



Human Resource Management Suite (HRMS) Talent Acquisition Systems



Two Best of Breed Choices for Talent Acquisition

The IBC offers its customers two best of breed solutions for talent acquisition as part of the IBC HR Management Suite. You can choose between Hiring Management Enterprise—a commercial solution from Monster Government Solutions, or USA Staffing, a government developed and operated solution from OPM.

Monster Hiring Management Enterprise

- ✓ Built specifically for government
- ✓ Uses a common vocabulary of competencies across HR processes to provide clarity to managers regarding the skills and traits that are most important.
- ✓ Designed to meet federal regulations and handle the large volume of applications that agencies typically receive.
- ✓ Streamlines the hiring process from start to finish by enabling agencies to create vacancies and review, rank, and rate applicants.
- ✓ Identify candidates with the most appropriate skills through a flexible, question-based assessment process.
- ✓ Improve time-to-hire
- ✓ Collect data for regulatory reporting such as Delegated Examining Unit (DEU) and Race and National Origin (RNO).
- ✓ Comply with FISMA, NIST and section 508 requirements.

OPM USA Staffing:

- ✓ Automatically generates vacancy announcements
- ✓ Posts vacancy announcements on USAJOBS
- ✓ Accepts applications via Internet, phone, or fax
- ✓ Analyzes applicant competencies and qualifications
- ✓ Rates and ranks job applicants
- ✓ Covers all available hiring flexibilities
- ✓ Produces and updates certificates
- ✓ Notifies applicants
- ✓ Manages applicant records
- ✓ Meets all regulatory requirements and can be adapted for agency specific procedures.

End-to-end, real-time integration

HRMS System Integration Framework

To facilitate seamless integration between automated staffing and other HR systems and track the employment life cycle, IBC has taken a modern approach to software integration. IBC's real-time integration solution is known as the HRMS System Integration Framework (SIF).

HRMS SIF real-time integration includes IBC's Federal Personnel Payroll System (FPPS), Talent Management System (TMS), Workforce Transformation and Tracking System (WTTS), Entrance On Duty System (EODS), and HR-related eGov initiatives: eRecruitment (automated staffing), eTraining, eTravel, eOPF, eClearance, and EHRI).

Why choose HRMS Talent Acquisition?

- ✓ Best of breed choices
- ✓ Economies of scale price savings (group buying power)
- ✓ IBC managed contract (for MGS) and interagency agreement (for OPM)
- ✓ IBC managed Certification and Accreditation (C&A) activities

Other IBC HR Services Offered

- ✓ Federal Personnel Payroll System (FPPS)
- ✓ Payroll Operations
- ✓ Time and Attendance Solutions
- ✓ DataMart
- ✓ Entrance on Duty System
- ✓ Talent Management System
- ✓ Workforce Transformation & Tracking System
- ✓ eCstaffing, Contractor Staffing System

Contact Information

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