

FACT SHEET

AFFINIX™ INTERNAL MOBILITY

LEVERAGE TALENT FROM WITHIN

Organizations that have a desire to engage and promote talent from within their business but lack a platform that enables them to separate internal and external candidates efficiently might be faced with high applicant volumes and a time-consuming selection process for talent acquisition teams.

By starting the talent search from within, organizations can save the time and resources it takes to generate and screen a large pool of external candidates. With Affinix Internal Mobility from PeopleScout, organizations can specifically source internal talent and match them to open positions based on their unique skills, competencies and experiences — enabling recruiters to search and find internal candidates with the best fit.



WHY CHOOSE PEOPLESCOUT'S AFFINIX INTERNAL MOBILITY SOLUTION?

SEAMLESS INTEGRATION

Affinix Internal Mobility is designed to complement your existing hiring process, only requiring a simple integration with your existing ATS. If you don't currently use an ATS or are looking for a new ATS, we can bundle our own Affinix ATS in with the solution. As part of the implementation process, you will be assigned a dedicated PeopleScout recruiting expert who will activate our internal mobility technology, support program setup and assist with running the platform.

POWERFUL ARTIFICIAL INTELLIGENCE

PeopleScout Affinix Internal Mobility gives recruiters a holistic view of candidates, and when a requisition is posted within the platform, the system leverages artificial intelligence to automatically look for employees who may be a good fit and proactively recommends candidates based on their profile.

EXPERIENCED RESOURCES

PeopleScout has more than 30 years of experience in recruiting and our teams possess expertise in recruiting candidates for a variety of roles across all industries. If your organization is looking for a partner to help you find the right talent from within, leverage cutting-edge technology, and save you time and resources, PeopleScout can help.

DISCOVER THE POWER OF RECRUITING FROM WITHIN

✓ Requisition Flexibility

When creating a new requisition with Affinix Internal Mobility, you can choose to post your requisition internally or externally on separate pages or start with an internal requisition and later change it to external as needed.

✓ Career Pathing

Align your employees' skills, experience and interests with open positions to help them move laterally and vertically within the organization. By helping employees develop within the business, you're also setting yourself up for succession planning success.

✓ Robust Sourcing Strategy

Rather than a basic employee record found with typical ATS functionality, candidate profiles within Affinix Internal Mobility allow employees to input a variety of skills and competencies into the platform, leading to a robust skills database and more advanced job matching.

✓ Targeted Campaign Functionality

Recruiters can build static and dynamic talent folders and pipelines based on candidates found within a search. After sorting and filtering profiles for the desired skills, recruiters can trigger an invitation email to be sent to those whose skills match to apply for the open role.

✓ Workforce Optimization

Affinix Internal Mobility leverages artificial intelligence that streamlines the internal sourcing process for recruiters. By matching internal talent to open positions based on best fit, you'll have the right people in the right spots — getting you the most out of limited resources.

✓ Candidate Profiles

Employees develop profiles by providing information around demographics, skills, capabilities and more which enables recruiters to more effectively find and place internal employees in new roles. Recruiters can also view internal and external candidates together in one place, with internal members uniquely identified, for a seamless experience.

FULL AFFINIX SUITE HIGHLIGHTS

AI-Enabled Sourcing

PeopleScout uses Affinix to identify strong passive and active candidates within seconds of an open job requisition.

Candidate Talent Pools

Affinix builds dynamic content lists that automatically add candidates who match specific criteria.

Emails that Engage

PeopleScout keeps candidates engaged throughout their journey with personalized emails and automatic drip campaigns.

Powerful Insights

Affinix delivers powerful insights so users can improve hiring speed, accuracy and monitor talent trends.

Predictive Analytics

Analytics extend across Affinix to better understand top talent behaviors and predict factors such as cultural fit.

AI-Enabled Chatbot

Affinix chatbot technology is powered by artificial intelligence, allowing candidates to connect when it is convenient for them.

ACCOLADES



THE PEOPLESCOUT DIFFERENCE

PeopleScout has designed, deployed and implemented strategic recruitment process outsourcing, managed service provider, total workforce solutions and talent advisory solutions for our clients across multiple industries and geographies. Each solution is crafted to address and solve our client's toughest talent challenges with programs unique to their circumstances. Our goal is simple: We want to help you bridge the gap between NOW and NEXT with innovative and future-focused talent solutions.



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