



Recruitment management

Facilitates the matching between supply and demand of work

Solution to support placement, selection and job posting processes



The right person in the right place

In the presence of a dynamic scenario and strongly subject to the effects of technological innovation, the meeting between labor supply and demand has become increasingly complex.

Recruitment Management makes it simple and provides essential help for all **crossover activities between open and candidate positions.**

Recruitment management, in fact, is an advanced solution, equipped with an artificial intelligence system capable of predicting the **compatibility between a candidate and a job offer**, based on an expert system developed by Exagogica in ten years of experimentation in major companies industrial.

The extraordinary simplicity of use for the operator, the ability to analyze and understand the requirements of the various positions, the analysis of the candidates' skills through the examination of qualifications and experience, the integrated management of assessments, interviews and presentation of candidates make this tool is **an advanced solution that has no comparisons on the market.**



What functionality is available?

1. Placement activity
2. Research and selection activities
3. Application management
4. Integration of activities with the network

An unmatched **advanced tool**

A complete picture of the requirements for each position

The Recruitment Management engine is the artificial intelligence **system that calculates the compatibility between open positions and available resources**, determining a ranking and highlighting non-conformities (gaps), that is all the requirements that are not fully covered.

This system, based on libraries developed starting from the ISTAT Work Atlas and integrated with years of work and research carried out in the field by Exagogica, is able to **define the standard requirements that each position requires**, allowing the integration of additional requirements that allow you to define a complete picture of what is required.

The requirements, expressed in relation to basic, professional, linguistic and transversal competences, are compared with the competences possessed by each resource. These are calculated through the analysis of qualifications and previous work experience, through a mathematical simulation of **the learning curve of the competences** and of the **decay curve** of the same at the end of the work experience.

This very complex mechanism, but very easy to use, allows you to immediately create short lists of possible candidates for each position.





Placement activity

Candidate profiling and crossing with open positions

Recruitment Management allows the **integrated management of all the activities necessary for the placement of a resource** through the careful profiling of their capabilities and the fast crossing with the requirements of the vacant positions.

The artificial intelligence system automatically reports all the open positions for which a candidate could be compatible based on their qualifications, their work experience, their specific skills and their desires.

Once the best opportunities have been identified, the **system prepares an appealing presentation of the candidate**, specifically designed to make the value of the proposal explicit. The management of the candidacy and of the relative feedback allows you to close the circle and, even if the candidacy did not lead to the placement of the resource, it allows to identify the possible weaknesses of the candidate to be able to improve them.



What are the benefits?

- **Manage the profiling of the candidate in detail**
- **Identify all the opportunities**
- **Create effective candidate presentations for companies**
- **Manage applications and feedback**

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Research and selection activities

An extraordinary and complete support for the entire process

The Exagogica solution first provides **a guide to the creation of the listing**. Every job position is understood by the system that associates it with a set of standard requirements normally required for similar positions.

This allows you to **automatically cross the competences of the identified candidates** and be able to insert them in the short list on which the selection activities will be carried out.

Recruitment Management also provides an extraordinary support: **integrated assessments on leadership and soft skills**, support for the cognitive interview, calibration of the results are the tools that allow identifying the people to be nominated towards the employer.

The **presentation of the candidates** is still supported by the system, so that it is possible to carry out **in-depth and comparative analyzes** within the group identified.

What are the benefits?

- **Manage the drafting of the requirements**
- **Search for compatible candidates**
- **Verify the possession of the requirements of each candidate**
- **Possibility to create shortlists in which to choose the candidates**



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Application management

Towards the conclusion of a new employment contract

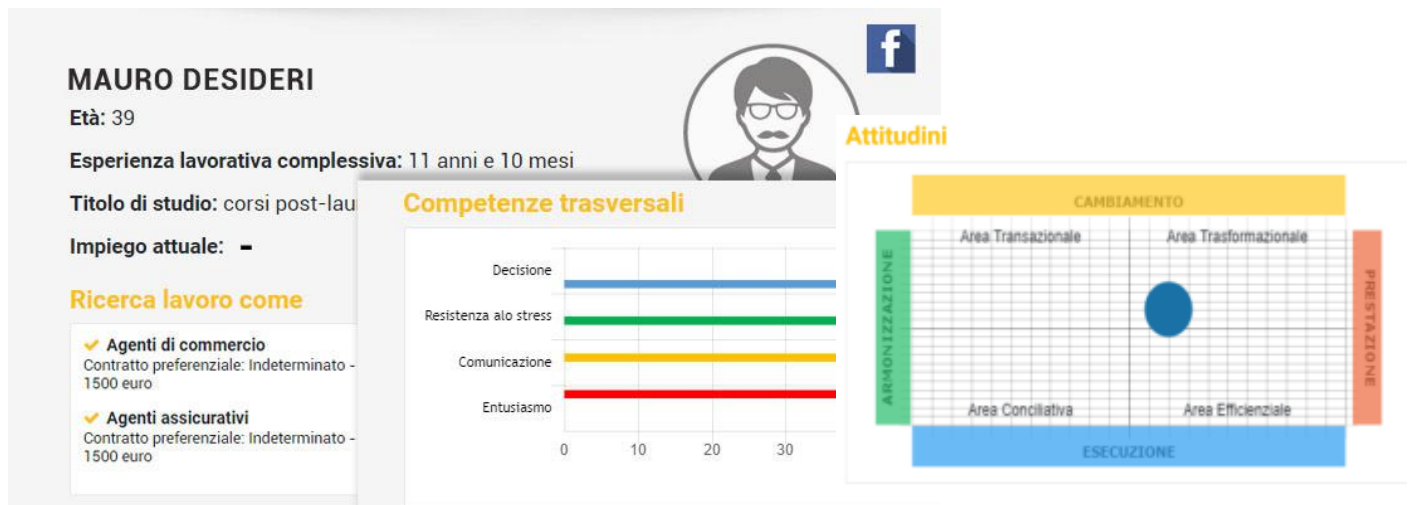
Recruitment management operates with **tools that reduce time, reduce costs and eliminate the possibility of errors.**

Candidates are presented by e-mail to the company contact with the vacant position by clicking a simple button. **The system takes care of packaging the summary presentation sheet, the curriculum vitae and, above all, the candidate's compatibility analysis sheet.** These documents take into account the calibration activities carried out by the selector and contain their written report.

The **feedback on the presentations** is then tracked on the system and it is possible to **manage the follow-up of each hire:** outcome of the test, type of contracting, calculation of entitlements in relation to service contracts set on the system.

What are the benefits?

- **Simplify the presentation of candidates.**
- **Manage candidacy feedback.**
- **Manage the outcome (follow up) of each recruitment.**





Network integration

To accelerate the search for vacant positions and suitable candidates

The *Recruitment Management* solution is a **powerful engine that ensures extraordinary performance to your processes**. It speeds up and standardizes all personnel research, selection and placement activities.

But when you need more fuel, *Recruitment Management* comes to your rescue with the ability to **interface with the network to accelerate the search for vacant positions and suitable candidates**.

HOW?

With the Exagogica solution, special web interface add-ons are available that create a constant flow of data to your platform. The **spider scans the network** and analyzes the job ads to identify those of interest to you. The social gateway allows you to post your candidate searches with attractive graphics and messages on social networks to find candidates for suitable personnel.

Recruitment Management is thus able to **support your entire placement, research and selection process, drastically reducing its costs and bringing it to maximum efficiency**.



What are the benefits?

- **Automate the search for vacant positions**
- **Speed up the search for suitable candidates.**

Grow your **business** with **our solutions**



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