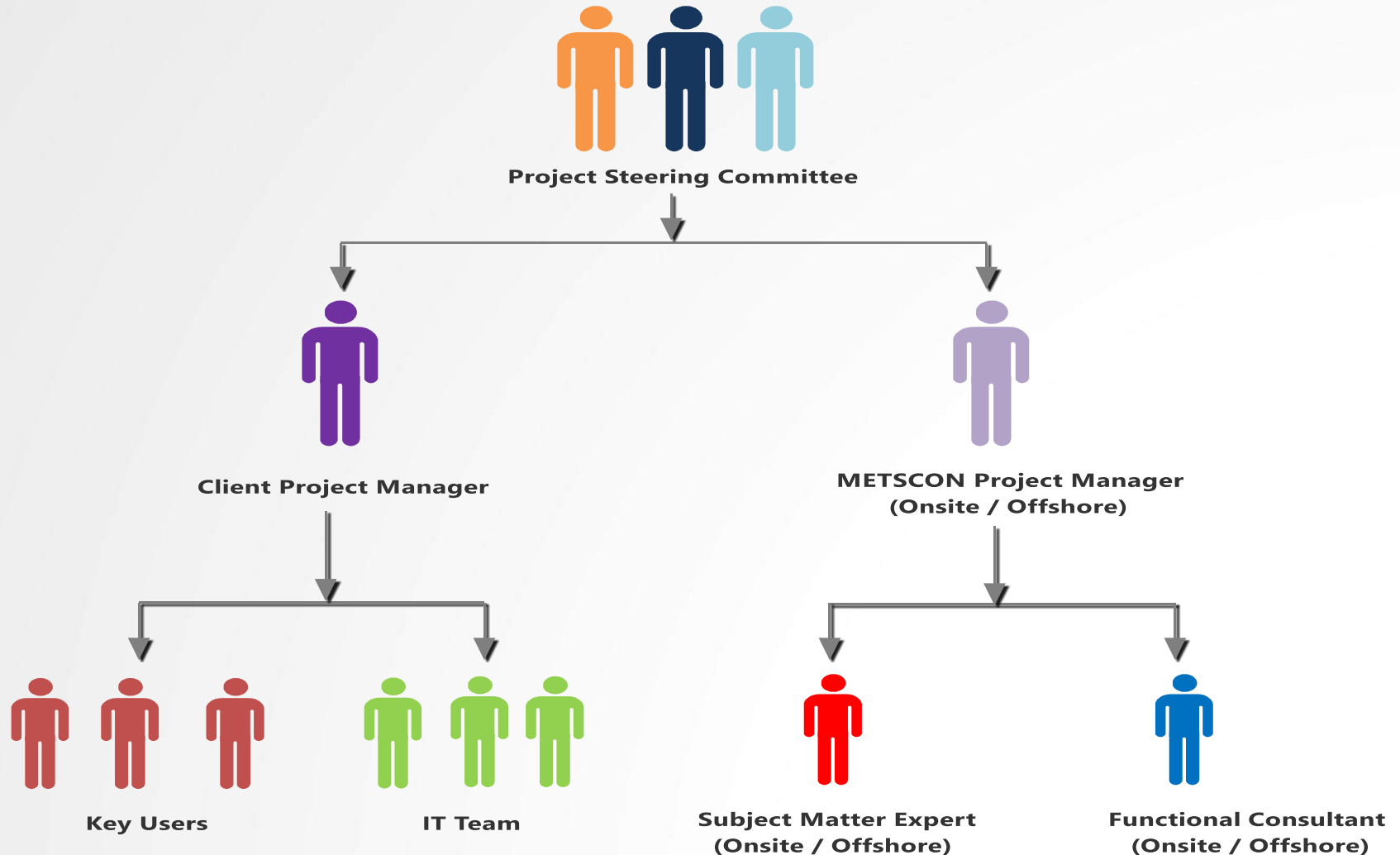
# Additional Services

- Custom Report Building
- 3<sup>rd</sup> Party Integrations
- e-Quest & Job boards Integrations
- Additional Data Migration
- Upgrade Services





# Project Team Structure



# Project Team Structure Cntd.



- **Project Steering Committee**

The Steering Committee's role is to provide advice, ensure delivery of the project outputs and achieve stipulated project outcomes. This may include such tasks as: Identifying potential risks, Monitoring risks and Monitoring the quality of the project as it develops.

- **Client Project manager**

The Client Project Manager will be the single point of contact for the METSCON team for inputs from Client. He will be responsible for coordinating with client stakeholders and organizing all the logistics for successful delivery of the project. He will work jointly with the METSCON Project Manager to coordinate day to day project tasks and activities.

- **Client Project manager**

The METSCON Project Manager shall be the single point of contact for the client for any issues relating to the delivery of services. He shall be responsible for the day-to-day implementation activities of METSCON. He will manage METSCON resources on the project and keep the Steering Committee appraised of the progress.

# Project Team Structure Cntd.



- **Subject Matter Expert**

The METSCON subject matter expert (SME) provides the knowledge and expertise in specific Modules for a project. The SME ensures that requirement gathering is accurate and that delivery of the project outcomes is assured.

- **Functional Consultant**

The METSCON Functional Consultant is the product and implementation expert in his specific functional areas. He has skills and expertise in Taleo implementation and also has an understanding of business processes.

# Key Assumptions



1. The standard business flows and Fusion functionality will serve as the base for the implementation.
2. Oracle's OUM for Cloud Implementation Approach will be used for the implementation
3. A Project team is formed and empowered to make decisions.
4. A timelines with work products delivered during the timeframe, counting from the time that the Taleo Recruiting and Onboarding is provisioned by Oracle.
5. The implementation will be based on the Cloud deployment model, hosted at Oracle
6. In the Cloud deployment model, two project environments are available: A sandbox and a production environment
7. No Customization is performed. Configuration within the standard system is performed
8. Single Sign On is Client's responsibility.
9. Organizational Change Management will be Client's responsibility
10. No Major Upgrades will be done during the implementation of the FSO. Upgrade during initial deployments are out of Scope

# Other Activities and Related Assumptions



Deliverables included in scope	Description
Project Charter	The project charter will include further details of the project mission statement, approach and execution.
Project Work plan	A plan that describes the high-level tasks and timelines for all project activities.
Configuration Workbook	Details of how the solution is configured
Configured Application	An application configured in accordance with the descriptions in the Configuration Workbook.
Training Material	Business will organize a training for the customer's core project team members, to be delivered by METSCON consultants, in a lecture/demo format workshop.
Validated Solution on Sandbox	Configured Final Solution agreed with Customer
Test Plan and Scripts	Test Scripts for testing with configured functionality in the scope of standard offering. Any further changes to this document will be performed by Business
Validated Solution on Production	Configured Solution , validated for go live use



# Related Assumptions

Activity	Assumptions
Go-live support	7 days of Go-live support will be provided
Training Project Team	Train the trainer approach will be adopted.
Familiarization session	Business will organize a session not exceeding 8 hours, to make the customer familiar with the standard Taleo navigation and personalization.
End User Training	Not included in scope of current project
Interfaces	Not included in scope of current project
User Guide	Basic User guide will be provided
Administration Guide	Basic Administration guide will be provided
LinkedIn Preview and LinkedIn Profile Upload.	This feature will be enabled if client is already subscribed with LinkedIn Preview and LinkedIn Profile Upload.
3rd party Integration	Any 3 <sup>rd</sup> party integration is not included in estimates



# Client Responsibility



For the project to be successful, the Client must fulfil the following obligations:

- Order Taleo Recruiting and Onboarding prior to project start
- Assign a project manager to lead the staff's efforts
- Assign experienced and empowered business and IT users to work closely with METSCON's consultants according to project plan (some full-time allocation may be necessary at times).
- Perform certain project tasks according to project plan such as a) provide data in format specified by METSCON: b) facilitate end user training
- Arrange for a project executive sponsor and project steering committee
- Accept that part of the work performed by METSCON Consulting will not be on-site

# ABOUT METSCON



- METSCON, UAE, established in 2007, is one of the fastest growing IT solutions companies in the GCC. The operations in this region are supported by best of breed professionals from various industries.
- METSCON UAE is supported by the offshore development center at Chennai.
- Over 200+ professionals at METSCON offer professional services to key clients in the MEA Region.
- The key practices include consulting and turnkey solutions for Oracle ERP implementations and upgrades, Development for mobile communication platforms and professional services.
- The key domain competencies include verticals like Financial Institutions, Healthcare, Real Estate & Property Development and Professional Services across all verticals.
- The METSCON management, with a total of 250+ man years of experience, offer a wide range of resources to customize, enhance, support and extend solutions for customers.
- Certified Oracle Gold Partner and IBM Business Partner
- METSCON has already successfully rolled out the Oracle EBS for VASCO, covering Finance and Supply Chain

Thank You

