Why use software to manage your recruitment and selection process?

When you post a job offer on a job board or on your website in the section "**Work with us**",
you receive lots of CV's which have to be **managed manually**.

Those CVs have to be read, archived and catalogued.
You have to select the CVs and reply to all the candidates who apply.

During this process, it is very difficult to select the best candidate for that job.
Opening **Thousands of CVs** is a guarantee that you will lose some of the best candidates
In South Africa with our skill shortage can you afford to do that?

Why should you look for candidates outside

of your database, when it is possible that

the suitable candidates

have already sent you their CV?

Our goal?

To help you save time during the

recruitment and selection process.

# *Save time during the recruitment and selection process.*

1. **Multi-posting**:

   Once you have published your job offer on your own website with a few clicks, the software **will create a post with your own logo and publish it in job boards and social networks**: you will only have to click "**Start multi-posting**". Candidates will be **automatically directed to your own database.**

# *Candidates upload their CV, the software does the rest.*

2. All the applications are converted by the software in a **database of CVs**.

3. **Candidates can easily apply** through a **one-step application form**. It is so easy that they can even do it by using their **mobile phones**. Candidates have only to enter few personal details and to attach their CV. Our program will do the rest.

4. Our software solution **keeps candidates' applications saved in your internal database of CVs**, both those directly coming from your job offers and the spontaneous applications, providing you with **complete information which is always available**.
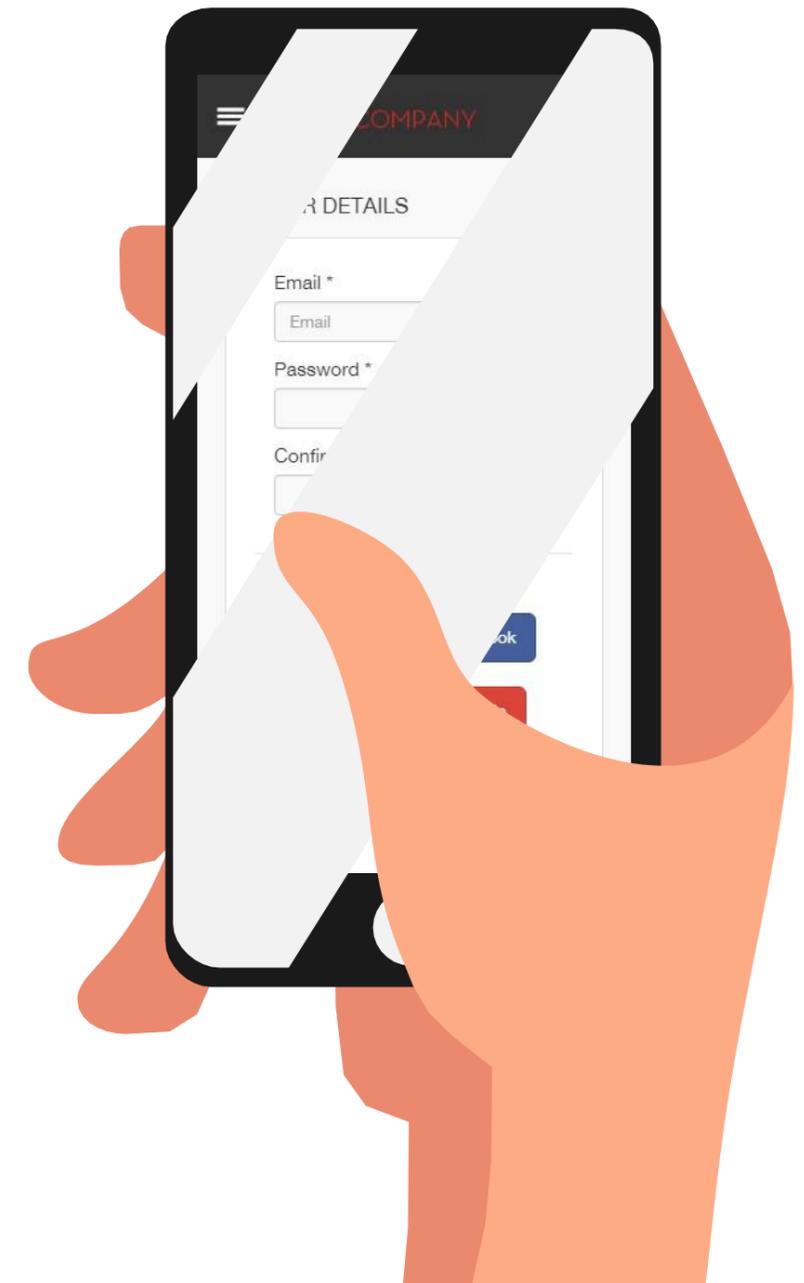
The software responds to applicants and checks their compatibility.

5. The software will **automatically respond to all the candidates** who have applied to the job offer using a customizable email.

   There are many tools to interact with candidates, which will provide you with a **database that is up to date and rich in content**. For example, you will be able to request a **VIDEO CV**: the program will ask them five questions on their study path and work experience. You can also request a **JOB TEST** to measure their soft skills.
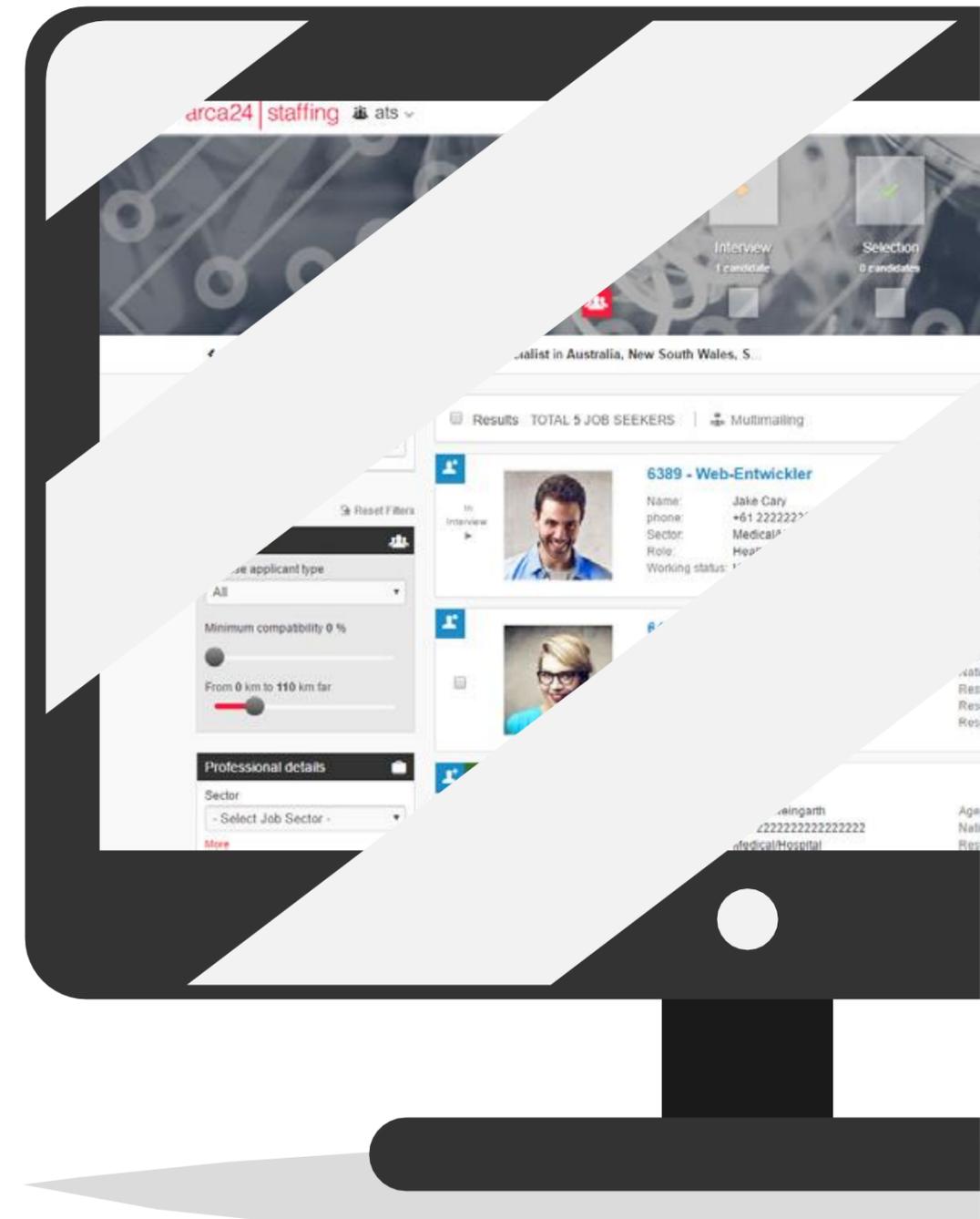
Matching between job ad and CV's.

6. Once you have published the job specification, **the software will understand what you are looking for**. It will **read all the CVs and understand the candidates' skills** using our Semantic Engine. Every time we post a job offer, the program produces a **list of candidates already ordered by percentage of compatibility and distance from the workplace**. The software will also consider **both candidates applying** to the job offer and candidates that are **already registered on your database**.

No matter which language is used in job ads and CVs, our software is **MULTI-LANGUAGE** and works in English, Italian, French, German, Spanish and Polish.
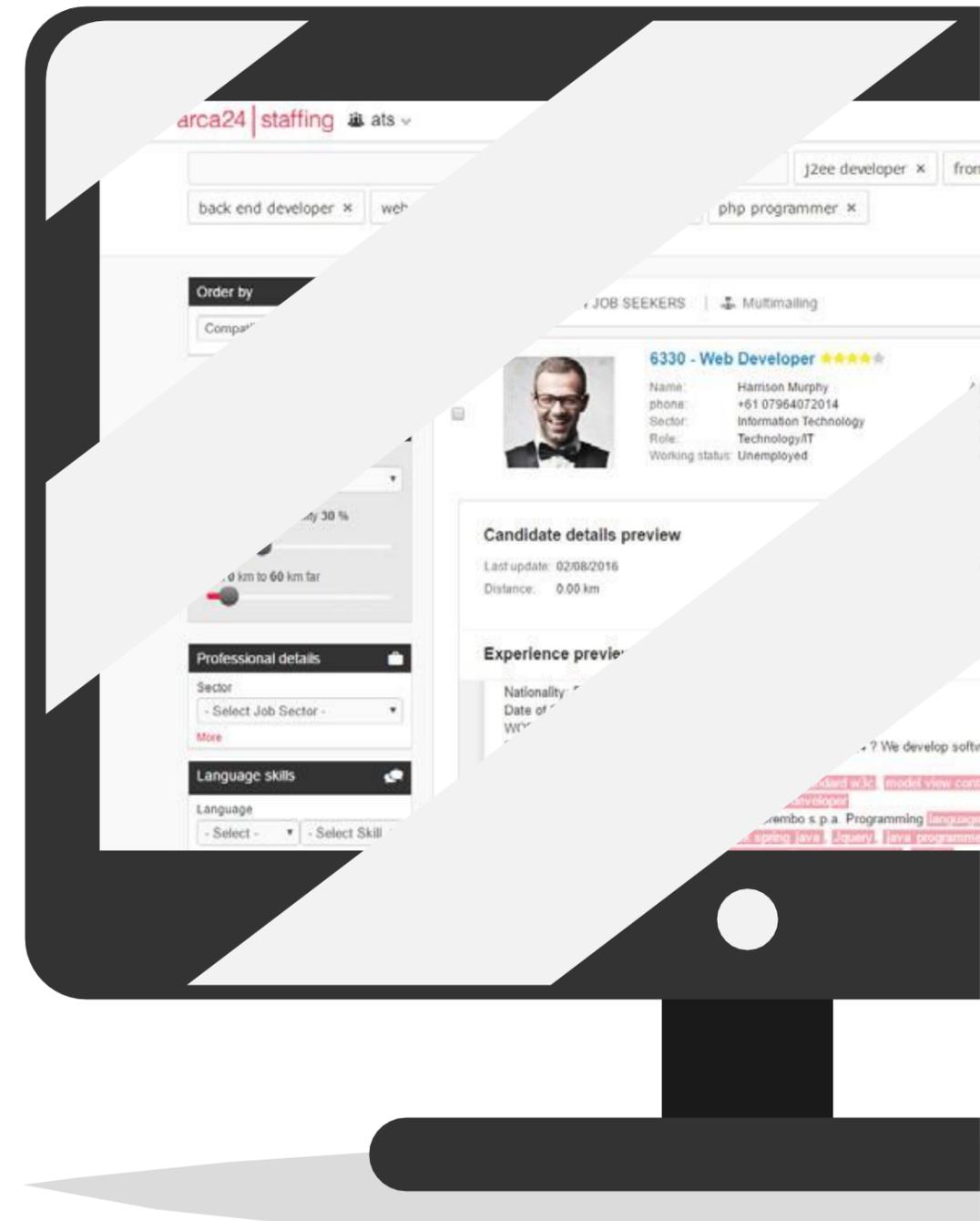
Teamwork! Share all the activities with your colleagues!

7. **Share**:
   You will be able to **share the candidate's profile with one click** with your **colleagues** or with **external clients**, in order to collect different opinions and improve the candidate evaluation.

8. All the **activities are tracked** in the software.

Save time with automated video interview.

9. It is possible to do **automated video interviews**.
   You just write your questions, set time to answer and click "**Create video interview**".

   Your candidates will receive a link, your questions will appear on their screen and they will be able to record their answers using their **mobile phone**!

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HR software solutions

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