



Next level recruiting with the XING Talent Manager

Zurich, April 8, 2014

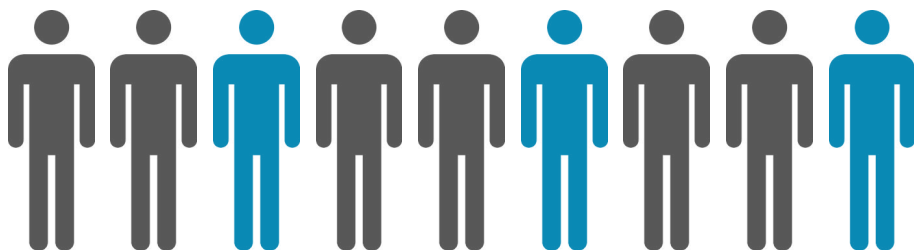
talentmanager.xing.com

XING AG

Agenda

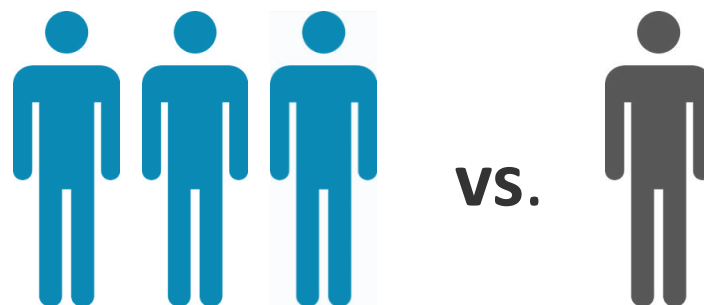
- **Active Sourcing and the XING Talent Manager (XTM)**
- **Behind the scenes – recent releases and upcoming highlights**

Active Sourcing is a real opportunity for recruiters



FORSA-surveys show that **1 in 3** employees in DACH is willing to consider a job change

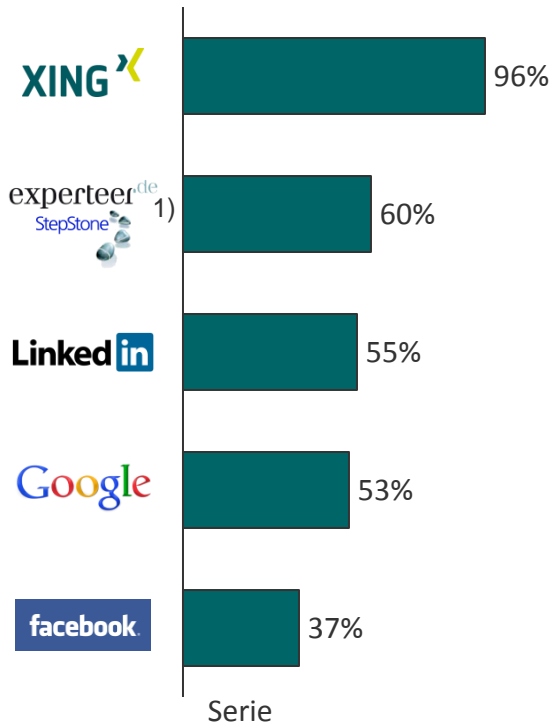
Pool of latent seekers is **3x** larger than the pool of active seekers



Use of Active Sourcing in DACH has more than doubled since 2010!

XING is the No.1 platform for Active Sourcing in DACH

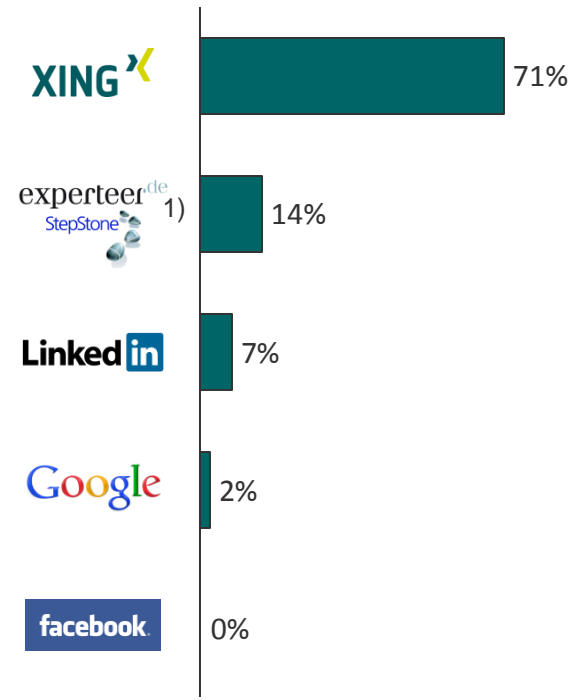
“familiar with it”



“use it regularly”



“best results”



1) CV databases in general, also includes Monster
 Source: ICR 2013 Active Sourcing Report; Statista Recruiter Survey 2014
 4/9/2014

The XING Talent Manager is the solution for Active Sourcing

XING TALENTMANAGER

My projects > Key account manager > Candidates Edit project details Find new candidates

Key account manager - XING AG SHARED PROJECT

Hamburg, Germany In progress

Candidates Recommendations Details All statuses Newest first

Mathew Reynolds
Key account manager
Netizer Ltd

Hamburg, Germany

3 years, 1 month of experience

Initial contact

Contacted by

MESSAGES	PROJECTS	NOTES
65 +	7 +	0 +

Added by Francisco Sisah
21 May, 2013, 14:30

Janusz Kowalski
Account manager
Boss GmbH

Berlin, Germany

7 years, 2 months of experience

Offer sent

Contacted by

MESSAGES	PROJECTS	NOTES
2 +	1 +	0 +

Added by Francisco Sisah
21 May, 2013, 14:28

Daniel McHunt
Sales manager
Quill AG

Hannover, Germany

1 year, 1 month of experience

Initial contact

Contacted by

MESSAGES	PROJECTS	NOTES
6 +	3 +	0 +

Added by Francisco Sisah
21 May, 2013, 14:00

Klaus Schmidt
Key account manager
L3BAS S.A

München, Germany

5 years, 1 month of experience

Phone interview

Contacted by

MESSAGES	PROJECTS	NOTES
4 +	2 +	0 +

Added by Francisco Sisah
21 May, 2013, 13:35

Hannah Müller
Key account manager
Dondalations

Hamburg, Germany

6 years, 2 months of experience

Jonas Petersson
Sales manager
Trama Deutschland GmbH

Köln, Germany

5 years, 2 months of experience

Rachel Schultz
Sales consultant
Linton, Ltd

Münster, Germany

4 years, 9 month of experience

Lotte Arendt
Sales manager
Sanfra AG

Bremen, Germany

1 year, 4 months of experience

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The XING Talent Manager is the solution for Active Sourcing

- ✓ Access to more than 7m candidates in DACH
- ✓ Exclusive candidate insights and search filters
- ✓ Intelligent candidate recommendations
- ✓ Simple candidate management in projects
- ✓ Effective collaboration in teams
- ✓ Flexible license management

Active Sourcing reduces cost-per-hire and time-to-fill



Results at Deutsche Telekom AG vs.
German Industry Average



HUMAN RESOURCES
EXCELLENCE
AWARDS
2013

Cost-per-hire

reduced by

83%



to ~4.100 EUR.

Time-to-fill

reduced by

75%



to ~31 days.

Active Sourcing can change the role of HR in organizations

*„We receive a lot of **positive feedback** from **great candidates** in top companies. They really appreciate that we **approach them personally** and it has a **positive impact on our brand.**“*

*„Active Sourcing has **really changed how hiring managers perceive me.** I have gained a **better understanding of the candidate profiles** they need and I got to know the **competitive landscape.** That lets me interact with hiring managers on an **eye-to-eye level.**“*



Agenda

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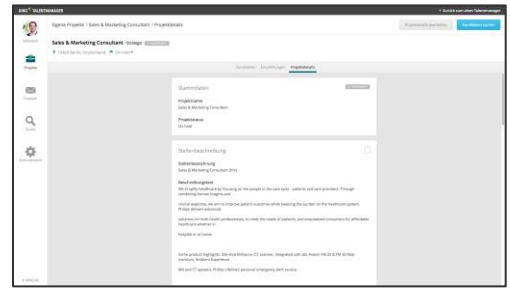
*Simple for newcomers,
fast and efficient for pros!*

Simple for newcomers: Just import your job ad!

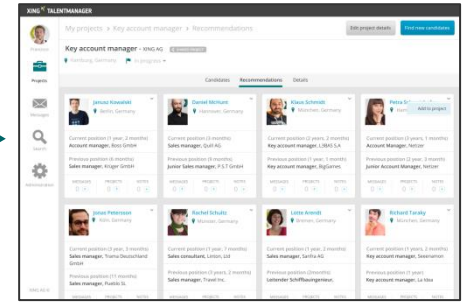
Import a job ad



Auto-create XTM project



See matching profiles



Simply import job ads in Word or PDF format to auto-create an XTM project.

Candidate recommendations are computed based on your project details, candidates already added to your project and candidate behavior.

Faster for pros: New search filters & better results

Filter by jobseeker status (e.g. only candidates „open to offers“ or “actively looking”)

Filter by project assignment („only candidates not yet assigned to a project“)

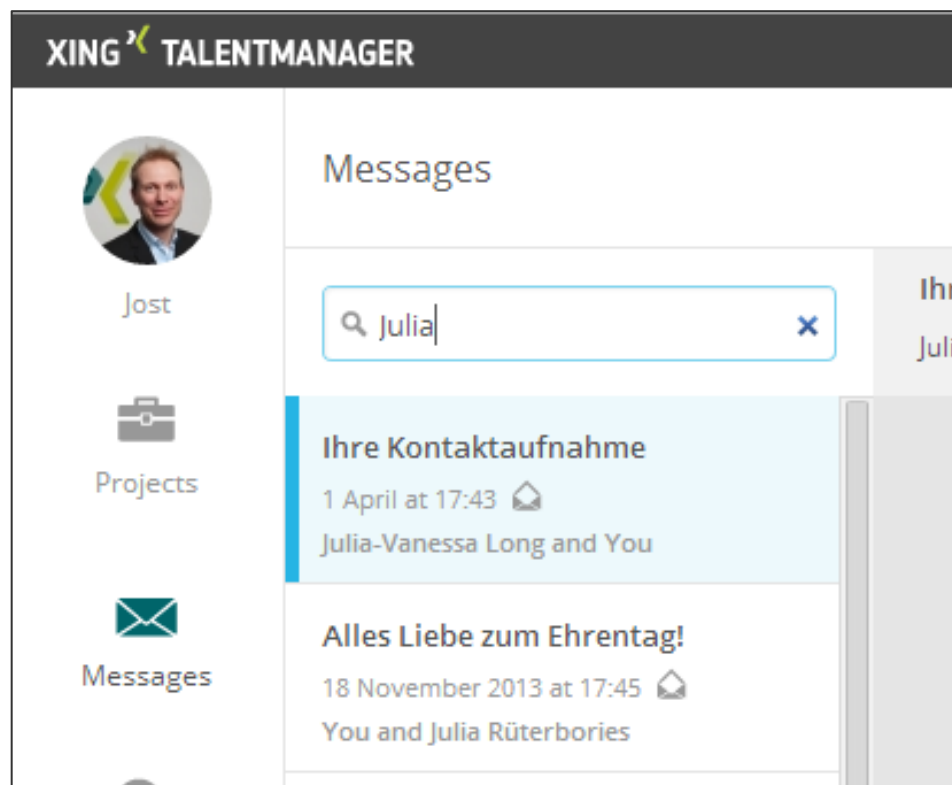
Quickly extend your search by removing search terms

The screenshot displays the XING Talent Manager search results interface. At the top, the search criteria are listed as 'Managing', 'Key account', 'Sales', 'Sales manager', and 'CRM'. The search results are presented in a grid of candidate tiles. Each tile features a profile picture, name, location, and a brief history of positions. For example, Daniel McHunt is a Sales manager at Quill AG in Hannover, Germany, with previous experience as a Junior Sales manager at P.S.T GmbH. Other candidates include Klaus Schmidt, Petra Schmidt, Rachel Schulz, Lotte Arendt, and Richard Taraky. The interface also includes a sidebar with filters for jobseeker status (e.g., 'Actively looking for a new job') and project assignment (e.g., 'Assigned to a project').

1-click actions on the tiles let you write a message, add to project and add note

Faster for pros: New messaging features

Search in messages – just enter a keyword and your messages will instantly be filtered as you type.



Securely send messages with attachments up to 100 MB in size per message.



Faster for pros: New project admin

As the Team Administrator you can now search, filter, delete, archive and reactivate projects. You can also reassign projects from one team member to another.

XING TALENTMANAGER

Administration > Team members Contact sales Add a team member

6 licences left out of 10

Team members Candidate status Project status Team messages **Projects**

Project name

Project name

Project shared status

Shared
 Not shared

Project status

No status set yet
 In progress
 Position filled
 Talent pool
 IO n hold

Active or archived?

Active
 Archived

Project owner licence

Has a license
 Doesn't have a licence

UX Designer (m/f) Wit Software S.A Hamburg, Germany Project status: Talent pool Candidate status: Initial contact Added by Andre Schweighofer Yesterday at 17:34	Mitarbeiter (m/w) Vertrieb edenred Hamburg, Germany Project status: Talent pool Candidate status: Initial contact Added by Andre Schweighofer Yesterday at 17:34	Senior Interaction Designer No company set yet Hamburg, Germany Project status: Talent pool Candidate status: Initial contact Added by Andre Schweighofer Yesterday at 17:34
Key Account Manager XING Hamburg, Germany Project status: Talent pool Candidate status: Initial contact Added by Andre Schweighofer Yesterday at 17:34	Network Engineer Cts Eventim Sports GmbH Hamburg, Germany Project status: Talent pool Candidate status: Initial contact Added by Andre Schweighofer Yesterday at 17:34	Volksbank Cts Eventim Sports GmbH Hamburg, Germany Project status: Talent pool Candidate status: Initial contact Added by Andre Schweighofer Yesterday at 17:34

Francisco

Projects

Messages

Search

Administration

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Better for everyone: New XTM homepage

The new homepage welcomes you to the XTM with updates from your team, product news and handy hints on active sourcing. You can also see recently viewed profiles right at the top of the screen.

XING TALENTMANAGER

Hello, Francisco! FAQ Log out

Francisco

Projects

Messages

Search

Administration

Team messages **Projects**

Recently viewed profiles

- María Lopez**
Yesterday at 16:06
- Jonas Petersson**
Yesterday at 16:06
- Marie Feelie**
Yesterday at 16:06
- Markus Humm**
Yesterday at 16:06

[Show more](#)

Recent activity

- UX Designers and interaction designers (XING AG)** Today at 16:06
You have created a new project
- Jonas Petersson** (User Experience Designer) Yesterday at 18:30
You have added [Jonas Petersson](#) to the project
- Status changed to "Talent Pool"** 12/09/2014 at 16:06
You set [Marie Feelie](#) candidate status in the [UX Designers in XING](#) project
- We are interested on him** 12/09/2014 at 16:06
We really liked his profile, and we will contact him next week for a...
You have added a note on [Markus Humm's](#) profile
- Status "Talent Pool"** 12/09/2014 at 16:06
[Francisco](#) set [Esther Rice](#) candidate status in the [UX Designers](#) project
- Geraldine Hops (UX designer)** 12/09/2014 at 16:06
[Francisco](#) added a candidate to your project [UX Designers in XING](#)
- Status "Talent Pool"** 12/09/2014 at 16:06

New: Messages with attachments
17/2/2014

Welcome to the new XTM homepage which shows you what's new in your Talent Manager environment!

As well as an overview of updates, the XTM homepage will also be an information hub that gives you access to handy tips and tricks so you can get the most out of the XTM.

Help us improve the XING Talent Manager!
We'd really appreciate your input.

[Give feedback](#) [Report an issue](#)

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Coming up...

New **team statistics** to help your team become more effective

Better **integration with XING Jobs** to help you attract candidates

...and many **workflow improvements...**

Thank you!

talentmanager.xing.com