The Emerging Technologies

that are impacting on Recruitment

The recruitment process

Start

Intake
Job ad

Database
Build
Maintain
Grow

Advertise
Programmatic
Diverse ads

Source
Automated

Interview
Analyse

Match
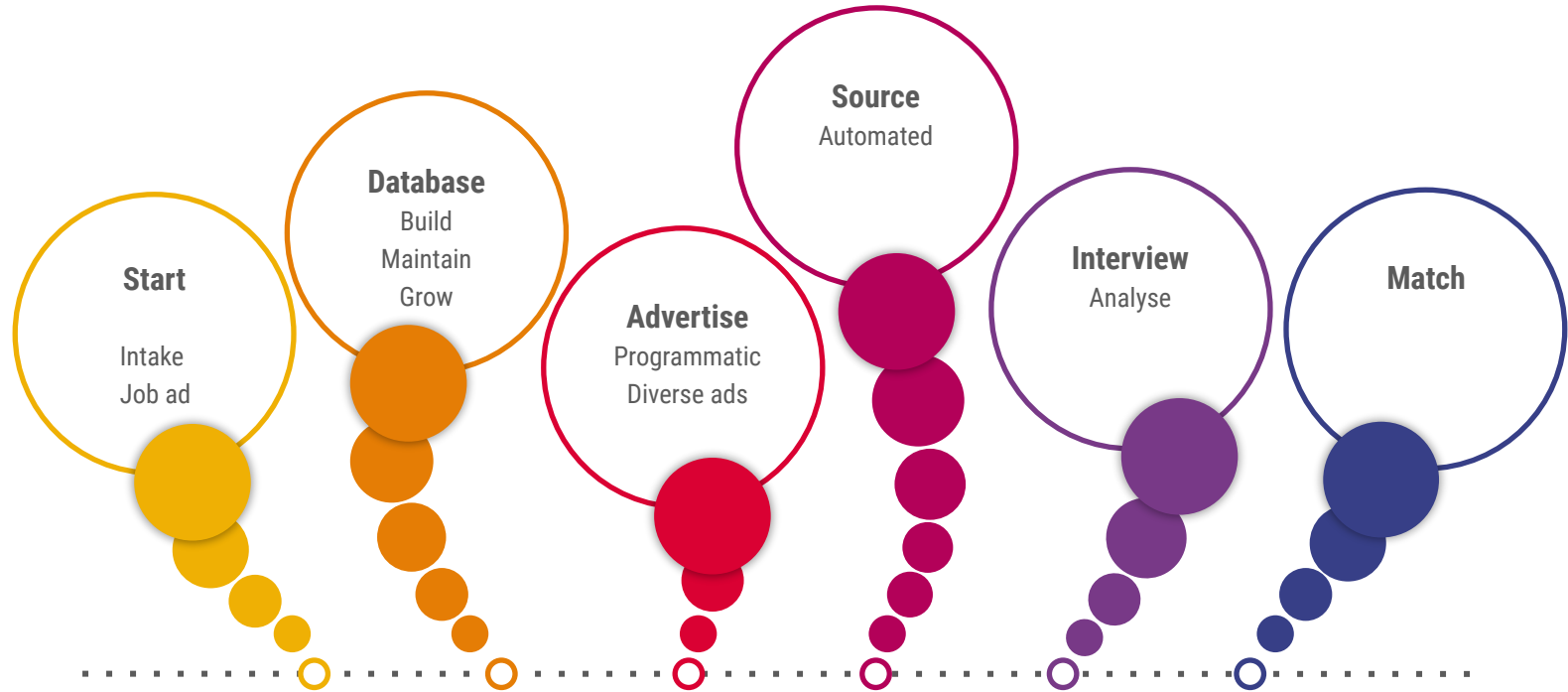
Start

ChatGPT
Textio

ChatGPT

Focussed 'ChatGPT' tools

- Have an intake form
- Use external data to make suggestions and enhance
- Able to use 'brand' vocabulary

Textio

Database
Assessment tech
CRM
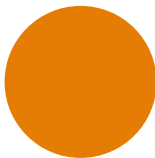
Assessment tech

TO ERR IS HUMAN
TO BLAME IT ON SOMEONE ELSE SHOWS MANAGEMENT POTENTIAL

Assessment tech

Assessment tech

Assessment tech

On this graph, you can find your **total score for innovation** based on the test. This score is benchmarked against the scores of the total group of participants.

▸ When you score lower than 50% of the total group of participants (i.e. norm group), you are profiled as an **Innovation Contributor**.

▸ When you score higher than 50% but lower than 87% of the norm group, you are an **Innovation Partner**.

▸ When you score for each skill higher than 50% and then also significantly higher on one of the three skills, you are profiled as a **Specialist** (Ideator, Champion, or Implementer).

▸ You are profiled as an **Innovation Master** when your score is higher than the score of 87% of the norm group.

Assessment tech
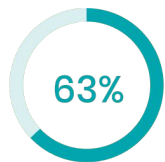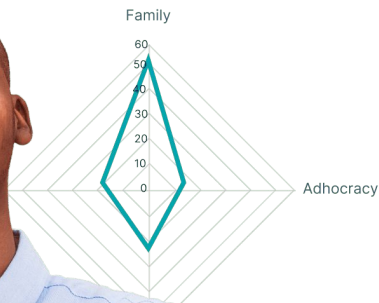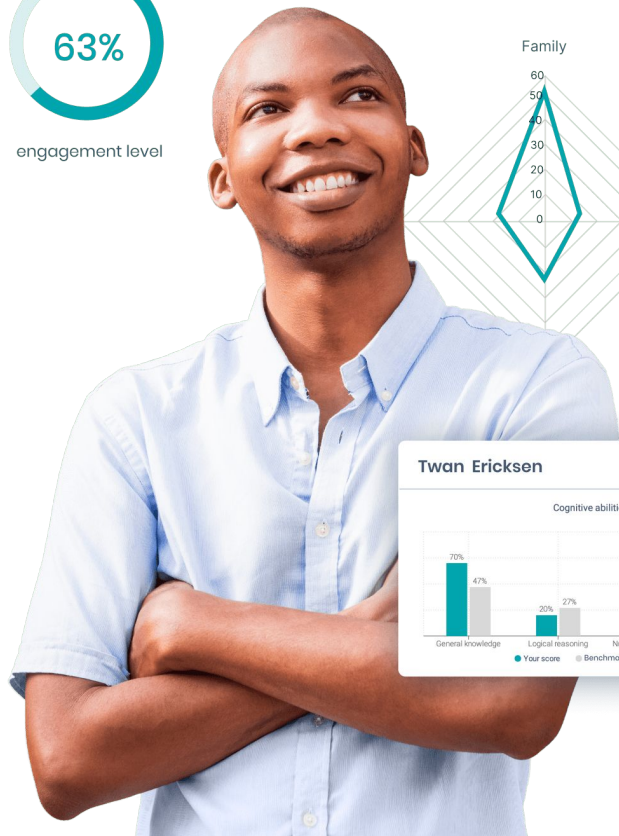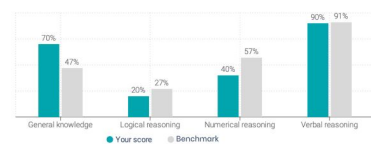
Talent community
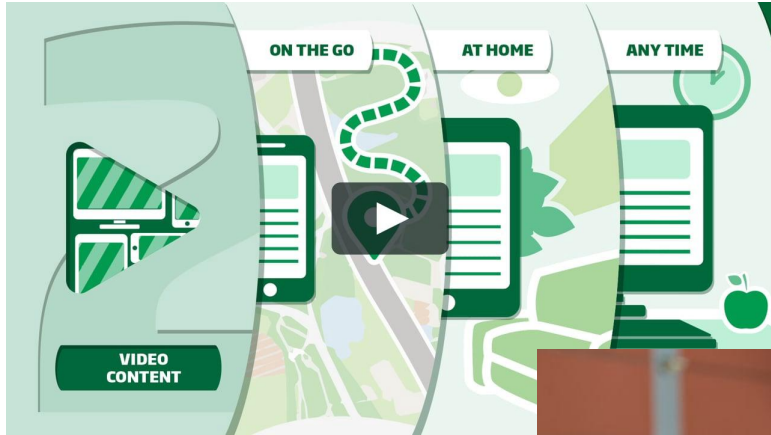
Candidate CRM tech

Alerts & matching

Feliciteer ~~Maarten van der Werf~~ met de nieuwe functie als
Corporate recruiter bij **Equans Nederland**.

Feliciteren

TalentGPT: Show me the people in this database that match this job description

TalentGPT: Show me the number of people that moved to director level last year

TalentGPT: Show me who is ready to move from manager to director level this year

Advertise

Programmatic
Diverse ads

Programmatic tech

Diverse ads

Advertise on persona's

Lu Wie

Lu Wie is a true manage who gets joy from seeing team members flourish. Taking care of her children means she needs flexible hours, while she does always get the job done. She loves volunteering in the community garden and walking her dog..

Flexibele hours
80%

Salary
50%

Sustainability
70%

Flexible hours
30%

Salary
80%

International opportunity
80%

Bas

Bas is a driven professional who puts results before proces. Honesty and open communications are more important to him than keeping the entire team happy. He loves clarity and quick decisions and has international career ambitions. In his spare time he loves to cook and cycle.

Source

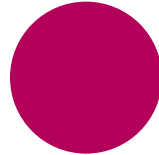Searching
Reaching out
Automatic alerts

Searching tech

communication tech

To: eleanor.mccoy@corporate.com
Subject: Special offer

Hey Eleanor,

I'm contacting you because you requested a price quote, and I'd love to provide you with more information.

There are a few options available based on your requirements. Are you available this week for a quick chat?

I look forward to hearing from you.

- Christopher

Eleanor McCoy

CD (Questioner)
Efficient · Candid · Steadfast

💬 **HOW TO COMMUNICATE**

Communicate with a direct, logical, and detail-oriented approach.

Do
- ✓ Use a serious, business-like tone as opposed to a casual tone
- ✓ Be upfront and blunt about potential issues

Don't
- ✗ Bounce around between many conversation pieces; stay focused

Sourcing alert tech

Interview

Analyze your interview(ers)

Analyse interviews

Scheduled Interview Hours

| | 5 hours | 4 hours | 3 hours | 2 hours | 1 hours | 0 hours |

Overall
- Female: 2.9 hours
- Male: 3.3 hours

Engineering
- Female: 3.9 hours
- Male: 4.4 hours

Sales
- Female: 2.5 hours
- Male: 3 hours
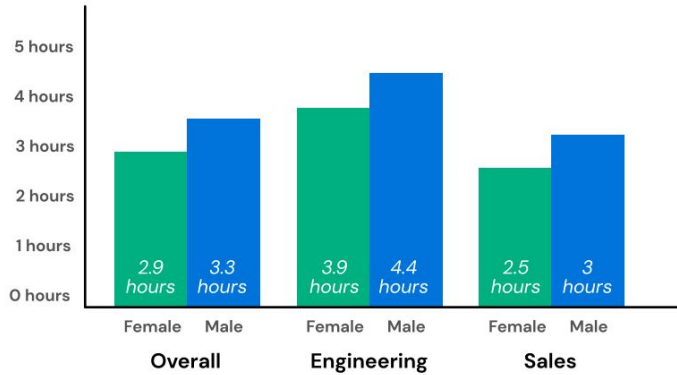
On-Time Interview Starts

73% Overall

68% Men Interviewing Women

Analyse interviews

HEXACO

- Honesty-Humility
- Emotionality
- eXtroversion
- Agreeableness
- Conscientiousness
- Openness
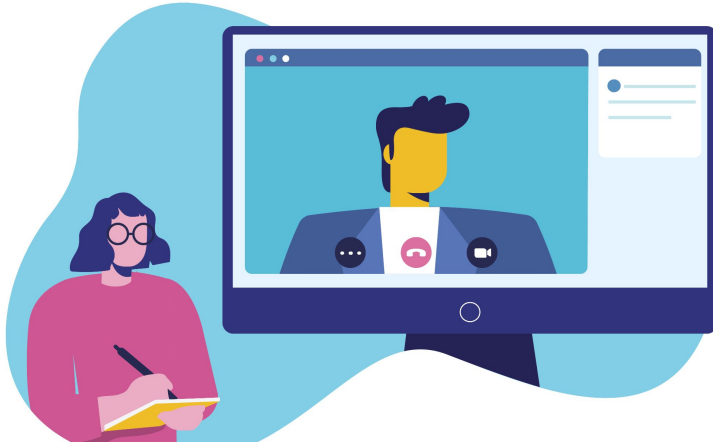
Opportunity
The freedom to seek opportunities, take risks and push boundaries.

Stimulation
The need for stimulation, challenge and variety in one's work.

Security
The need for stability, continuity and job security.

Autonomy
The freedom and discretion to schedule one's work and how the work is carried out.

Purpose
The need to use one's talents to help others and make a difference.

Authority
The need for power and control over others 'to give directions and instructions to others'.

Compensation
The need to be well-paid and have significant financial rewards.

Work-Life Balance
The need to seek fulfilment in one's personal activities outside of work.

Technical Achievement
The need to obtain a feeling of technical accomplishment and work to the best of one's technical abilities.

Match

CV

Skills

Skills

Thank you for your time and attention