

Phenom Talent Experience Management



The holistic approach and platform to connect every interaction throughout the talent lifecycle by delivering personalized experiences. The Phenom TXM platform unifies technology and experience design to enhance the talent journey, transforming interested candidates to thriving employees to enthusiastic brand advocates, while recruiters and management boost productivity and communicate seamlessly.



Candidate Experience
Match candidates to the right job with a career site featuring personalized job recommendations, an automated chatbot, and fresh content.

- Career Site
- CMS
- University Recruiting
- Chatbot



Recruiter Experience
Attract and nurture relationships with the right talent by evaluating insights and metrics during every touchpoint along the candidate journey.

- CRM
- Campaigns
- SMS
- AI Insights



Employee Experience
Develop your best talent with an exclusive career site that provides easy access to internal opportunities and referrals for increased talent pools.

- Internal Mobility
- Career Pathing
- Gigs
- Diversity & Inclusion



Management Experience
Make better data-driven decisions and drive productivity with accurate analytics and actionable insights throughout the entire talent lifecycle.

- Talent Analytics
- Skills Gap Analysis
- Forecasting
- Succession Planning

the Phenom AI advantage

Powered by the observations of 3 billion events per year, a network of over 100 million candidates, 8 thousand recruiters, 2 million employees, and 20 million job openings, observations are turned into 10 thousand markers. These markers are used to develop over 360 talent signals, which are the key to making AI real and impactful to talent acquisition.



A Single Platform for Every Talent Experience

CX

Candidate Experience

EX

Employee Experience

RX

Recruiter Experience

MX

Management Experience

PERSONALIZED CAREER SITE

CMS

VIRTUAL EVENTS

CHATBOT WITH LIVE CHAT

INTERNAL MOBILITY

REFERRALS

INTERNAL GIGS

DIVERSITY AND INCLUSION

TALENT CRM

SMS & EMAIL CAMPAIGNS

RECRUITER INSIGHTS

SCREENING & SCHEDULING

TALENT ANALYTICS

TALENT REPORTS

SUCCESSION PLANNING

HIRING MANAGER APP

true 1:1 personalization

smart search

user intent

PHENOM AI

fit-scoring

talent signals

talent insights

Applicant Tracking System

Human Capital Management

Learning Management System

Vendor Management System

Integrations

Job Distribution

Social Media

Performance Management

Assessment Tools

Recruitment Strategy ROI



DECREASE IN TIME-TO-FILL



DECREASE IN COST-PER-HIRE



INCREASE IN CAREER SITE TRAFFIC



MORE APPLICATIONS



MORE CONVERSIONS

Learn more about Phenom TXM

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