

Security and Privacy Overview:

LinkedIn Talent Integrations





Where LinkedIn's Talent Integrations come in

Talent professionals work across different tools to recruit world-class talent. To effectively understand your candidate journey from sourcing to hire, you need to capture and unify candidate interactions across systems in a simple, easy manner. That's where LinkedIn's integrations come in.

With LinkedIn integrations, including Recruiter System Connect, Easy Apply, and Apply with LinkedIn, talent acquisition teams can quickly see the full context of an applicant's hiring journey, reduce candidate drop-off throughout the hiring process, and reduce time going back and forth between systems.

At the core of any LinkedIn integration are security, privacy, and compliance. LinkedIn customers entrust us with their information every day, and we are committed to protecting the data of our members and customers. At LinkedIn, we follow industry-leading security standards and have developed best practices to make sure our integrations are safe and compliant for your business.

In this Security and Privacy Overview, we'll help you understand how:

- You control your ATS data across LinkedIn integrations
- LinkedIn uses your ATS data to give your team rich candidate insights
- LinkedIn protects your data and complies with current privacy regulations

You're the boss of your ATS data

As you explore LinkedIn's integrations, it's important to remember the golden rule: **you own your ATS data**. You're the boss and you're in control of your ATS candidate records.

At LinkedIn, we take pride in empowering our customers to leverage data as a competitive advantage. The benefits of integrating your ATS with LinkedIn are simple: sharing your ATS data connects data living in LinkedIn Recruiter, LinkedIn Jobs, and other LinkedIn Talent Solutions products with records in your ATS system to unlock deep insights, show you gaps in your hiring funnel, and help you create a consistent, delightful candidate experience.

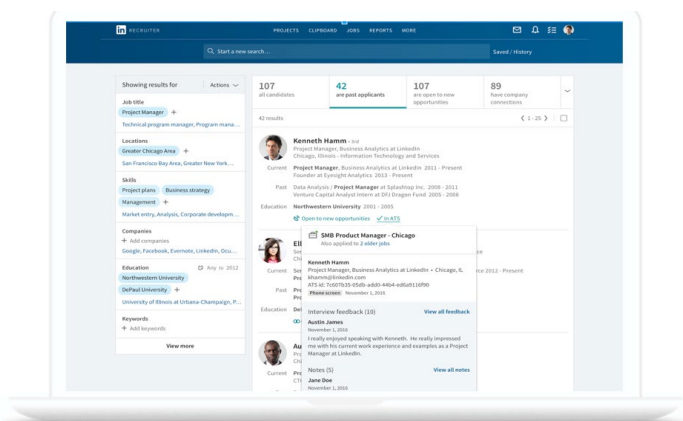
Once you've opted in to sharing your ATS data with LinkedIn, you're the Data Controller of your Personal Data as defined in the **LinkedIn Subscription Agreement (LSA)** (or your governing LSA with LinkedIn). LinkedIn doesn't share your ATS data with other LinkedIn customers, for example. We also don't use your ATS data to create or add new LinkedIn profiles or modify LinkedIn profiles with data viewable by other companies. If there ever comes a time when your team wants to end a LinkedIn integration with Recruiter System Connect, Easy Apply, or Apply with LinkedIn, you can request to delete your ATS data at any time.

You're the boss of your ATS data. It's that simple.



How LinkedIn Talent Integrations work: Candidate insights through ATS data

How exactly does LinkedIn use your team's ATS data? The sections below walk you through LinkedIn integrations' core functionality, including how and what type of data is transferred between systems.

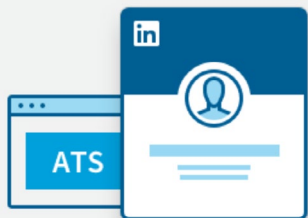


1 Recruiter System Connect

Two of the most common workflow challenges for talent professionals are toggling back and forth between different systems and understanding the candidate hiring process from sourcing to hire. Recruiter System Connect (RSC) solves those challenges by integrating LinkedIn Recruiter with your ATS to simplify your hiring process.



Recruiter System Connect gives your team:



Up-to-date candidate information in LinkedIn Recruiter and your ATS



End-to-end visibility of your hiring funnel



Agility by greatly reducing manual copying and pasting between systems

How will my ATS data be used in RSC?

RSC leverages your ATS data to give you unique and customized candidate insights in both LinkedIn Recruiter and your ATS.

Data in action within LinkedIn Recruiter

1. Identify past applicants

The Past Applicant spotlight highlights applicants that have previously applied to your company in a LinkedIn Recruiter search based on your ATS data.

2. Surface ATS notes and hiring status

The In-ATS indicator allows recruiters to view candidate data, such as interview notes and hiring status (ex: In Process, Not Hired) within LinkedIn Recruiter, eliminating the back-and-forth between systems and avoiding duplicating outreach.

Data in action within your ATS

3. Easily link to LinkedIn Recruiter to view up-to-date candidate records

RSC links select data from LinkedIn to a candidate's record in the ATS to reduce toggling between systems and keep information up to date. If a record does not exist, LinkedIn exports a LinkedIn member's stub profile (as defined below) to your ATS.

Privacy Compliance Note: LinkedIn members agree via the LinkedIn Privacy Policy to allow LinkedIn Recruiter customers to link and export stub profile data for recruiting purposes, including First and Last Name, Headline, Location, MemberID, Profile URL, and Current Employer Name. Members also have control, via their privacy settings, over whether LinkedIn Recruiter customers are able to export their stub profile data.

4. LinkedIn profile widget in ATS

The profile widget displays a LinkedIn member's profile when the ATS profile matches a LinkedIn member.

Who is the Data Controller of data transferred via RSC?

You're the Data Controller of ATS personal data shared with LinkedIn as defined in the **LinkedIn Subscription Agreement** (or your governing LSA with LinkedIn), and of the copy of LinkedIn member stub profile data, if any, exported to your ATS via RSC.

What type of ATS data is required to power RSC functionality?

There are generally three types of ATS data sets required for RSC functionality, which are securely transferred from your ATS system via LinkedIn APIs.

1. Job posting data empowers recruiters to easily link to candidates they're considering in LinkedIn Recruiter to their ATS, matching them with the correct job requisition.

- Job posting data includes the job posting title, date, current state of the job posting (ex: open, closed, etc.), job posting URL, a description of the job posting, and the unique job posting ID within the ATS.

2. Application data identifies candidates that applied to your company's job requisitions in the past and powers the Past Applicant spotlight in LinkedIn Recruiter.

- Application data includes first and last name of the applicant, candidate email address, ATS job posting name and timestamp, application source resume data (ex: PDF), and the stage in which the candidate dropped off from the hiring process.
- Interview feedback and notes are optional data you can share through RSC, and are used to provide a quick view of that information inside LinkedIn Recruiter.

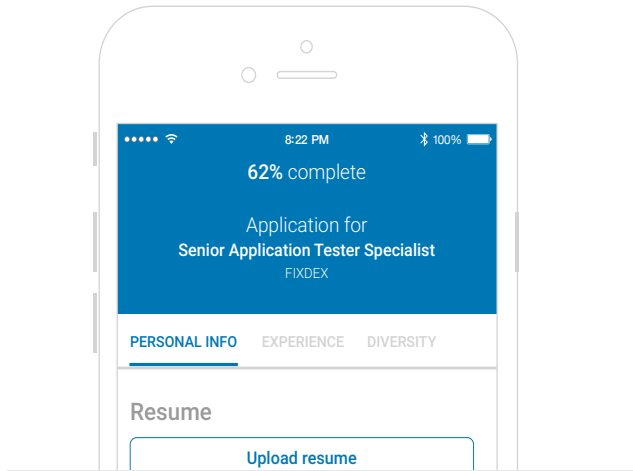
3. Candidate identity data matches candidates you're considering in LinkedIn Recruiter with candidates in the ATS.

- Candidate data includes first and last name of the candidate, the unique identifier of the candidate within the ATS, the candidate's email address, and the timestamp of the candidate in the ATS.



② Easy Apply

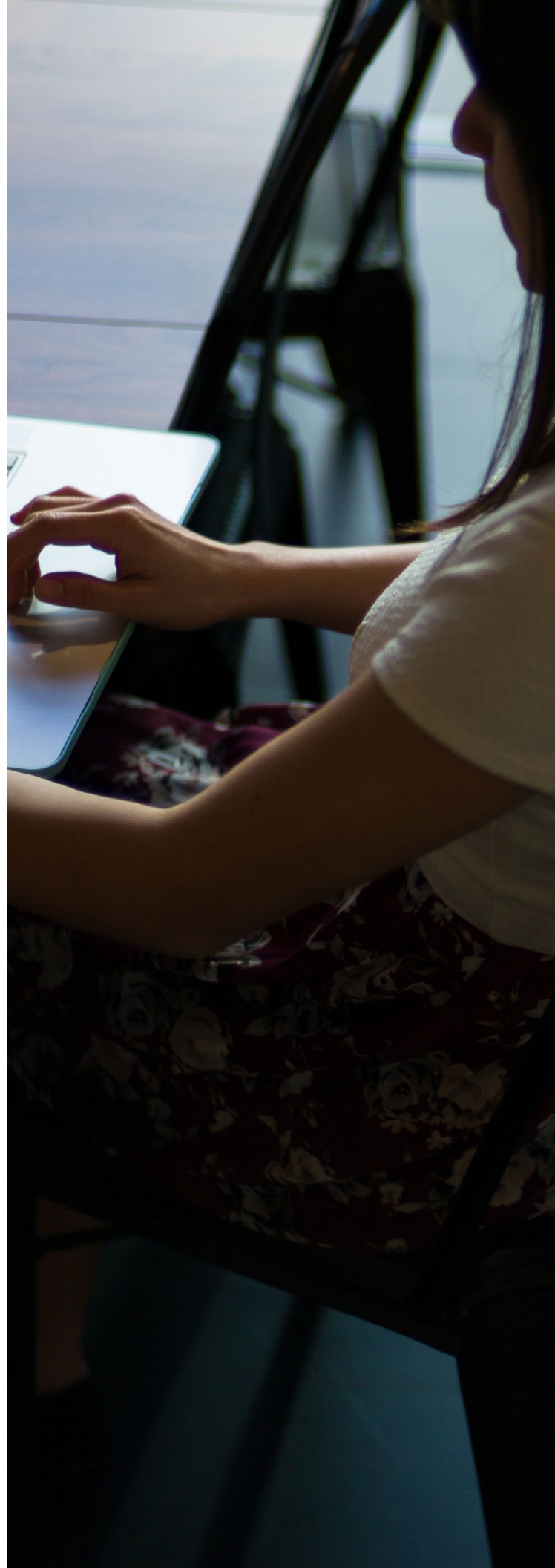
Easy Apply is an integration between LinkedIn Jobs and your ATS that streamlines a candidate's application process on the LinkedIn platform.



What type of data is transferred to my ATS?

With Easy Apply, interested applicants complete a job application using information from their LinkedIn profile, which is then passed directly to your ATS. Your team is the Data Controller for application data submitted to your ATS via Easy Apply. LinkedIn members do have the option of saving answers to common questions for use in future applications. This data can be deleted by the member at any time.

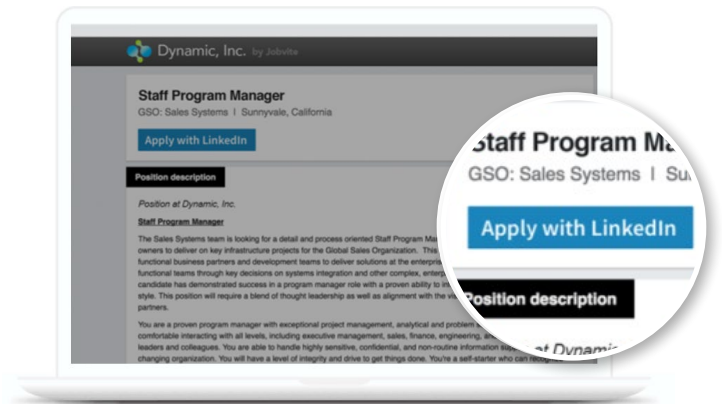
It's a win-win. The integration offers candidates a seamless application process and significantly prevents drop-off by reducing the number of steps a candidate must take to apply to work with your team.





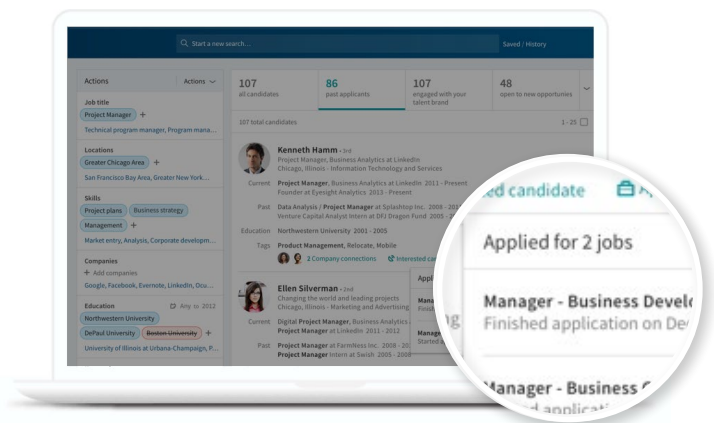
③ Apply with LinkedIn

Apply with LinkedIn makes it incredibly easy for LinkedIn members to apply to a job on your company's external careers site.



What type of data is transferred to my ATS?

LinkedIn members exploring jobs on your external careers site will see the option to apply to a role with their LinkedIn profile. LinkedIn then automatically populates information about the applicant from their LinkedIn profile, which is then sent directly to your ATS. Your team is the Data Controller for data submitted to your ATS.



In LinkedIn Recruiter, we'll surface candidates that started but didn't complete your job application as Apply Starters, helping your team prioritize those interested applicants. LinkedIn will also report on where candidates are dropping off in the application flow to show your hiring-funnel gaps. In your ATS, LinkedIn can also surface Apply Starters through the Apply Starter Explorer widget, which displays the LinkedIn profiles of candidates who started to apply from Apply with LinkedIn, but didn't finish their application.

LinkedIn Integrations: Data Security and Regulatory Compliance

Security

We never stop working to ensure LinkedIn is safe for your business, and we are continually improving the safety and security of our platform.

To safeguard data, we use industry-standard security measures, including data encryption in transit and at rest, strict access control policies, network security, application security, and physical security. We conduct regular penetration testing and threat modeling to ensure our network is properly secured and up to date, and we collaborate closely with other technology organizations to improve the security of LinkedIn and the internet as a whole. At this time, all customer data and personal data is stored in data centers in the United States and Singapore.



EU regulatory compliance

LinkedIn complies with EU data regulations, including the European Union General Data Protection Regulation (GDPR), US Swiss Safe Harbor Framework and the Standard Contractual Clauses adopted by the EU Commission for residents of the European Union.

The one-click export feature, like the rest of RSC, is designed to be used in a GDPR compliant manner, and LinkedIn members have control, via their privacy settings, over whether Recruiter customers can export stub profile data. The goals of the GDPR are consistent with LinkedIn's longstanding commitment to data protection and transparency. This is reflected in our focus on building data protection into our products, providing our members with control over their data and being transparent about how we use member data.

One trusted candidate journey

Trust and transparency are the building blocks of any LinkedIn talent integration. With Recruiter System Connect, Easy Apply, and Apply with LinkedIn, you can now optimize your ATS data to streamline your hiring process and visualize one trusted candidate journey.

For additional details on LinkedIn's security practices and compliance information, please visit our [Security Center](#) or contact your LinkedIn Relationship Manager.

Last Updated: August 2018

