

Discover your new talent, faster

The talent environment is becoming increasingly competitive with expectations constantly changing. Organisations are feeling the pressure to implement strong, efficient recruitment strategies. When you only have one chance to make a first impression, delivering a seamless, easy experience is essential to attract the right talent.

For any business, it is important to be able to screen applicants quickly and manage the flow of information

between reviewing managers, applicants and HR to achieve the best results for the organisation whilst providing an attractive user experience for candidates.

Talentia Recruitment streamlines the complete recruitment process, automating many of the administrative activities associated with recruitment from recruitment requests, candidate selection through to hiring and onboarding.

Recruit more and reduce time-to-hire

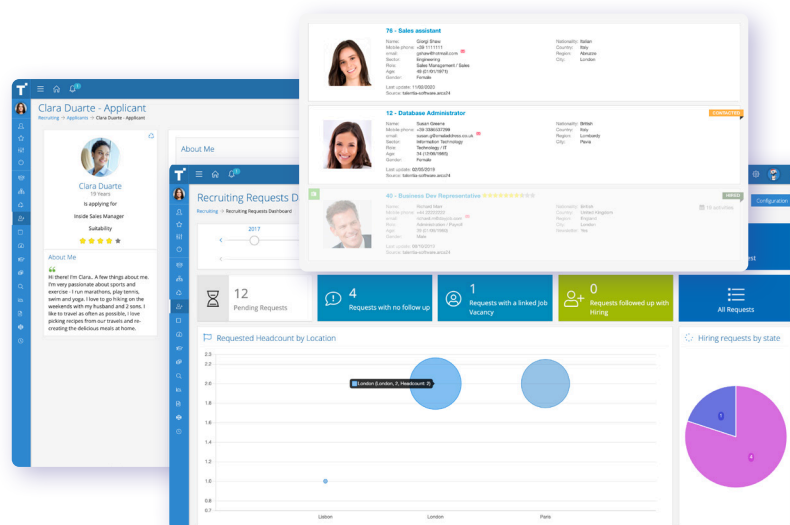
Inbuilt workflows and self-service means time consuming tasks can be automated and decentralised, reducing administration and giving the HR team time to focus on strategic issues. Reducing time-to-hire by enabling you to efficiently advertise, interview and shortlist the applicants in less time.

The power of the system not only is its capability to manage the administrative side, but also to find the most suitable candidates. Thanks to a semantic engine, the system can scan CV content and match the candidates' suitability to the role.

With Talentia you can:

- Foster a culture of hiring from within with internal search and talent pools
- Automate the request process with in-built workflows and tasks
- Attract the right people and offer a consistent and engaging candidate experience

- Empower your people by enabling transparency and collaboration across the entire hiring team
- Save time and simplify the selection process with dedicated tools to help you find the right fit
- Gain better visibility with the multiposting tool, enabling you to easily post your new vacancies to a variety of common recruiting platforms and social networks.



Talentia HCM will help you optimise



Document Management

Attach CV's, contracts and assessments



Ranking and matching

CV Parsing and candidate semantic search



Interview

Assess candidates through soft skill tests, questionnaires and automated videos



Job offer posting

Post directly to job boards, career pages and social networks



Selection

Easily move your candidates through the selection and hiring process

Internal Recruitment

Internal Job Board

Automatically publish to your internal job board and allow managers to recommend and employees to apply.

Internal Search

Don't lose sight of the talent under your nose, search through your existing talent pools to find suitable candidates.

Shortlist & Hire

Shortlisted candidates (internal & external) are available in a single view for final selection and hiring.

Onboard

Define tasks, activities and milestones to ensure a smooth transition into the company, achieved with Talentia Onboarding.

External Recruitment

Branding

Optimise employer branding with customisable layouts integrated into the career page.

Video Recruiting

Applicants can easily access video sessions and record video interviews on their tablets or smartphones.

Language proficiency tests

Applicants can be requested to answer a language test in order to evaluate their proficiency levels. Tests are available in English, French, German, Italian and Spanish.

Soft skills tests

Evaluating candidates' soft skills will enable you to have a deeper and more complete insight into the potential hire, allowing a better and improved talent management.

Talentia HCM

A suite of modules covering the whole hire to retire process.

Talentia HCM

HR Administration

- Core HR*
- Onboarding
- HR Intelligence
- Absence
- Charting
- Virtual Assistant
- Social and Collaboration
- Survey

Recruitment

- Recruitment Management
- ATS powered by Arca 24

*Prerequisite for all modules

Talent

- Performance
- Talent Management
- Succession and Career
- Continuous Feedback

Learning & Development

- Training Management
- LMS

Compensation

- Salary Analysis
- Pay Review

