

March 19, 2026

Spring Release 2026

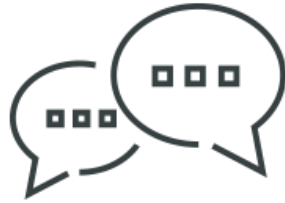
**Frontline Meets
Enterprise Scale**



Need to knows:



This session will be **recorded**, and the recording will be sent to you.



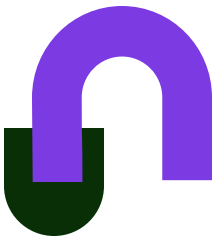
Zoom Q&A is open for you to ask questions & give feedback.



You will see **interactive polling** in today's session. The polls will show up on your screen to answer.



The **post-webinar survey** will show up on your screen post-webinar.



TODAY'S SPEAKERS



Rachel Morgan

Manager, Product Marketing
ICIMS



Rocco Ranallo

Sr. Demo Site Engineer
ICIMS



Caitlin Connery

Director of Solution Consulting
ICIMS

Poll

Which of these is challenging you most this year when executing your hiring strategy?

- Hiring frontline talent at scale without overwhelming recruiters or hiring managers
- Understanding which sourcing channels and campaigns are actually delivering ROI
- Reducing the time recruiters spend on repetitive, manual hiring tasks
- Managing interview scheduling across teams, calendars, and business units
- Keeping career sites modern, mobile-friendly, and effective for candidate conversion



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Be on the lookout for this icon!

Everything marked with this graphic highlights a feature or enhancement requested directly by customers.

SPRING RELEASE 2026

Frontline AI launches as early access, alongside powerful enhancements that deliver more automation, configurability, and measurable sourcing insights across the platform

RELEASE HIGHLIGHTS:

Hire frontline talent at enterprise scale

- Frontline AI (Early Access)
- Conversational AI experience
- Dedicated hiring manager experience

Prove recruitment marketing ROI

- Inbound source attribution
- Outbound source attribution

Automate repetitive hiring work

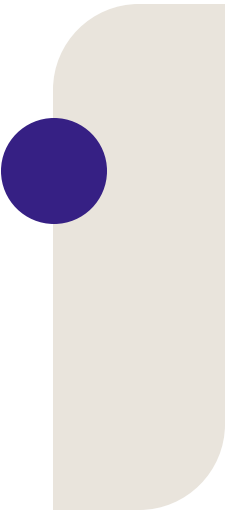
- AI sourcing agent in CXM (GA)
- ATS: trigger-based hiring automation

Simplify complex interview scheduling

- Multi-calendar system integration
- RSVP visibility, resends, and improved rescheduling access

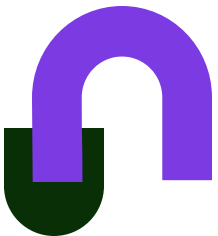
Build beautiful career sites, faster

- Career site CMS enhancements, including:
 - Modern, dynamic card-based layout
 - Mobile responsive container controls



Hire Frontline Talent At Enterprise Scale

High-volume hiring that moves faster



ICIMS FRONTLINE AI

Convert more candidates. Reclaim hiring managers' time. Hire faster.

- **Conversational AI experience:** Convert more frontline candidates with an intuitive, chat-based apply experience that supports job discovery, guided applications, and automated candidate engagement across digital channels.
- **Dedicated hiring manager experience:** Enable faster hiring decisions with a purpose-built, mobile-friendly experience for candidate review, communication, and interview actions.
- **ICIMS ATS sync:** Unify corporate and frontline hiring with a single system of record, powered by ICIMS Hire.

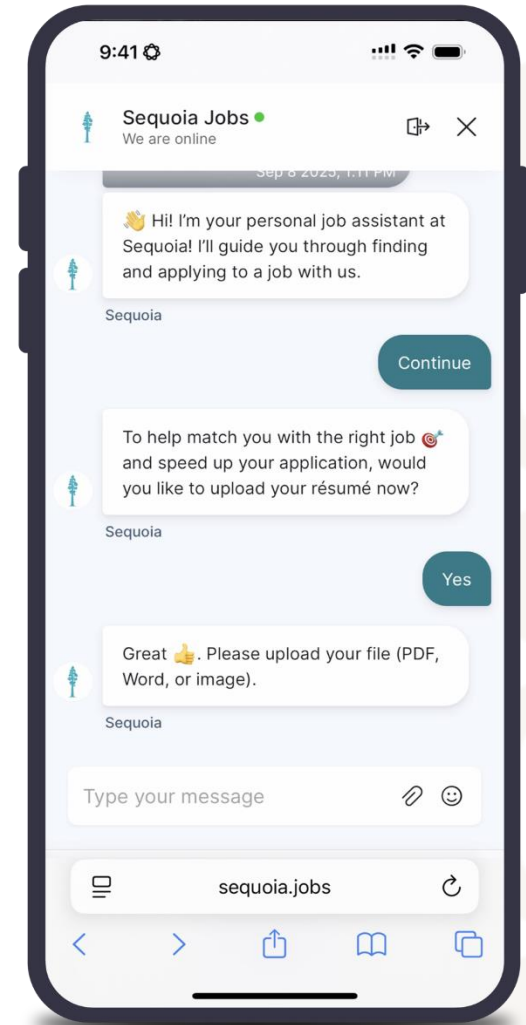
Business challenges: Moving the right applicants through the process quickly (ease of use and automation)

Availability: US

Prerequisites: ATS or ICIMS Hire

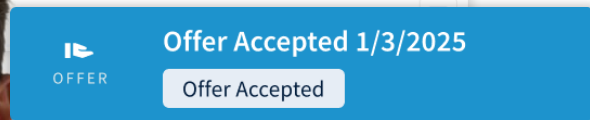
Timeframe available: Now and rolling out over the next few months

Interested in learning more? Talk to your account team!



Frontline AI conversational chat experience

Frontline AI General Availability Features



👋 Hi! I'm your personal job assistant at Sequoia! I'll guide you through finding and applying to a job with us.

To help match you with the right job and speed up your application, would you like to upload your résumé now?

Yes

No

Hiring Manager

- ✓ Mobile hiring manager experience
- ✓ Candidate review & dispositioning
- ✓ Candidate messaging
- ✓ Interview management
- ✓ Offer extension
- ✓ Onboarding

Candidate

- ✓ 24/7 chatbot with Q&A (SMS, WhatsApp, web)
- ✓ AI job match
- ✓ Conversational apply
- ✓ Interview self-scheduling
- ✓ Mobile offer & onboard delivery
- ✓ 3rd party assessments & integrations



A new volume hiring solution built on the world's most powerful enterprise ATS

Frontline AI uniquely takes advantage of ICIMS' robust enterprise hiring platform to deliver a next-gen frontline hiring experience

Frontline AI
EXPERIENCE LAYER



CANDIDATE

Full-funnel
conversational chat



HIRING MANAGER

Mobile, AI-enabled
manager workspace

Enterprise Applicant
Tracking System

Apply Builder

Interview
Management

Assessment, BGS
integrations

Offer
management

Onboarding
portal

Workflow automation

End-to-end analytics & reporting

Responsible, purpose-built AI

Application &
conversion



Interview



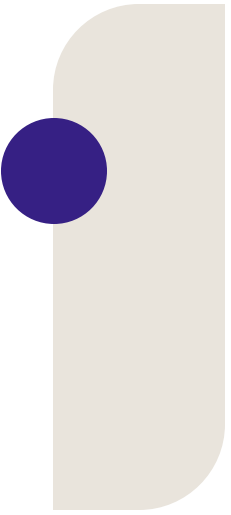
Screen



Offer

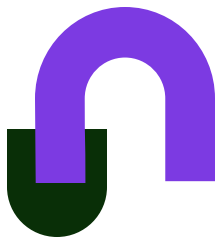


Onboard



Automate Repetitive Hiring Work

Focus where it needs the most



AVAILABLE FOR ALL: AI SOURCING AGENT IN CXM

Smarter sourcing at scale, without added TA effort

- **Intelligent role setup and targeting:** Activate an AI sourcing agent for high-priority roles and quickly configure searches through conversation to find people based on skills, location, and requirements.
- **AI-driven talent discovery:** Identify and rank the most relevant candidates—including silver medalists and dormant profiles—based on job relevance, helping TA teams focus on the strongest matches faster.
- **Scalable, consistent outreach:** Engage talent at scale using assisted or automated outreach, supported by standardized, pre-approved messaging that ensures quality and brand consistency.

Business challenges: Moving candidates through the process

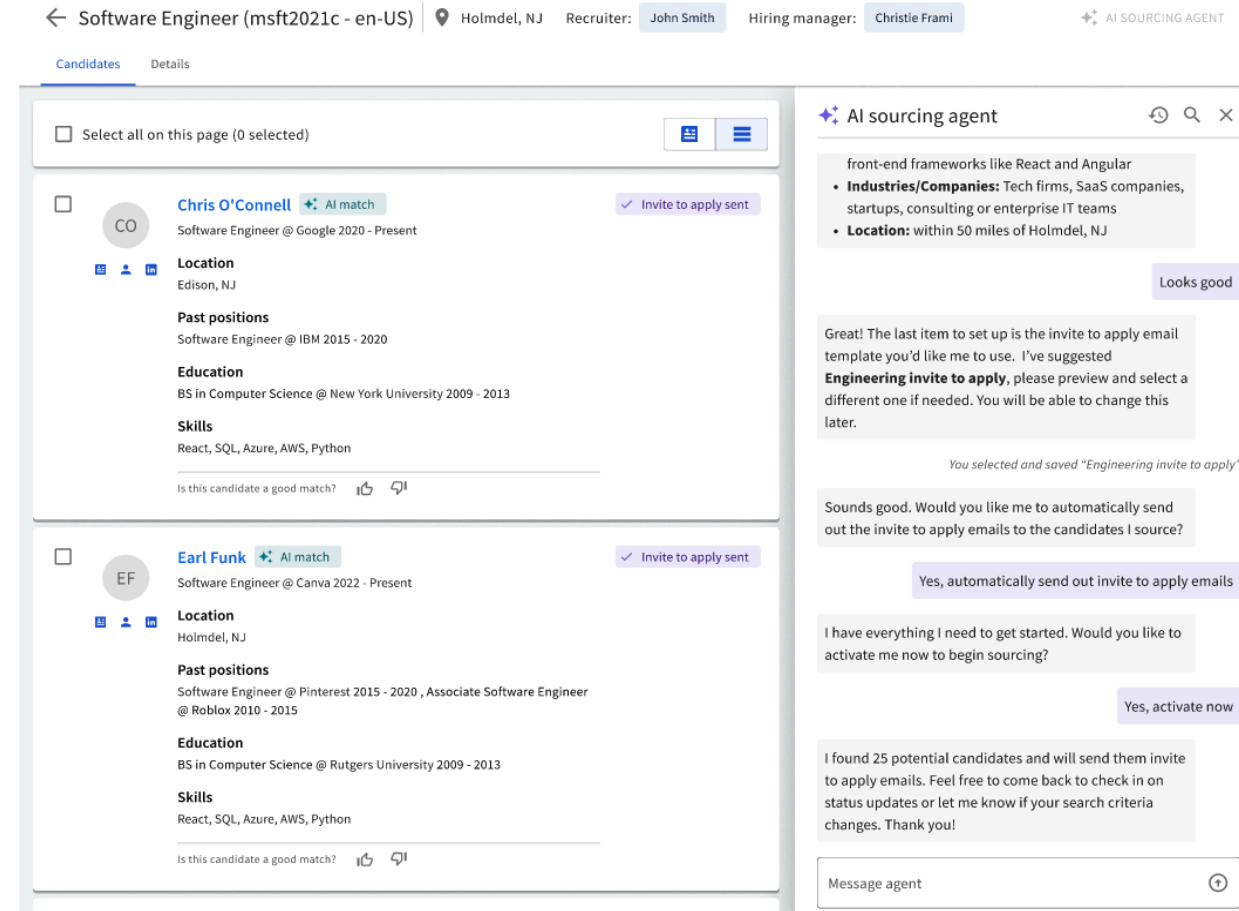
faster, high agency spend

Availability: Global

Prerequisites: CXM

Timeframe available: Spring Release

Waved release: No

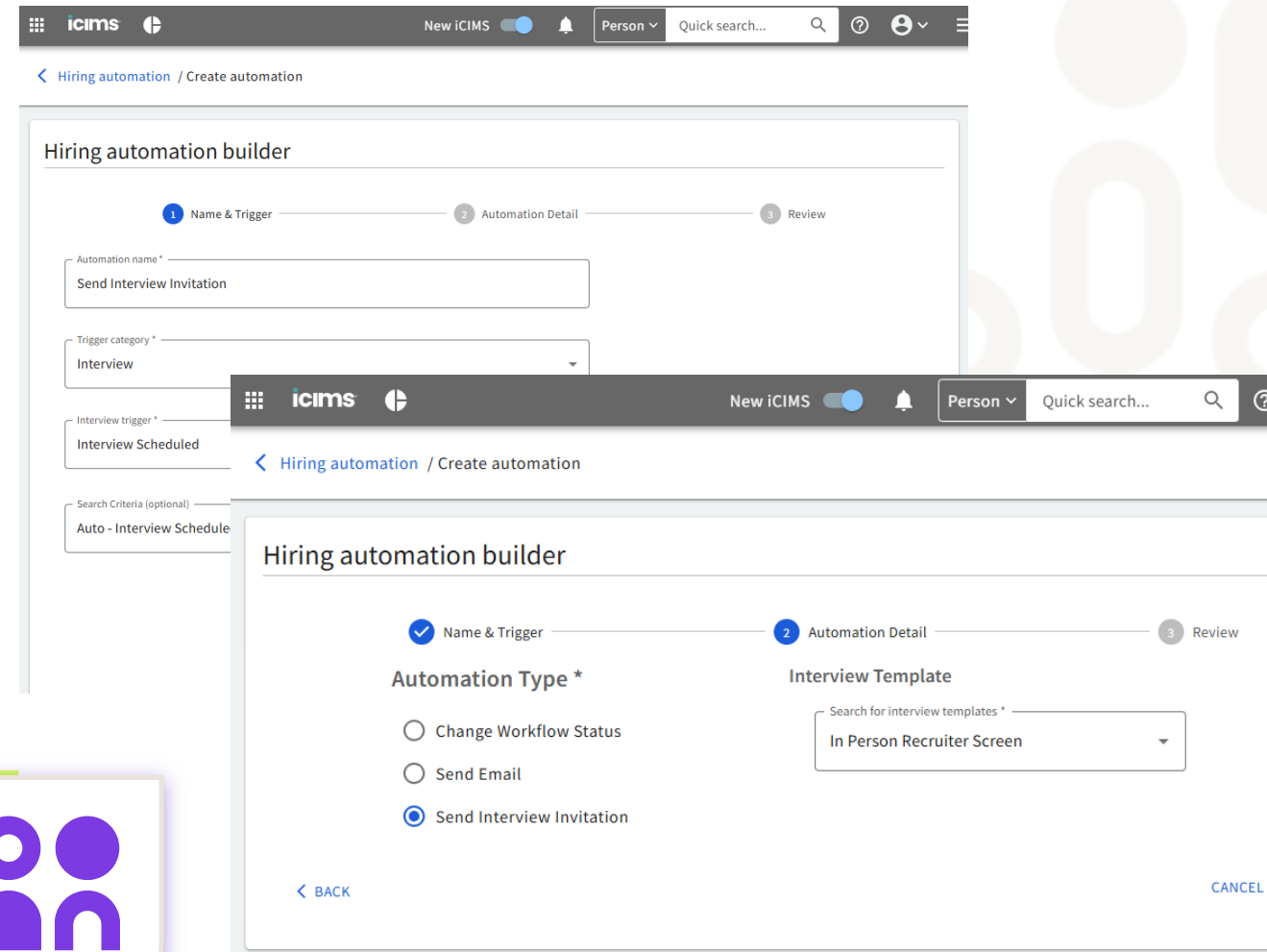


AI Sourcing Agent

ICIMS ATS TRIGGER-BASED HIRING AUTOMATION

Automate repetitive recruiting tasks for better efficiency

- **Workflow automation:** Automatically move candidates through stages based on triggers like offer acceptance or interview scheduling.
- **Smart notifications:** Send recruiter and candidate emails or candidate texts instantly, reducing delays and improving engagement.
- **Self-scheduling:** Enable candidates to book interviews via automated links, cutting coordination time dramatically.



Business challenges: Moving the right applicants through the process quickly

Availability: Global

Prerequisites: ATS or ICIMS Hire

Date available: Spring Release

Waved release: Yes



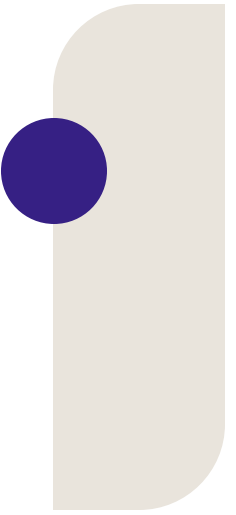
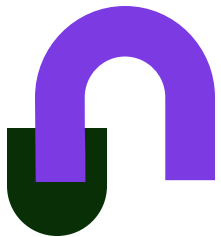
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Automation builder

Simplify complex interview scheduling

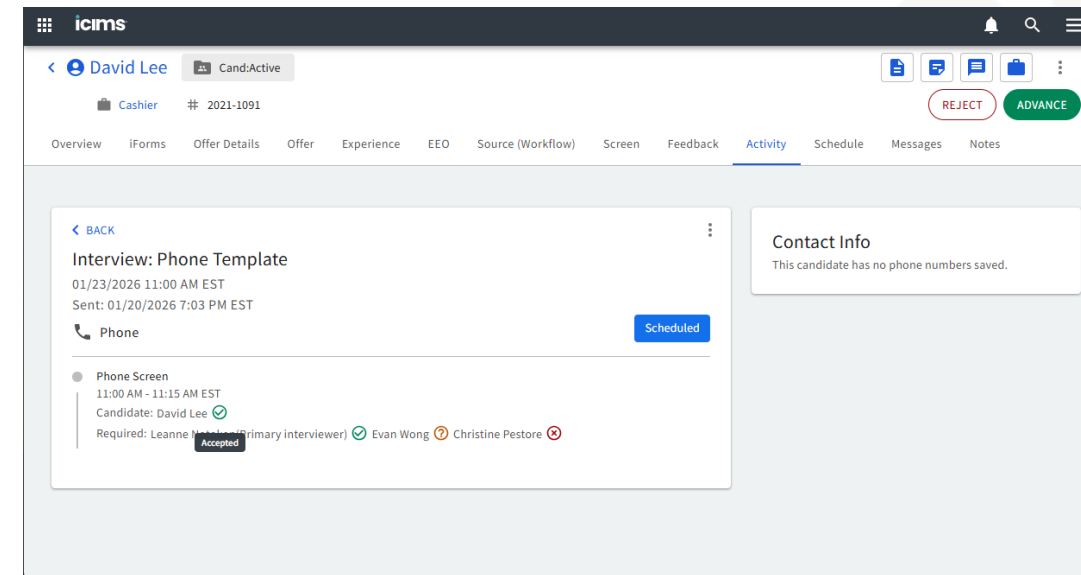
Streamlined coordination across real-world complexities



ICIMS ATS INTERVIEW SCHEDULING ENHANCEMENTS

Confident interview management across calendars, teams, and tenants

- **Multi-calendar system integration:** Connect one ATS tenant to multiple Microsoft 365 or Google calendar environments to support distributed teams and enable seamless scheduling across business units.
- **Resend scheduling invites:** Easily resend interview invites to ensure candidates and interviewers receive timely updates and confirmations.
- **Interview RSVP visibility:** View accept, decline, and tentative responses from candidates and interviewers to improve coordination and reduce errors.



Business challenges: Moving the right applicants through the process quickly (ease of use and automation)

Availability: Global

Prerequisites: ATS or ICIMS Hire

Date available: Spring Release

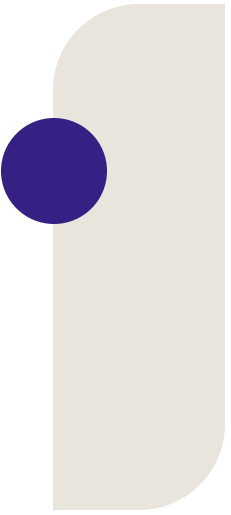
Waved release: Yes



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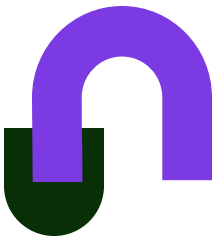
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RSVP visibility



Prove Recruitment Marketing ROI

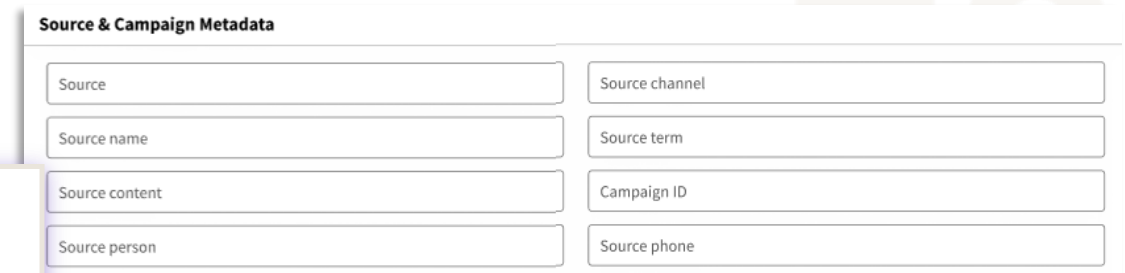
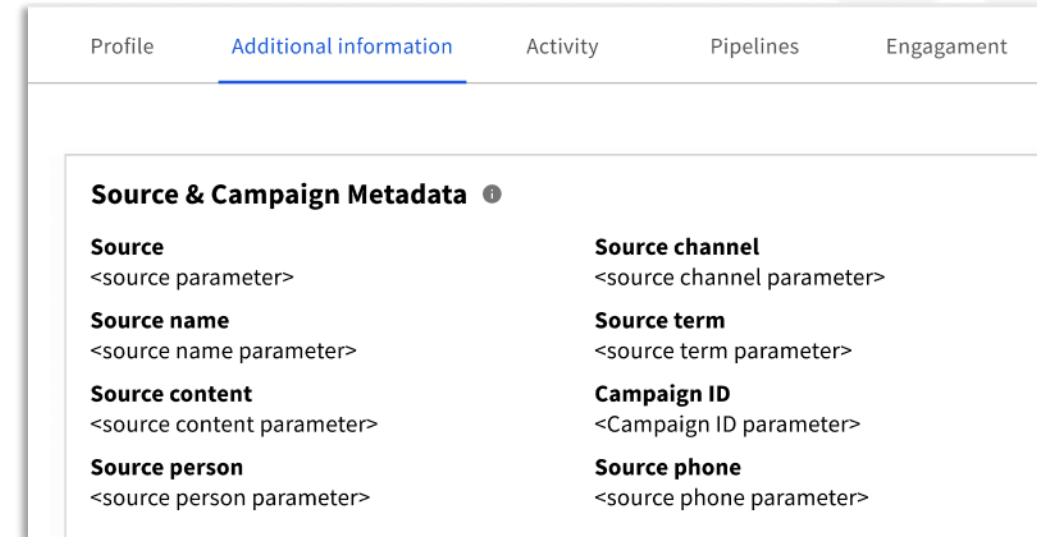
Know what works for you



ICIMS CXM/CRM AUTOMATIC SOURCE ATTRIBUTION

Clearly track ROI across inbound and outbound activities

- **Inbound source data:** Inbound source data now shows exact candidate origin automatically, so recruitment marketing teams can understand which channels are producing qualified applicants.
- **Outbound source tracking:** Outbound source tracking parameters automatically capture Campaign Name and Email Subject in the Source Name field, making it easy to get insight on what activities are most effective.



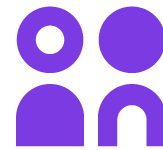
Business challenges: Recruiting insights & effectiveness

Availability: GA

Prerequisites: CRM or CXM

Date available: Spring Release

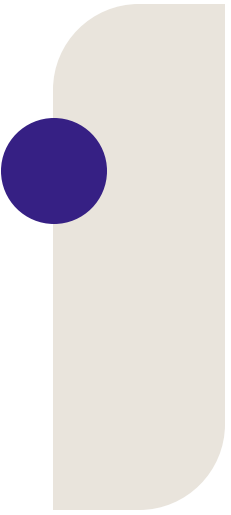
Waived release: No



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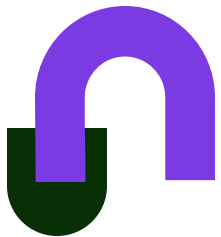
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Source metadata



Build Beautiful Career Sites, Faster

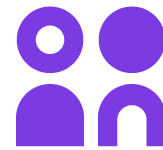
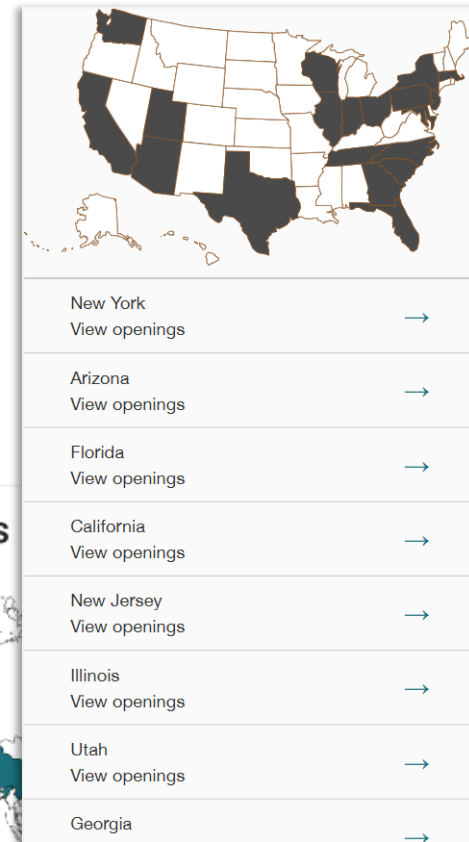
Easy to find. Easy to apply anywhere.



ICIMS CAREER SITES CMS ENHANCEMENTS

A modern, mobile-optimized candidate experience

- **Card-based layouts:** Create sleek, professional designs with built-in hover effects and intuitive controls—no manual styling or formatting required.
- **Global jobs widget:** Show case global and nation-wide roles in an intuitive, geographic browsing experience directly within the CMS.
- **Mobile-responsive container controls:** Enjoy device-specific visibility and spacing options, eliminating cramped layouts and unreadable text without custom code.



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Global jobs widget

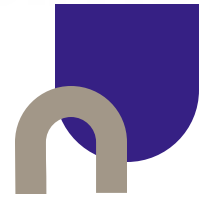
Business challenges: Global hiring complexity, efficiency

Availability: GA

Prerequisites: Career Sites

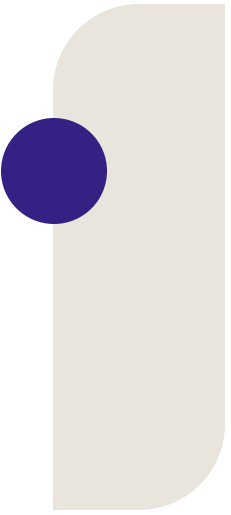
Date available: Spring Release

Waved release: No



Demos





Thank you!

