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Infor Talent Science for Financial Services

Technology overview

Infor Talent Science® for Financial Services leverages the latest tech to offer predictive insight on talent that is deeper, easier to understand, and more comprehensive than the competition. Powerful analytics and behavioral science combine to create a technology platform that impacts organizational results.

Infor® Talent Science for Financial Services offers a patented SaaS platform that enables rapid and lightweight deployment. Implementation executed by our team of customer success managers helps to ensure your team stays focused on their day-to-day jobs, with minimal involvement from your IT team. The highly scalable software can be deployed globally and integrated into any HCM system within 10–12 weeks. Our rigorous approach to technology is reflected in a 99.9% uptime, 24/7 availability, and zero data loss or corruption issues, so you can:

• Hire, retain, and develop the best talent

• Quickly realize return on investment

• Minimize the need for heavy lifting by your IT staff

Additionally, with Infor Talent Science banking and financial services organizations can:

Define and identify talent

- Automate resume screening and prioritize candidates
- Eliminate candidate cultural bias evaluation
- Leverage role-specific predictive models

Deploy engaged talent

- Create individualized employee behavioral data insight
- Generate personalized intelligent development plans
- Benchmark, track, and measure performance and turnover

Develop talent

- Leverage interactive career planning and retention
- Utilize on-demand learning content
- Provide employee lifecycle continuous training

Easy to use

The talent-centric technology is exceptionally easy to access, maintain, and use:

- Available in 24 countries and 19 languages
- Highly intuitive end-user experience on any device
- Comprehensive behavioral assessment reports—designed with hiring managers in mind
- Capable of fully integrating into any applicant tracking system (ATS)—with a 96% completion rate
- Exceptional customer service via a dedicated customer success manager

Highly scalable

The Infor Talent Science for Financial Services SaaS solution is customizable and seamlessly integrates with most applications:

- Rapid global deployments—all on one system
- Seamlessly integrates with Infor Talent Acquisition and delivers additional capabilities—all within one system
- Several master integrations with third-party ATSs, including iCIMS®, Workday, Oracle® Recruiting Cloud, and more

Accessible to all

One of Infor's top priorities is to ensure that our technology is easily accessible by everyone. Infor Talent Science for Financial Services is compliant in several accessibility measures:

- **Section 508 compliant**—A US standard that ensures electronic and information technology (EIT) is accessible to people with disabilities
- **Screen-reader compatible**—Software that enables blind or visually impaired users to interact with mainstream applications, such as web browsers—on both desktop and mobile platforms
- **WCAG 2.0 AA**—An international standard for web content accessibility that meets the needs of individuals, organizations, and governments
- **Americans with Disabilities Act (ADA)**—A US law that ensures that people with disabilities can access web sites, electronic book readers, online courses, and more

Secure data

Gain more peace of mind knowing that your information is safe and secure:

- Our level of compliance exceeds industry requirements and competitive measures
- Infor Talent Science for Financial Services has never had a security breach or loss of data
- Our integrations are activated in both a scalable and secure manner

Your data security is our top priority

Infor Talent Science for Financial Services features a comprehensive action plan that puts multiple safeguards in place to minimize internal and external security risks. We proactively and continuously monitor the effectiveness of these safeguards using a proven suite of tools, methods, and standards. To ensure against security vulnerabilities, the solution is always:

- Continually scanned
- Independently verified
- Backed up by enhanced client security standards

Data security measures

The robust list includes:

- **FedRAMP authorized**—Federal Risk and Authorization Management Program (FedRAMP) is a US government-wide program that provides a standardized approach to security assessment, authorization, and continuous monitoring for cloud products and services

- **Tier-1 data hosting center**—Intrusion detection systems and intrusion protection systems continually monitor and prevent data security breaches

- **Continuous monitoring**—Partnership with a leading security agency to professionally "hack" our systems to evaluate and independently report on vulnerabilities

- **OWASP compliant**—Certification that the application has the necessary strength to deter application-level security breaches

- **WASC compliant**—Accreditation that reviews and validates effective ongoing internal systems of quality review and improvement

- **AES-256 data encryption**—A standard that ensures the highest security around data encryption

- **SSAE 16 certification**—Certification that hosting centers have been tested for physical security, environmental security, logical security, and network security

Maximize human potential

Most would agree human potential is essential to the survival of your financial services organization. However, positioning the right people—and as a result, your institution—to successfully execute and support innovation, transformation, and competitiveness takes more than putting a digitized HR process in place. An integrated strategy that focuses on talent science provides you a stronger foundation for success.

For HR teams to have more influence and drive better results, modern cloud technology like Infor Talent Science for Financial Services is a must to enhance and streamline the collaboration between HR and other business units' unique needs—so the right talent at the right time becomes a natural course of doing business in your industry.

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