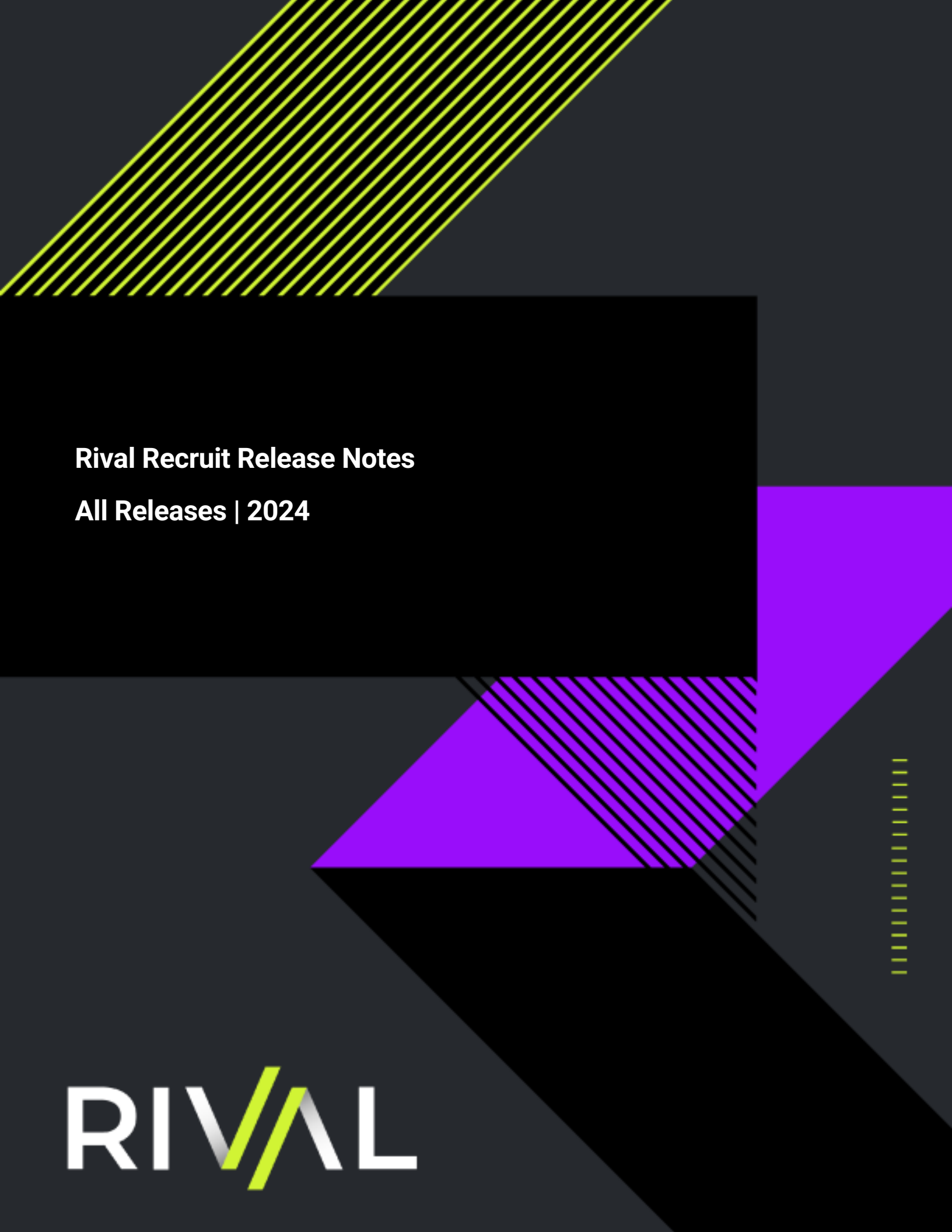




Rival Recruit Release Notes

All Releases | 2024

RIVAL

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Latest December 19th

Version 2024.44

WHAT'S NEW

Improvement to Interview Scheduler email.

A copy of the **Primary Resume** will now be attached in the Interview Scheduling confirmation email sent to Interviewers.

Resolved Issues

ATS - We fixed an issue on the Candidate Pool page '**Source**' filter. Found that the filter did not return results for any Source that included a comma. This is now resolved.

November 26th

Version 2024.42

WHAT'S NEW

Improvement to Candidate List display in the RESUME REVIEW email

We made an update to the email sent to reviewers when submitting resumes for review, now displaying candidate names in a stacked format (one per line) instead of on a single line. Please note that the ability to send multiple resumes in a single email is configured in the backend by Rival Customer Support team.

Recruiter has sent you candidate(s) to review in consideration of the Customer Service Rep I (23232323) position.

Please log into Rival Recruit to view the candidate(s) profile and provide your feedback online:

[Start the Resume Review](#)

Rosa Gupta

rgupta@XYZcompany.com

Candidates:

- Jimmy Johnson
- Stan Ballin
- Jorge Gomez
- Francis Kubota

Added Date/Time & time zone to the Candidate Profile History tab when Scheduling Interviews

The latest update to the new Interview Scheduler allows users to see both the **date and time** of scheduled interviews, along with the **time zone details**, on the **Candidate Profile History** tab.

Summary

Resume / CV

Attachments

eForms

Evaluations

Activity Status

History

Candidate Job History

History of Events and Comments

Benefits Administrator (171761060)

1. Creator: Susan Harris11/26/2024, 10:23 AM

Interview scheduled by Susan Harris for 12/3/2024, 11:00 AM America/New_York.

2. Creator: System Generated10/2/2024, 8:05 AM

Associated with Benefits Administrator (171761060) posting

November 18th

Version 2024.41

Resolved Issues

Resolved an issue where the eForm/eApp was not being presented in CX embedded sites when configured to be served UPFRONT as part of the initial application.

Addressed an issue with job not showing career site after the automatic job posting status change was applied. This has been resolved.

November 5th

Version 2024.39 & 2024.40

WHAT'S NEW

New Interview Scheduler is now available to be enabled!

This new version makes scheduling faster, more flexible, and easier to manage:

- **One-Time Admin Setup:** Just a single setup for your entire team—no individual calendar linking needed, so you're up and running in no time!
- **Google Workspace & Office 365 Integration:** Enjoy seamless scheduling across both Google Workspace and Office 365.
- **Flexible Scheduling Options:** Customize time zones, add optional interviewers, and send automated notifications and reminders to keep everyone in the loop.
- **Self-Scheduling for Candidates:** Let candidates self-schedule, reschedule, or cancel, reducing back-and-forth and giving them a great experience.
- **Improved Interview Management:** Manage everything directly in Rival Recruit with simple options to reschedule, update, or cancel interviews.

Ready to get started? Check out our brief demo [VIDEO](#) to see everything in action. Contact our team to have the new Interview Scheduler activated for your team at no cost!

BOOKING AVAILABILITY

These are the timeframes in which an interview can be booked.

America - New York (Eastern)

☐ Sunday	No Interviewing Time
☒ Monday	09:00 AM to 05:00 PM
☒ Tuesday	09:00 AM to 05:00 PM
☒ Wednesday	09:00 AM to 05:00 PM
☒ Thursday	09:00 AM to 05:00 PM
☒ Friday	09:00 AM to 05:00 PM
☐ Saturday	No Interviewing Time

☒ Organizer Schedules
☐ Candidate Self-Schedules

Select date and start time
Nov 8, 2024, 02:30 PM

FIND AVAILABILITY

SCHEDULE EVENT

Menu

- Jobs
- Candidates**
 - Candidate Pool
 - Source Passive Candidates
 - EEO/AA Info
 - Employee Referrals
 - Folders
 - Interviews Management**
 - Recycle Bin
 - Reviews Status
 - Upload
- Administration
- Reports (Legacy)
- Help
- Rival Community



Candidates

Candidate Search

2

SS

Interviews Management

Search for Scheduling Events by Candidate Name, Email, Position, Tracking Code or Department

Scheduled Next 7 days

Event Organizer Event State Participation Status Select Timeframe

4 Scheduling Events

CANDIDATE	POSITION	ORGANIZER	STATE	SCHEDULED FOR
Charlie Lightfoot seanfsh5@gmail.com	Administrative Assistant Tracking Code 20200473	Alex Kuehl	Scheduled	Nov 5, 2024, 10:00 AM
John Deere bill.mcguire@silkroad.com	Guest Services Attendant Tracking Code 20200480	Bill McGuire	Scheduled	Nov 6, 2024, 04:00 PM
Brenda Lilly Bililyxx@gmail.com	Guest Services Attendant Tracking Code 20200480	Sean Sheridan	Scheduled	Nov 11, 2024, 09:00 AM
Charlie Lightfoot seanfsh5@gmail.com	Administrative Assistant Tracking Code 20200473	Sean Sheridan	Scheduled	Nov 12, 2024, 01:00 PM

Rows per page: 10 1-4 of 4

Additional Improvements:

The labels for the "CONTINUE" and "SAVE" buttons in the 'Send Email' modal window have been updated.

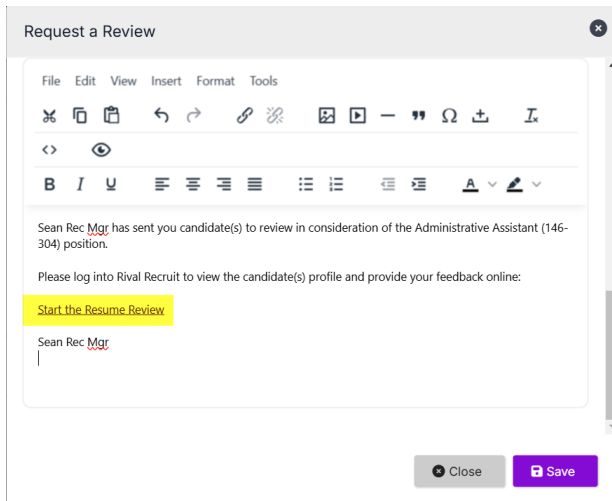
When sending emails, users will now see "SEND" on both the Candidate Pool page and the Candidate Profile page, replacing the previous labels "Continue" and "Save".

Route user to Conversation Tab on Candidate profile page when coming from the SMS Inbox

We've updated the navigation flow so that when users are in the SMS Inbox and are directed to a Candidate Profile page, they will now land on the Conversations tab. Additionally, when using the pager to move to the next candidate profile, the Conversations tab will remain active.

Update Resume Review Email Text area to use TinyMCE

When starting the Resume Review from the Candidate Resume Profile (CRP) page or the Candidate Pool page, users will now see the TinyMCE editor menu above the text field displaying the review request email. Additionally, the previously lengthy URL in the email will now display as **"Start the Resume Review"**.



Resolved Issues

Resolved an issue where resumes submitted by applicants using Apple devices on Indeed were not being attached to their Candidate Profile in the ATS. This occurred when the resume file name included special characters that are allowed by Apple but not supported by Windows.

September 26

Version 2024.36

What's new

Filter by No Associated Job on the Candidate Pool page

This feature allows you to filter resumes not linked to a specific job posting, such as those received through Open Submission or imported via Source Passive Candidates. On the Candidate Pool page for the *Job Posting* filter, select **No Associated Job** and then apply the filter.

Job Posting

1 / 30 Remove All

No Associated Job x

Review resumes not associated with a job

We've updated the review resume feature to include resumes not associated with a job. This is useful when resumes are received through Open Submission or imported via Source Passive Candidates and you want those resumes reviewed. Here's what the option looks like on the Candidate Resume Profile page:

Candidate Resume Profile

Results

Job Score	Qualified	Source	Recruiter
■■■■■ N/A	☒ Yes ☐ No	Passive Candidate Search	Default User

What would you like to do with this Candidate?

Candidate

Edit/View

Andy Bas

Street address is unknown

San Francisco, California

United States

andyjbas@gmail.com

Tracked For

Associate With Job Posting

---- Select an Action ----

---- Select an Action ----

Add Comment

Request a Review

Send Email

Create New Profile

Change Job

Employee Profile

EEO/AA Profile

You can also send resumes for review in bulk from the Candidate Pool page:

Candidate Pool

▼ Edit Search

Entered in the last: 90 Days

Job Posting: No Associated Job

Sort By: Candidate Ascending

Results Per Page: 25



Candidates found 181



Take Action ▼

☐	Candidate ↑	Job Title ↓	
☒	 Akshay Bas	No Associated Job	Add Comment Assign/Manage Tags Change Disposition Change Hiring Stage Change Job Association Delete Selected Disqualify Selected Qualify Selected Remove Disposition Request a Review Send Email
☒	 Amanda Roque	No Associated Job	
☐	 Amit Ahar	No Associated Job	
☒	 Amitay Mo	No Associated Job	
☐	 Anastasia Slip	No Associated Job	
☐	 Andy Dodeja	No Associated Job	
☐	 Andy McCoy	No Associated Job	
☐	 Aravind Seth	No Associated Job	
☐	 Aurelia Muk	No Associated Job	

September 9

Version 2024.35

New features and enhancements

Updated the AAP Job Group page to the new table format similar to what was implemented on the Candidate Pool and Job Tracking pages.

Updated the Folders page to the new table format similar to what was implemented on the Candidate Pool and Job Tracking pages. Also updated the icons and the SHOW ALL SHARED FOLDERS bar.

Updated the Job Categories page to the new table format similar to what was implemented on the Candidate Pool and Job Tracking pages. Also added a *Show Only Active Job Categories* toggle.

Updated the Offer/Rejection Letters page to give it a more modern look and to match the look of the other updated pages in Rival Recruit.

Updated the text color of the header text of modal windows in Rival Recruit to make it more visible.

Removed the horizontal gray lines and the words APPLIED FILTER SUMMARY from Candidate Pool, Job Tracking and Fee Agency pages.

Made some adjustments on the Job Tracking, Candidate Pool and Fee Agencies pages to show more results on those pages on smaller screens.

Made some code changes to prevent applications from coming in from Indeed (via Easy Apply) when a job has been put on hold or closed/deactivated.

When you clicked the ellipsis at the top right of the Candidate Pool and Job Tracking pages, some of the menu items were hidden. This issue is resolved.

Resolved issues

The hover color on the page number on the pager has been updated to the correct color based on Rival branding.

Corrected an issue with the Generative AI Job Description. It was not generating a job description. This issue is corrected. Generative AI Job Description is now working correctly.

August 23

Version 2024.34

Resolved issues

Corrected an issue with the XML feed for a client's "Custom - All Open Posted External Jobs Report". The XML feed was invalid and a 401 error displayed. This is corrected now.

August 22

Version 2024.33

New features and enhancements

Merge fields can be added for JobID and ResumeID to tracking pixels on the THANK YOU page of a Candidate Experience career site if a client requests the ability to track those data points.

Resolved issues

When viewing a list of jobs on the Job Tracking page, users see the Candidates Found label and a count. This is incorrect. The label should be Jobs Found.

Resolved the 401 error message that appeared when a user clicked the *Candidate Experience Admin Portal* link under the user avatar.

(Candidate Pool and Job Tracking pages) With the implementation of the new results table, the select all option caused unexpected results. The issue occurred when you paged through two or more pages of results first, returned to one of the previously-viewed pages, chose the *SELECT ALL* checkbox, and then performed a bulk action. The expected result was that the bulk action would only get applied to the records shown on that one results page where you clicked the *SELECT ALL* checkbox. Instead, the bulk action was applied to the results on all the pages that you viewed prior to selecting the *SELECT ALL* checkbox.

Corrected a session timeout issue when multiple browser tabs were open. The Rival Recruit application now ensures a user's session does not end in any browser tab/window until 60 minutes after the last request/page loads.

August 19

Version 2024.32

New features and enhancements

Updated the Review Status page to the new table format similar to what was implemented on the Candidate Pool and Job Tracking pages.

Updated the Recycle Bin page to the new table format similar to what was implemented on the Candidate Pool and Job Tracking pages.

Resolved issues

When attempting to add a new user account or edit an existing one, a *Current Action Temporarily Unavailable* message appeared. This issue is resolved. You can now add a new user account and edit an existing one.

August 15

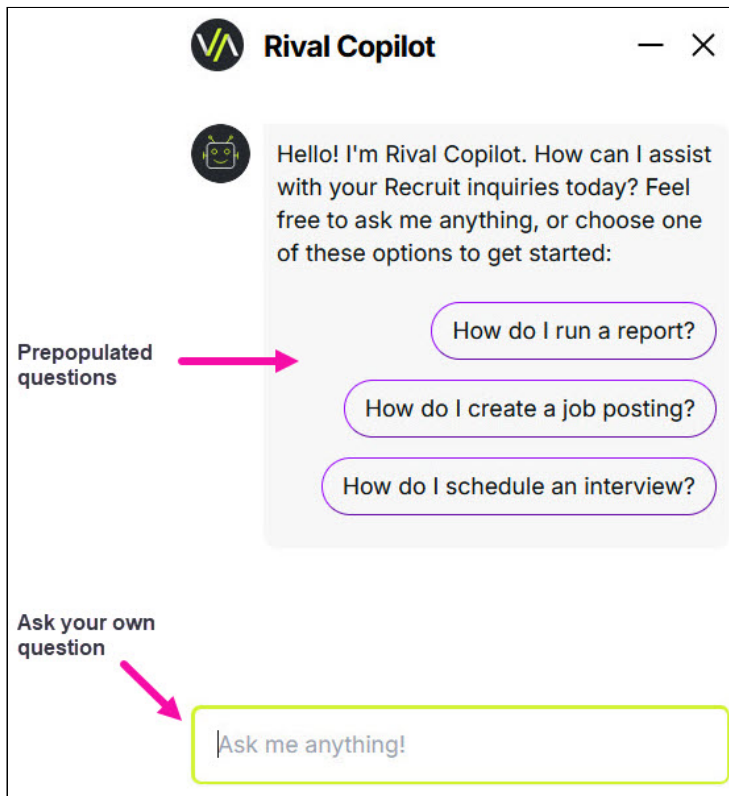
Version 2024.31

What's new

Rival Copilot

Introducing Rival Copilot! Rival Copilot is a generative AI based question-and-answering system. Rival Copilot offers fast access to Help content so you can quickly learn product concepts, tackle your daily how-to tasks, and get clarity on head-scratching roadblocks.

How does it work? Select one of the prepopulated questions or enter a question of your own:



Rival Copilot then searches the Help system, retrieves the answer and displays it with a link to the Help system (which you can click to open the Help system).

Rival Copilot is available by default. If your organization does not want it to be available, your admin can turn it off. In Administration>Settings in the *AI and Machine Learning* section, click the **Rival Copilot** link and set the option to **No**.

UI changes on the Job Tracking page

You'll notice some UI changes on the Job Tracking page. The changes help make the page more intuitive and reduces clicks. Fewer clicks equal faster results.

Jobs found

20

Take Action

50 Results Per Page

	Internal Job Title	Tracking Code	Resumes	My Review Requests	Location	Posting Sta
	Account Executive	172218-015	1	0 / 0	Chicago	Normal - In

Here's a quick look at the changes:

	Expands or contracts the columns.
20	Total count of records
Take Action 	Select an action to perform on a candidate. This button replaced the <i>Take Action</i> list and arrow button  .
50 Results Per Page 	Select the number of jobs to display per page. Options are 10, 25, or 50.
	Click to add or remove columns. This button replaced the two-step process of clicking  and then selecting Columns .

Horizontal scroll bar, header, and pager improvements

On the Candidate Pool, Job Tracking, and Fee Agencies pages, you'll notice the horizontal scroll bar is in a fixed position. This means you no longer have to scroll to the bottom on the page to see the horizontal scroll bar and then scroll back up to see the top rows in the results table. Saves you time.

☐	Candidate 	Job Title 	Current Stage 
☐	 Allan Berger	No Associated Job	Talent Community
☐	 Allen Wong	No Associated Job	Talent Community
☐	 Amanda I.	No Associated Job	Talent Community

Another improvement is the pager and header stay in a fixed position, too. With the pager in a fixed position, you can quickly navigate to other pages. With the header in a fixed position, you can easily identify columns as you vertically scroll.



☐	Candidate ↑	Job Title ↓	Current Stage ↓
☐	 Allen Wong	No Associated Job	Talent Community
☐	 Amanda I.	No Associated Job	Talent Community
☐	 Amanda Roque-Ferreira	No Associated Job	Talent Community

← Previous
1 2 3 4 5
Next →

Other new features and enhancements

If you use Expanded Analytics to create custom reports, there's a new dimension available: *Additional Locations*. You can add this dimension to job posting reports. There are two display options to choose from:

- List all additional locations for the job in the same row.
- List the additional locations for each job, one per row. If the job is assigned to five additional locations, plus the primary location, the same job will be listed in six separate rows, one for each location.

The Rival Recruit database extract now includes the table containing all comments that users entered on candidate profiles.

Resolved issues

Corrected an issue where a recruiting manager did not receive a candidate withdrawal email for a candidate who withdrew their application even though the withdrawal email setting was turned on.

August 3

Version 2024.30

What's new

UI changes on the Candidate Pool page

You'll notice some UI changes on the Candidate Pool page. The changes help make the page more intuitive and reduces clicks. Fewer clicks equal faster results.

	Candidates found 605	Take Action 	25 Results Per Page 	
☐	Candidate 	Job Title 	Current Stage 	Enter Date 
☐	 Allan Berger	No Associated Job	Talent Community	6/19/24

Here's a quick look at the changes:

	Expands or contracts the columns.
605	Total count of records
Take Action 	Select an action to perform on a candidate. This button replaced the <i>Take Action</i> list and arrow button  .
25 Results Per Page 	Select the number of candidates to display. Options are 10 or 25.
	Click to add or remove columns. This button replaced the two-step process of clicking  and then selecting Columns .

Resolved issues

Resolved an issue with the cascading stylesheet (css) that controlled the look of the Broadbean job posting UI. The UI now has a consistent look and functions correctly.

Corrected the following issues on the Candidate Resume Profile:

- When attempting to create a new profile or change a job association, the *Available Hiring Stages* box did not show any hiring stages.
- When attempting to enter referral information, the pop-up screen for referral information did not open.

When using a Firefox browser and attempting to send an email to a candidate from the Candidate Pool page, the page became blank and an error message appeared. This issue is resolved.

July 22

Version 2024.27

Resolved issues

Corrected an issue where a blank page appeared when you attempted to view a candidate's resume (PDF) on the Task List. Now, the candidate's resume appears in preview mode as it should.

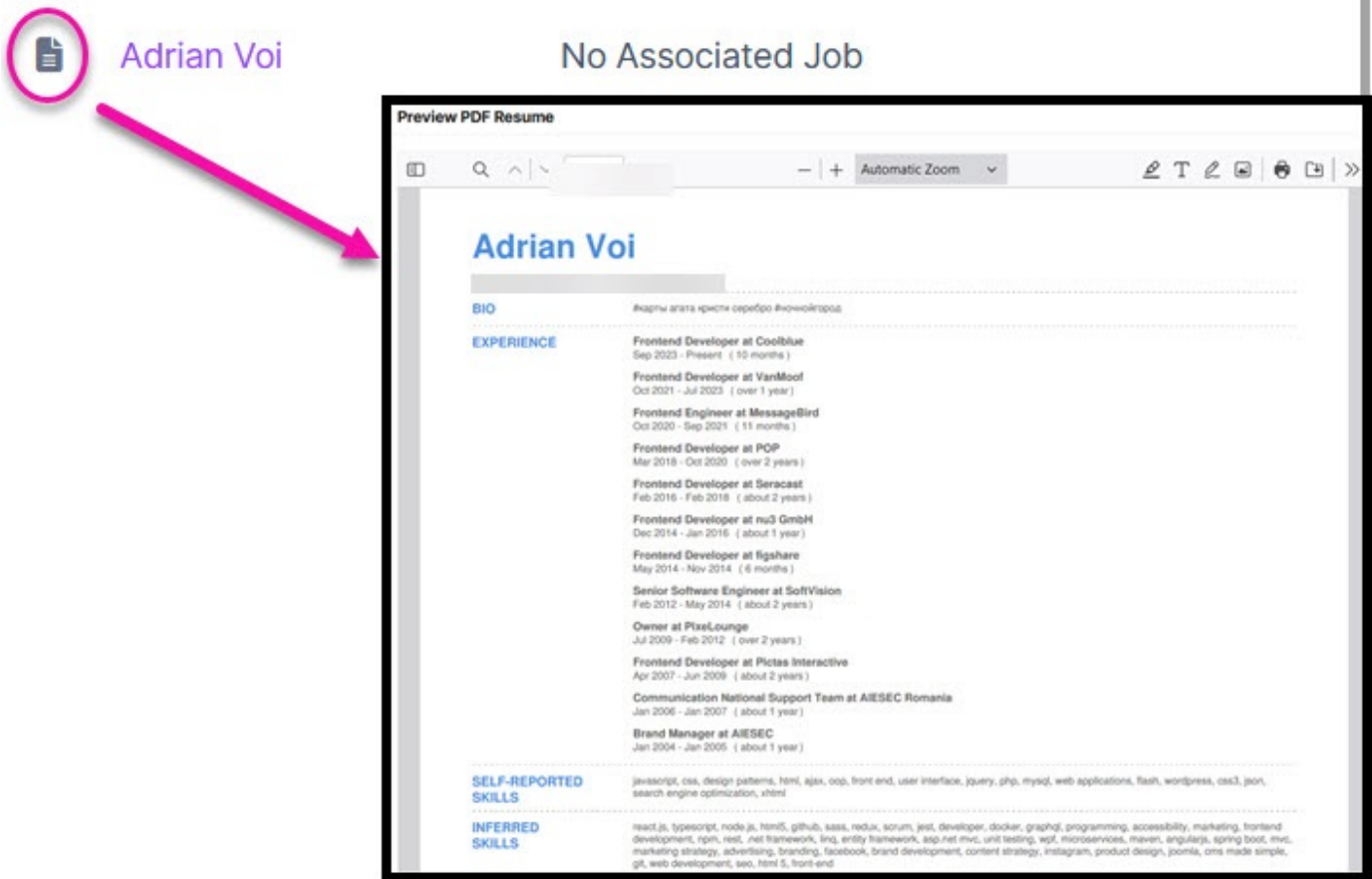
July 15

Version 2024.26

What's new

View a resume in PDF format

On the Candidate Pool page when recruiters review a list of applicants and click the resume icon next to an applicant, if that resume was uploaded in PDF format, it can be viewed as a PDF. This improves the user experience because PDFs are easier to read/navigate.



Note

If a candidate resume is not uploaded as a PDF, it appears in text format when you view it just like always.

Other new features and enhancements

You'll notice some cosmetic changes to the Employee Referrals page. Some highlights:

- Data grid now has light gray shading in the heading row, light gray lines between rows, and no lines between columns. Hyperlinks are purple.
- Sort arrow toggles between ascending and descending.
- Page navigation has a slightly different look but works the same.

Continuing to make updates to the user interface design to be more user-friendly and easier to read, corrected a text alignment issue in the data table on the Activity Status tab on the Candidate Resume profile. The text is now left aligned and lines up correctly under the heading columns.

You'll notice some cosmetic changes to the View Job Offers page. Some highlights:

- Data grid now has light gray shading in the heading row, light gray lines between rows, and no lines between columns. Hyperlinks are purple.
- The Letter Created icon is light green.

On the Candidate Pool page, the options in the *Take Action* drop-down list are now in alphabetical order.

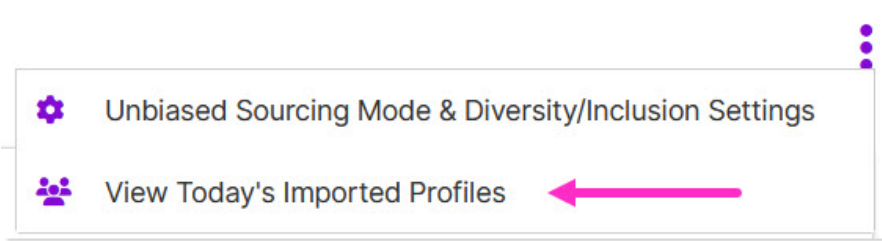
July 8

Version 2024.25

What's new

List of passive candidate profiles imported today

There's now a quick way to view passive candidate profiles imported today (current date) into Rival Recruit. On the Source Passive Candidates page, click the *View Today's Imported Profiles* button:



Imported passive candidate profiles for the current date with the source of Passive Candidate Search appear on the View Today's Imported Profiles page.

View Today's Imported Profiles

[Edit Search](#)

Applied Filters Summary

Enter Date: 6/25/2024 - 6/25/2024 Source: Passive Candidate Search Sort By: Candidate Ascending Results Per Page: 25

23 Records Found [\[Take Action \]](#)

☐	Candidate ↑	Job Title ↓	Current Stage ↓	Enter Date ↓
☐	 Aaron Salmon	No Associated Job	Talent Community	6/25/2024
☐	 Adwait Paranjpe	No Associated Job	Talent Community	6/25/2024
☐	 Akshay Dodeja	No Associated Job	Talent Community	6/25/2024

Tip: The results are not user-specific. The results are for all users who imported passive candidate profiles for today's date.

Changes to data grids and pagers

You'll notice some cosmetic changes to data grids and pagers on some pages in Rival Recruit. (Not every page is updated in this release but will be in the future.)

- **New look for data grids.** Data grids now have light gray shading in the heading row, light gray lines between rows, and no lines between columns. Hyperlinks are purple. Here's the new look:

☐	Internal Job Title 	Tracking Code 	Resumes	My Review Requests
☐	Account Executive	172218-015	1	0 / 0
☐	Case Manager	172204-015	1	0 / 0

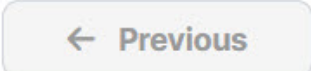
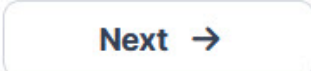
- **New sort arrow.** Before, there were two sort arrows (ascending, descending) on column headings. Now, there is one combined, which toggles between ascending and descending.

☐	Candidate 	Job Title 
--------------------------	---	---

- **New View Resume icon.** On the Candidate Resumes page, the View Resume icon is updated but works the same.

☐	Candidate 	Job Title 
☐	 Alex Kool	Senior Developer

- **New pager.** The pager (page navigation) looks slightly different but works the same.

						
---	---	---	---	---	--	---

Navigation bar: Some menu options relabeled

You'll notice some menu options are relabeled to more accurately reflect what they do. That way, it's easier for you to know what you're getting into.

Old label	New label	Menu placement (stayed the same)
Advanced Search	Candidate Pool	Under Candidates
Advanced Search	Job Tracking	Under Jobs
Track All Jobs	Job Tracking (Classic)	Under Jobs

Note

The Rival Recruit Help system and guides will not be updated with these new menu labels by the July 8 release date. They will be updated later in July. Stay tuned.

New features and enhancements

Changed the message on the modal screen that appears when you source a passive candidate for a specific job. The message is now: *The system is now extracting the skills for this job posting. Please do not leave this page.*

When you click the *Source Passive Candidate* button for a job posting, the system extracts the skills for that job and saves them. The next time you click the *Source Passive Candidates* button for that job posting (if the job description has not changed), the saved skills are retrieved and prepopulate the *Skills* filter in the search query.

The pager (page navigation) on the Candidate Pool and Job Tracking pages (formerly Advanced Candidate Search and Advanced Job Search pages) is updated with a new look. See the What's New section in the release notes for more info.

Updated the Font Awesome version in Rival Recruit. You won't notice dramatic changes in icons. Just slight changes like thinner lines and outlines.

The data grid on the Candidate Pool and Job Tracking pages (formerly Advanced Candidate Search and Advanced Job Search pages) is updated with a new look. See the What's New section in the release notes for more info.

You can now quickly view a list of the passive candidate profiles imported today (current date) into Rival Recruit. On the Source Passive Candidates page, click the ellipsis and then click **View Today's Imported Profiles**. See the What's New section in the release notes for more info.

By default, all the Diversity Type options are now enabled in the Source Passive Candidates setting for any client who has NOT saved changes to that setting previously.

When searching for passive candidates, you can now filter by Industry.

Resolved issues

Corrected an issue that caused duplicates to be shown in some Looker reports for clients who have more than one active workflow.

When sourcing passive candidates, corrected an issue that prevented the Miles from Location information from appearing in the Search Summary whenever the *Exclude* checkbox was selected for one or more locations selected in the Locations filter.

Corrected an issue that caused an error when you attempted to post a job after a question selection.

Corrected an issue where the system did not correctly parse candidate resumes (in PDF format) when manually uploading candidates.

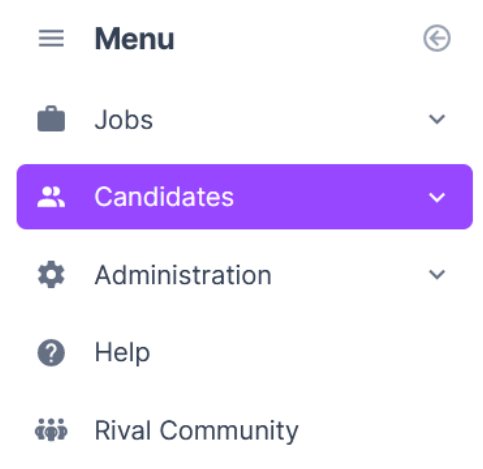
June 17

Version 2024.24

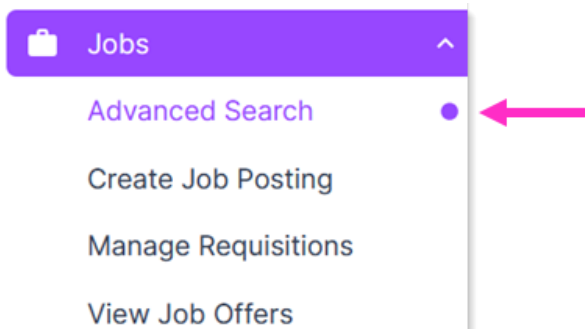
What's new

Navigation bar: new look!

We updated the navigation bar to give it a new look. Instead of white text on a dark background, it's now dark text on a white background. The benefits? It's more readable and matches the Rival Onboard color scheme.

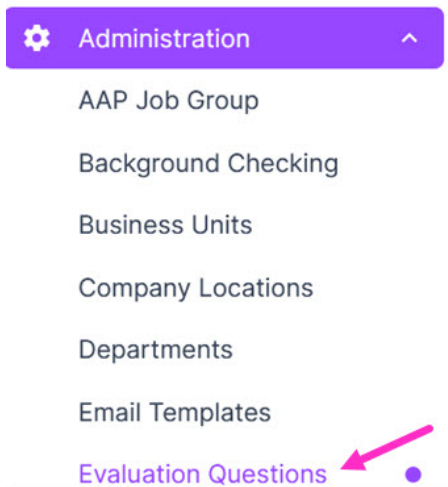
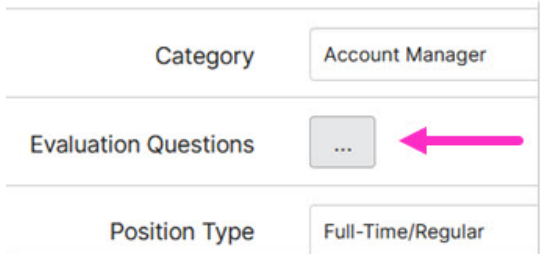


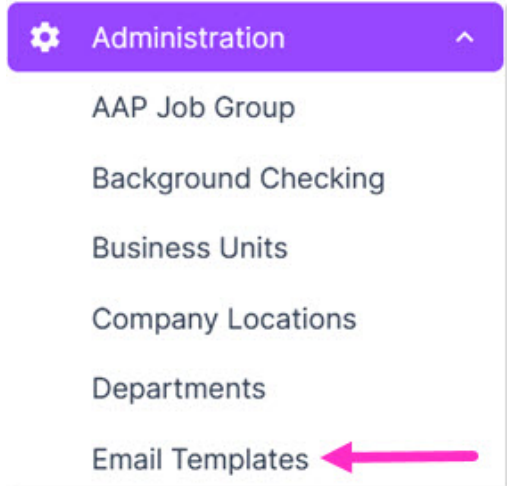
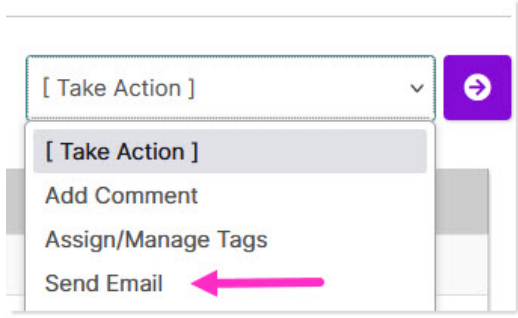
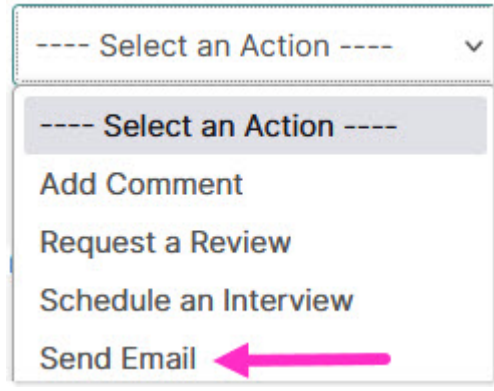
And sub menus now have a dot to let you know where you are:



CQE and CCE relabeling

Let's face it. Candidate Qualification Engine (CQE) and Candidate Correspondence Engine (CCE) Templates terminology was always a little confusing. OK, a lot confusing. We changed those terms to make it all make sense.

Was	Is now	Notice the changes here
Candidate Qualification Engine (CQE)	Evaluation Questions	Navigation bar:  Job Template: 

Was	Is now	Notice the changes here
Candidate Correspondence Engine Templates (CCE Templates)	Email Templates	Navigation bar:  Candidate Search Results page:  Candidate Resume Profile page: 

Quick access to unbiased sourcing mode/diversity and inclusion settings

Administrators can now access unbiased sourcing mode and diversity and inclusion settings from the Source Passive Candidates page without navigating through menu options.

Click  and select **Unbiased Sourcing Mode & Diversity/Inclusion Settings**:



The Source Passive Candidates settings page opens. Make changes there just like always.

Tips

- Administrators must have the *Settings Access* permission to access and change settings in Rival Recruit.
- Changes to unbiased source mode & diversity/inclusion settings are global (company-wide) not user-specific.
- You can still "menu hop" to access settings. Click **Administration>Settings>Source Passive Candidates**.

New features and enhancements

Reordered a few menu options in the navigation bar under Administration due to the relabeling of CQEs and CCEs.

Added a Back to Results link when viewing a similar candidate profile so you can go back to similar candidate results.

Administrators can now access unbiased sourcing mode and diversity and inclusion settings from the Source Passive Candidates page without navigating through menu options. See the What's New section for details.

Updated navigation bar with white background to be more readable and match the Rival Onboard color scheme. The new white background menu is a step towards creating a cleaner and more visually appealing interface.

When you adjust the *Miles from Location* slider, whatever distance is selected now displays in the Search Summary.

Any skills selected in either Preferred or Required section now appear in the Search Summary.

You can now bulk import up to 50 passive candidate profiles at one time.

Relabeled CQE to Evaluation Questions and CCE Templates to Email Templates on navigation bar. On the Candidate Search Results page, the *Take Action* drop-down is updated with Send Email (formerly Correspond with Candidate). On the Candidate Resume Profile page the *What would you like to do with this Candidate?* drop-down now has a Send Email option, formerly labeled Correspond with Candidate.

June 4

Version 2024.09

What's new

Source Passive Candidates: Filter by Highlights

When sourcing for passive candidates, you can now filter by Highlights. Highlights help you quickly see candidates' strengths to gain a better understanding of their unique value.

Source Passive Candidates

START OVER

Job Title <

Skills <

Location 1 <

Diversity <

Education <

Experience <

Highlights <

Search Summary

Searching for candidates are from country **United States**.

Number of Results ⓘ
151,363,395

More Likely to Move
N/A

Talent Pool Insights

Candidates



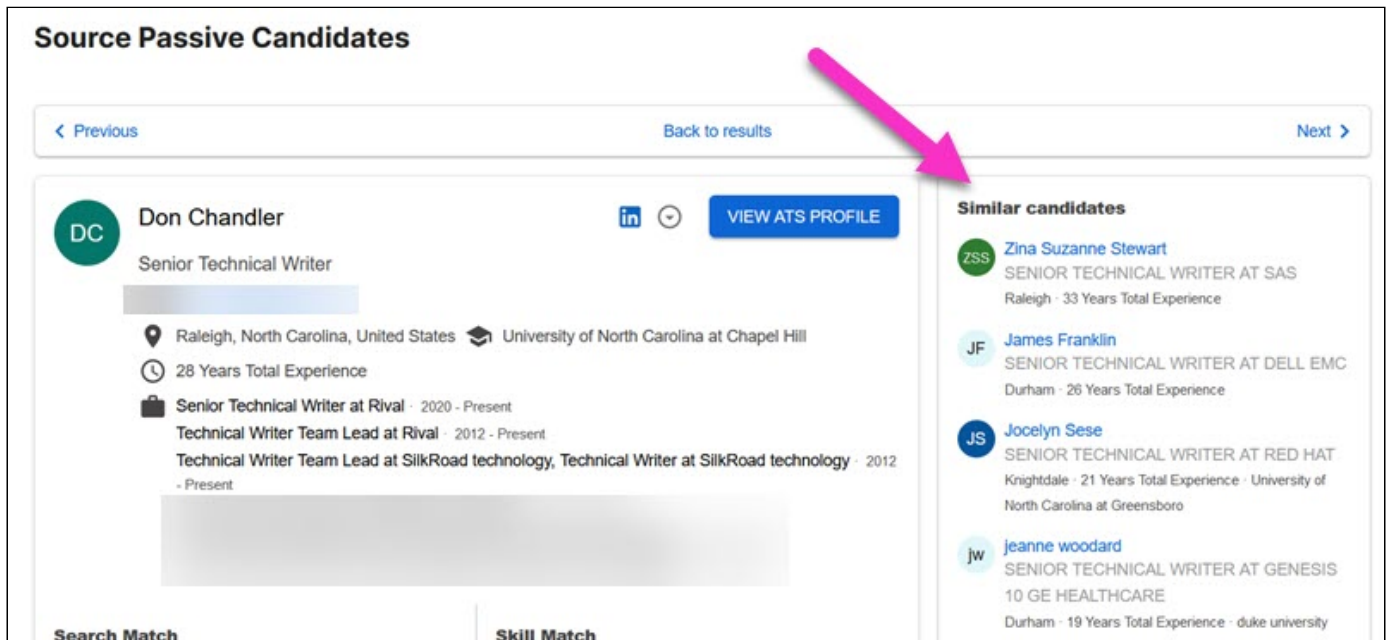
Willi Wu
lead software developer
✉ willi.wu@gmail.com
📍 San Francisco, California 🎓 university of western ontario
🕒 23 Years Total Experience
💼 lead software developer at fable · 2020 - Present



You can learn more about Highlights in the Rival Recruit Help system [here](#).

Source Passive Candidates: Similar Candidates

When you view a candidate's profile, there's a new section, *Similar candidates*. It's a list of candidates who have similar skills and experience to the profile you are viewing. Info includes photo, full name, current job title, current company, location, total years of experience, and education. Up to 10 similar candidates are displayed. If more than 10 similar candidates are available, you'll see the top 10 candidates. If less than 10 are available, only those are displayed.



Source Passive Candidates

< Previous Back to results Next >

Don Chandler
Senior Technical Writer
Raleigh, North Carolina, United States University of North Carolina at Chapel Hill
28 Years Total Experience
Senior Technical Writer at Rival · 2020 - Present
Technical Writer Team Lead at Rival · 2012 - Present
Technical Writer Team Lead at SilkRoad technology, Technical Writer at SilkRoad technology · 2012 - Present

Similar candidates

- Zina Suzanne Stewart**
SENIOR TECHNICAL WRITER AT SAS
Raleigh · 33 Years Total Experience
- James Franklin**
SENIOR TECHNICAL WRITER AT DELL EMC
Durham · 26 Years Total Experience
- Jocelyn Sese**
SENIOR TECHNICAL WRITER AT RED HAT
Knightdale · 21 Years Total Experience · University of North Carolina at Greensboro
- jeanne woodard**
SENIOR TECHNICAL WRITER AT GENESIS
10 GE HEALTHCARE
Durham · 19 Years Total Experience · duke university

Search Match Skill Match

Other new features and enhancements

Finnish and Norwegian languages have been added to Highlights.

May 23

Version 2024.23

What's new

Candidate Folders: They're back

In our May 20, 2024 release (version 2024.21), we removed the Candidate Folders feature. Due to client requests, we are bringing it back. Here are the top things to know:

- Candidate Folders will work like it did prior to its removal. Access, create, edit, share, and delete just like you did before.
- This release restores your Candidate Folders and the associated data within them that existed prior to the removal.

May 20

Version 2024.21

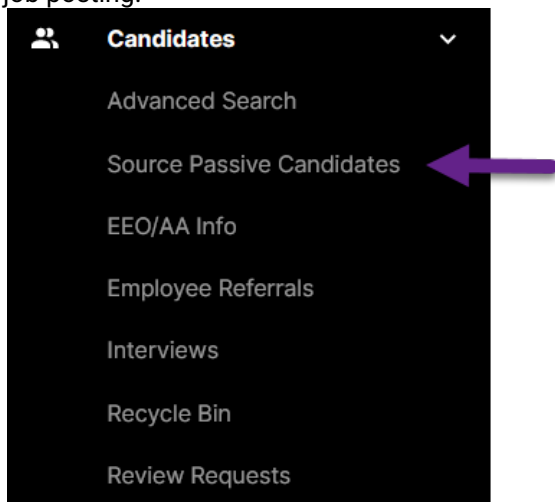
What's new

Source Passive Candidates improvements

Remember the source passive candidate feature? Introduced in late 2023, the feature uses artificial intelligence (AI) to help you easily source passive, top candidates from our global database of hundreds-of-millions of profiles. We've made it even better. Check out these improvements:

- **Navigation bar menu option and "open search"**

We've added the Source Passive Candidates menu option. This gives you direct access to the Source Passive Candidates Search tool with filters (see below). It's a way to perform an "open search" that isn't tied to a specific job posting.



Tip: You can still source passive candidates for a specific job posting, which now also uses the new search tool with filters.

- **Search tool with filters**

Source passive candidates with a new search tool! It has filters that help narrow your search. Filter by job title, skills, location, education, experience, and diversity (if enabled). AI-generated suggestions help you select the right filter options. Talent pool insights also help fine-tune your search. Candidate results display as profiles.

START OVER

Job Title 1

☐ Current
☐ Preferred

+ Show suggestions

☐ Exclusions

Skills 2

+ Show suggestions

Search Summary

Searching for candidates who have worked as **software engineer**, and who are skilled at **API**, or **JavaScript**, and are from country **United States**, and have **Master's** degree and have attended **Massachusetts Institute of Technology - Sloan School of Management**.

Number of Results 42

More Likely to Move 7

Diversity 0

Talent Pool Insights

Companies

Microsoft	9
Google	7
Cisco	6
Apple	4

+ 6 more

Highlights

- Advanced Degree
- Top US School
- Management Roles
- MBA
- Entrepreneurial Experience

Industries

Consumer Goods	1
Electronics	1
Information Technology and Services	1
Insurance	1

+ 3 more

• Bye tiles, hello profiles

Candidate info is no longer shown on tiles. Now, it's profiles. Profiles give a more complete look at a candidate, including career history, skills, key achievements, career progression, likeliness to move, and more.

POTENTIAL CANDIDATE

Rick Rival

Current Job Title: Frontend Developer

Current Company: Acme

Skills Match: jquery, php, javascript [+12 more](#)

Located In: Remote, Oregon

PUBLIC PROFILE

Rick Rival

rrival@acme-go.com

Remote, Oregon

Cool College

6 Years Total Experience

Frontend Developer at Acme 2015 - 2016

+10 POSITIONS

Search Match

frontend developer

Likely To Move

Has an average job tenure of 1+ years.

Turnover rate at Acme for the past 12 months is 2%

Has 15+ years of professional experience.

Skill Match

jquery

javascript

php

Highlights

5+ Years Relevant Experience

IMPORT

Find a candidate you like? Click their name on their profile to get more details. Really like them? Click **Import** to import their profile into Rival Recruit and go from there. If a candidate is already in Rival Recruit, their profile shows the *View ATS Profile* button instead of *Import*.

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- **Unbiased sourcing mode**

Unbiased sourcing mode helps you mitigate unconscious bias when searching for passive candidates. Your recruiting manager or administrator can turn on those options (Administration>Settings>Source Passive Candidates) so that your searches meet your company's anti-bias initiatives and goals. The unbiased sourcing mode options include anonymizing names, hiding photos, hiding school names, hiding years of experience, and more.

Here's a sample profile with name anonymized, hidden school names, and hidden photo:

The image shows a sample profile card for a candidate named J.S. The profile includes a circular profile picture with the initials 'JS', a title 'Senior Documentation Specialist', an email address 'jsimple@audit-go.com', a location 'Orlando, Florida', and '22 Years Total Experience'. A red arrow points to the profile picture with the text 'Photo hidden'. Another red arrow points to the name 'J.S.' with the text 'Name anonymized'. A third red arrow points to the location 'Orlando, Florida' with the text 'Schools hidden'. The profile also lists 'Senior Documentation Specialist at Audit Solutions - 2017 - Present' and '+7 POSITIONS'. At the bottom, there is a 'Skill Match' section with a bar chart for 'author-it'.

- **Diversity and inclusion settings**

Diversity and inclusion settings allow your company to build diverse teams. Your recruiting manager or administrator can turn on these setting (Administration>Settings>Source Passive Candidates) to increase the coverage of diverse groups in search results when you use diversity filters.

The image shows a 'Diversity' settings form. It has a title 'Diversity' with a dropdown arrow. Below the title are four checkboxes: 'Asian', 'African American or Black', 'Latinx or Hispanic', and 'Other Ethnicities'. All checkboxes are currently unchecked.



Sunsetting Candidate Folders

Beginning in this release, we are sunsetting Candidate Folders. The Folders menu option is no longer available from the navigation bar. Use the tags feature instead. Learn more about transitioning to tags [here](#) and how tags work [here](#).

More new features and enhancements

Homepage Analytics update! The count links on tiles and charts now include active jobs that are On Hold.

May 13

Version 2024.20

New features and enhancements

There was an issue with active jobs not showing on Indeed's site. Research showed that it appeared the feed from Rival Recruit to Indeed was empty. We made some changes to the feed to include a new validation node to correct the issue. Jobs are now successfully pushed to Indeed.

We previously made the Country field a type-ahead field that allowed clients to select multiple countries, so we added that same functionality to the State field to allow clients to search multiple states in a single search instead of forcing users to perform multiple searches. Also added and updated tooltips for the State and Postal Code Radius fields to help explain why they may be disabled.



May 3

Version 2024.19

What's new

New look for the Sign in page

We've created a new Sign in page. It's a cosmetic change to bring consistency across our Rival products.

RIVAL
Formerly SilkRoad Technology

Username:

Password:

☐ Remember me? [Login](#)

[Are you a new user?](#)
[Did you forget your password?](#)

No changes to the way the Sign in page works. Username and password are still required.

April 22

Version 2024.16

New features and enhancements

For the JustiFacts background check integration, we added the following information under the *Activity Status* tab on the Candidate Resume Profile page.

In the *Results Returned* column, display *Completion Date*, which is the date the report was completed (format: YYYY-MM-DD).

In the *Details* column, display:

- *Provider Reference ID* (our numeric report number)
 - *Order Status* (the completeness status of the order, ex: New, InProgress, Completed, Cancelled)
 - *Results Status* (results of background check, ex: Clear, Review, Adverse)
 - *Results URL* (URL to access the report)
-

We removed the Dashboard (Legacy) menu option from the navigation bar. Use the Homepage Analytics dashboard instead.

Resolved issues

Resolved an issue where users who did not have permission to access the Administration>Settings page could not use the Generative AI features for job templates and requisitions.

Resolved an issue where the apply URLs sent to JobTarget were malformed (missing a "/" between company code URL variable and the portal name URL variable).

April 15

Version 2024.15

What's new

Generative AI job descriptions for requisitions

You've seen the ease and power of AI-generated job descriptions on job templates. Now, we've expanded that to requisitions! AI can generate key fields of a requisition's job description—job description, required skills, and required experience—in seconds.

When creating or editing a requisition, click **Generate Job Description with AI** and let AI do the work:

Description/Skills





Or, continue with the standard description experience by manually completing the fields below.

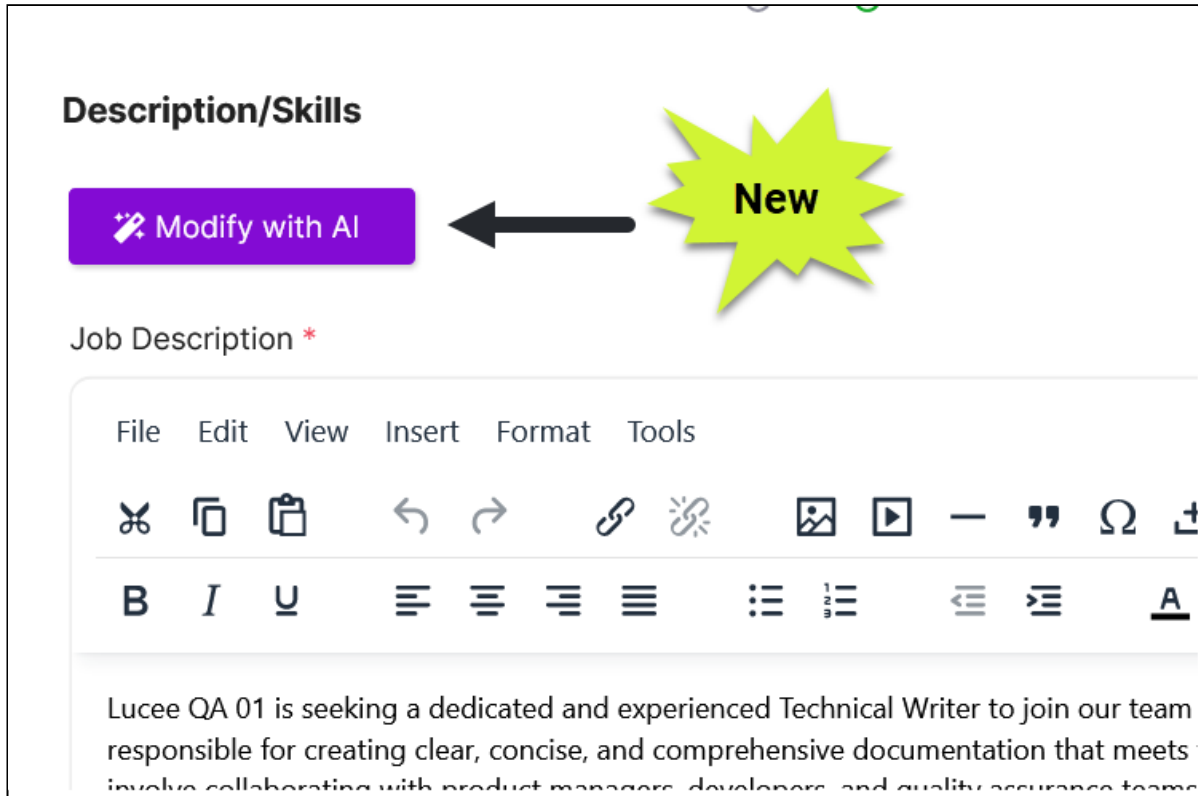
Please note that once you click the Generate button, the process of creating the comprehensive Job Description, including the list of Required Skills and Required Experience, may take 60+ seconds.

Job Description *

File Edit View Insert Format Tools



And, when editing a requisition, AI can modify the job description, required skills, and required experience fields:



Learn more

To learn more, check out these topics in the Rival Recruit Help system: *Generative AI job description*, *Turn on (enable) the Generative AI job description feature*, *Select content for the Generative AI job description*, *Create a requisition*, and *Edit a requisition*.

Resolved issues

Corrected an issue in the RSS/XML feed where some jobs were duplicated.

April 8

Version 2024.14

New features and enhancements

You'll notice some minor UI changes on the Settings page (Administration>Settings). Functionality of the settings are the same. Here's a summary:

- There's a new section called *AI & Machine Learning*. The *Generative AI Job Description* and *Passive Candidate Search* settings are now grouped under this section.
 - The *General* section is now between the *Career Sites* section and *Integrations* section.
-

Resolved issues

(Candidate Experience) Corrected an issue with the *Replies to email* notification not including the candidate's resume when the notification was sent. This is resolved. The notification now includes the candidate's resume as it should.

(Candidate Experience) When you entered a URL in the *Job List Override URL* setting on the Job List Settings page, saved, and then attempted to access the Job List Settings page, the system opened the URL of the *Job List Override URL* setting instead of opening the Job List Settings page. This issue is resolved.

When viewing candidate profiles and using the navigation arrows to move through the profiles, the *Current Action Temporarily Unavailable* message no longer appears.

March 25

Version 2024.13

New features and enhancements

A new standard analytics report is available: *Job Cycle Time Report*. This report shows a count of total jobs, filled jobs, number of hires, and average days to hire for each recruiter, filtered by the assigning recruiting manager.

February 28

Version 2024.11.1

Resolved issues

Some clients reported issues opening candidate resumes (PDFs and Word documents) for applicants who applied from February 12, 2024 to February 28, 2024 using the default Quick Apply form on their Candidate Experience career site. When attempting to open a candidate resume, an error message appeared and the resume did not open.

This hotfix corrects this issue from the date of the hotfix's deployment (February 28, 2024 approximately 4 pm EST) going forward. However, it does not retroactively resolve the issue for any resumes attached prior to the hotfix's deployment.

February 26

Version 2024.11

Resolved issues

Pre and post OFCCP merge fields were temporarily unavailable to add to CCE templates and individual CCE emails. This has been corrected. Those merge fields are available for selection again.

February 26

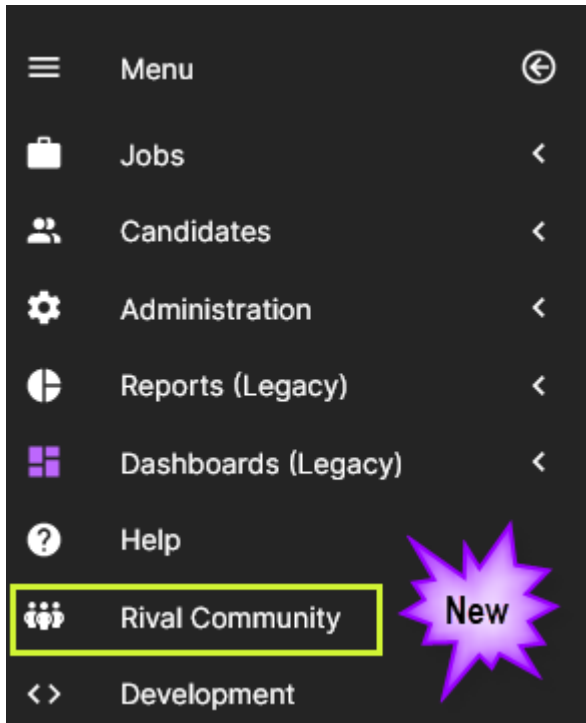
Version 2024.10

What's new

Here are some new features in this release.

Link to Rival Community available on navigation bar

Rival Community is a great place to learn about Rival products and be part of the Rival community. We've added a direct link on the navigation bar to make it easy for you to access:



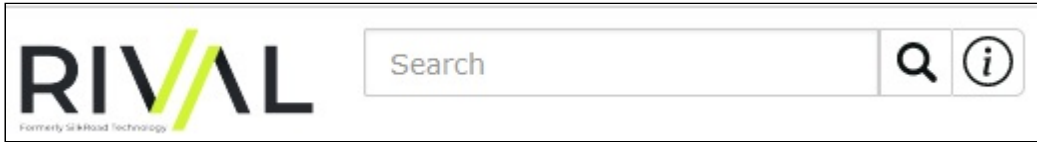
When you click the menu option, Rival Community opens in a separate browser tab. Use your Rival Community user ID and password to log in.

Note

You can still access Rival Community like you did before with a direct link, from the Rival website, and from within the Help system.

Help system: Improved search feature

We've added more search operators in the Help system so that your searches yield more accurate results.



The image shows a search bar with the RIVAL logo on the left. The search bar itself contains the word "Search" and has a magnifying glass icon and an information icon (i) on the right.

Operator	Description	Example	Result
*	Use an asterisk as a wildcard at the beginning, middle, or end of search terms.	land* *land h*land	landscape island highland
" "	Use quotes to search for exact terms in the exact order. Case sensitive	"The highlands"	The highlands (Does not search for "the", "highlands", or "highlands the")
title:	Use to search for terms in a topic title. Does not search in the body of a topic. Tip: No space between colon and term.	title:highland	Returns results that have highland in the topic title.
body:	Use to search for terms in the body of a topic. Does not search in the topic title. Tip: No space between colon and term.	body:highland	Returns results that have highland in the body of the topic.

Note:

A keyword search works like always. Enter a keyword and the system returns all instances of that keyword.

February 16

Version 2024.9

Resolved issues

When applying to jobs on a Candidate Experience career site, some users received a “Something went wrong” message. This issue has been resolved.

February 15

Version 2024.8

New features and enhancements

Changed the right-click action on Rich Text Fields (RTFs) to the standard browser content menu instead of the TinyMCE context menu. You’ll notice this change throughout Rival Recruit on fields like *Job Description*, *Required Skills* when creating a job posting, among others.

Resolved issues

When the *Days to Hired* column was added to the search results table and was saved as the default resume count search, the search results incorrectly showed only hired candidates or zero candidates (if no one had been hired). This issue is now resolved.

Corrected an issue where you could not access Candidate Experience from the avatar menu in Rival Recruit.

The RSS fix deployed in release 2024.7 inadvertently changed the function of the RSS feed in Candidate Experience. We reverted that “fix” to go back to the original RSS function.

Corrected an issue where all candidate that applied through Candidate Experience showed a source of “SilkRoad Candidate Experience” even though a source was selected through the “How did you hear about us?” question.

February 12

Version 2024.7

What's new

Customizable text on Job List page in Candidate Experience

You can customize text that appears on your Candidate Experience career site(s). Customizing text gives you the chance to use terminology that represents your company.

Here's what you can customize on the navigation bar on the Job List page:

- Jobs link
- My Account link

Here's what you can customize on the Job List page:

- Open Submission text link
- Search jobs by location filter label
- Search jobs by category filter label
- Search jobs by position type filter label
- Locations placeholder text
- Search jobs by keyword placeholder text
- Categories placeholder text
- Position Types placeholder text
- Search button text

Learn more

Check out this topic in the Rival Recruit Help system: *Customizable text overview*. From there, drill down into how-to topics.

Filter your Task List in Rival Recruit

If you have a lot of tasks on your Task List in Rival Recruit, you can filter to find specific tasks. You can filter by job title, requisition title, candidate name, or requester name.



New features and enhancements

(Candidate Experience) You can customize some text that appears on your Candidate Experience career site(s). Customizing text gives you the chance to use terminology that represents your company. For details, see the What's new section in the release notes and the *Customizable text overview* topic in the Help system.

You can now use keywords to filter your Task List so you can easily find what you are looking for. You can filter by Job Title, Requisition Title, Candidate Name, or Requester Name.

(Candidate Experience) The *Replies to email* notification that is sent to candidates when they apply to a job posting on a Candidate experience career site now includes additional information: candidate recruiting source and the candidate's resume (which is attached to the email.)

Note: This enhancement only applies to the email sent when an applicant applies on a Candidate Experience career site.

(Candidate Experience) You can now customize the content of a job alert email. A job alert email is sent to candidates who set up a job alert. Customizing lets you use terminology that represents your company, your brand.

On the Homepage Analytics dashboard when you click a pie slice on the **Shared Hiring Stages** pie chart, the Candidate Advanced Search page opens with these filters pre-populated:

- **Current Stage:** pre-populated with the current stage on selected pie chart slice.
- **Hiring Workflow:** pre-populated from the *Select a Workflow* filter on the Homepage Analytics dashboard if you made a selection there.
- **Recruiter:** pre-populated with the recruiter you selected on the Homepage Analytics dashboard. (If you selected the All option, then the filter is not pre-populated. It is blank.)
- **Job Created Date:** pre-populated with the date range you selected from the *Job created since* filter on the Homepage Analytics dashboard.

Resolved issues

(Candidate Experience) There was a limited issue with an RSS feed where jobs that were not from a specific client showed on their Slack channel. This issue is now resolved.

January 29

Version 2024.5 & 2024.6

New features and enhancements - 2024.6

The Resume Review pie chart on the Homepage Analytics dashboard is clickable and displays reviews based on the label that is selected.

Enabled the *Generative AI Job Description* setting on the Settings page and set the option to **Yes**.

Resolved issues - 2024.6

When adding a location or locations to a user's account, the locations did not save. This issue is resolved.

When attempting to send CCE Correspondence in bulk from the Resumes page, an error message occurred. This is resolved.

What's new - 2024.5

New in this release: *Generative AI job templates!*

Generative AI job templates

Job templates serve as the basis for job postings and make job postings easier to complete. With generative artificial intelligence (AI), things are getting even easier. AI can generate key pieces of the job template—job description, required skills, and required experience—in seconds.

The Generative AI job template feature is available when you create a new job template or edit (modify) an existing job template.

How it works

Here's the big picture:

- **Step 1:** Your system administrator turns on the feature and selects the content that is used in the AI algorithm to generate the Job Description, Required Skills, and Required Experience fields on a job template.
- **Step 2:** You create a new job template or open an existing one and click the *Generate AI Job Description with AI* button.
- **Step 3:** You review and edit the content that AI generates. If you like it, cool, it's all good. Want to make changes? Let AI regenerate content or make your own edits or both.

Learn more

Of course, there are some nuances. To learn more, check out these topics in the Rival Recruit Help system: *Generative AI job description*, *Turn on (enable) the Generative AI job description feature*, *Select content for the Generative AI job description*, *Create a Generative AI job template*, and *Edit a Generative AI job template*.



New features and enhancements - 2024.5

You can now generate three key parts of a job template using Generative AI: Job Description, Required Skills, and Required Experience fields. Generative AI is available when you create a new job template or edit an existing one. For details, see the What's new section in the release notes and the *Generative AI job template* topic and associated how-to topics in the Help system.

The Duplicate Candidate Search feature is now enabled (turned on) for all clients. In previous versions of Rival Recruit, you could chose to turn this feature on or off.

You can still choose the fields that the system uses to identify duplicate candidates: Email, Primary Phone, and Candidate Name. This has not changed.

In addition, you can filter duplicate profiles by email, name, or phone number using the *Duplicated by* filter on the Advanced Candidate Search page. The *Redundant resumes* link has been removed from the navigation bar.

Resolved issues - 2024.5

On the Advanced Search page when moving through candidate resume results (greater than 25 results), the "No results found" error message no longer occurs.

January 11

Version 2024.4

Resolved issues

On the Track All Jobs page when you click a resume count, error messages no longer appear.

January 10

Versions 2024.3 & 2024.2

Resolved issues - 2024.3

When attempting to access a candidate profile, a Current Action Temporarily Unavailable message was shown. This issue is now resolved.

New features and enhancements - 2024.2

On the Homepage Analytics dashboard there is a new pie chart: *Resume Review*. It provides the information on the resume reviews.

On the Homepage Analytics dashboard there is a new pie chart: *Shared Hiring Stages*. It shows the various shared hiring stages and the number of candidates in each hiring stage.

Resolved issues - 2024.2

When you create or edit a job and add a large image to a Rich Text Field, the system now scales the image correctly so there is no longer an issue with how the left navigation bar is displayed.

When candidates attempted to submit an application in the ePostings portal and left the Primary Contact Method field as the default, an error message appeared. This issue is resolved.

When using the Source Passive Candidate feature, an error message no longer appears when you click the *Public Profile* button.

An error message no longer appears when routing requisitions for approval.

January 5

Version 2024.1

Resolved issues

The delete function for a job category (Administration>Job Categories) has been renamed to deactivate. Also implemented a check to ensure a job posting has a category assigned when reactivating a job.

When you first access the Expanded Analytics dashboard, the drop-down list is wider than it is after you make a selection. This has been corrected.

When an Evergreen job is cloned and the original Evergreen job is closed, the cloned job is now searchable by keyword on the Candidate Experience career site Job List page.

On a job template in the Job Description field, the ability to add a bulleted list is available again.

Corrected an issue where a user could not add locations or company locations to user profiles and could not edit hiring workflows.

More info

- Click [here](#) for information about supported languages and browsers.

Client support

For technical assistance for any of our solutions, contact our client support staff at:

- **International Toll Free:** Access numbers via Rival Community
- **Rival Community:** <https://www.rivalcommunity.com>
No access? Email support@rival-hr.com for access.
- **Email:** support@rival-hr.com