

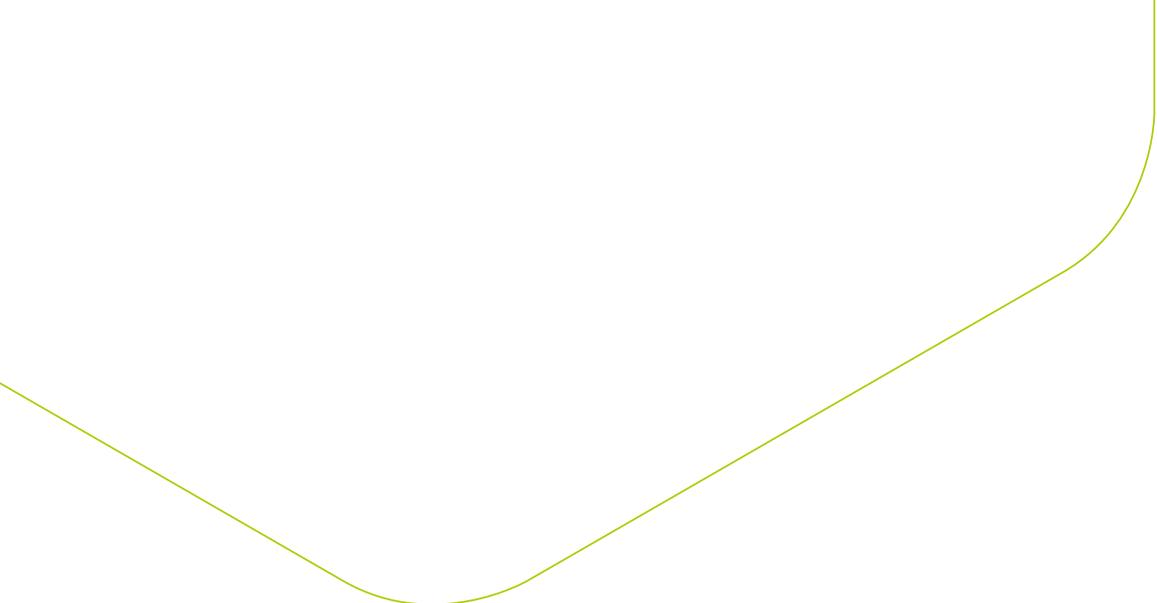


XING TalentpoolManager

The right candidates at the right time.

recruiting.xing.com/en/TalentpoolManager

XING^Y
E-Recruiting



How can you position yourself better in future?

An increasingly digitalised working world requires flexible and agile processes. Economic progress demands a fast change of course and therefore a very high level of flexibility in human resources. The shortage of skilled labour requires sustainable and, even more importantly, forward-thinking recruitment. The time to hire is becoming ever more decisive in the battle for talent.

Candidates who would be a perfect fit for the company frequently submit unsolicited applications or apply for positions that have already been filled. Candidate relationship management is the solution to this as talent pools can be created and filled with these valuable candidates, followed by specific interaction to maintain their interest in your company. The XING Talentpool-Manager helps you optimise this forward-thinking recruitment method and reduces your time to hire.

Find out more at:
recruiting.xing.com/en/TalentpoolManager

Attract tomorrow's candidates, today.

Think ahead and create talent pools filled with promising candidates before positions in your company even become vacant. That way, you'll have immediate access to suitable candidates whenever vacancies come up, and you're far more likely to fill them faster.

The XING TalentpoolManager lets you structure candidate data and manage applicants in a single location – no matter whether the contact came about via XING or some other source. Take advantage of people's interest in your company, get in touch with candidates and boost your response rate.



Candidate relationship management made easy.

Right from the start, the XING TalentpoolManager will present you with a selection of potential candidates who follow your company profile on XING or who set company as an ideal employer.

Use customisable campaigns to let top talent know about new vacancies to help maintain their interest. With just one click, you can send out job recommendations to selected candidates.



Your benefits at a glance



Potential candidates all in one place

Save and manage promising candidate profiles in one place – including people who don't have a XING profile.



Automatically pre-filled talent pools

Right from the start, you can take advantage of talent pools which are already filled with people interested in your company.

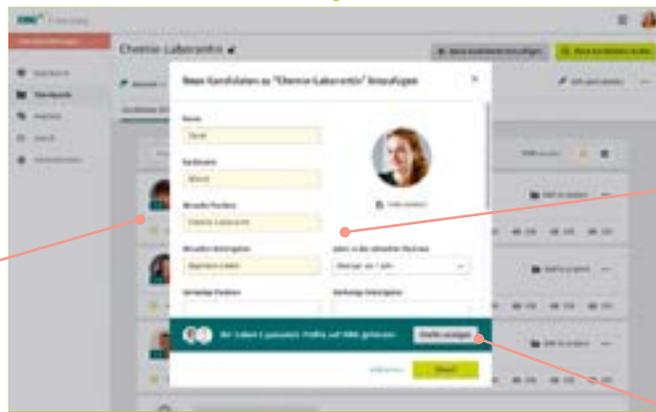


Make contact at the right time

You can gauge your candidates' willingness to change jobs so you know when the best time is to get in touch.

Simple candidate management for you and your team.

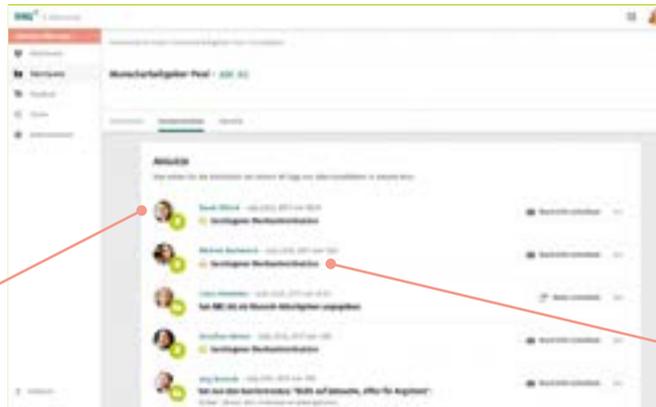
Candidates' XING profile details are always up to date.



Simply add promising candidates to one of your talent pools and share pools with your recruiting team.

You can also upload application documents from non-XING members as a PDF or Word file, or enter it manually.

Follow reasons to get in touch with a recruiting background, such as candidate profile updates, in order to make contact at just the right time.



Use the "willingness to change jobs" feature to determine whether someone is currently open to offers.

Efficiency united: XING E-Recruiting 360°

We recommend using the XING TalentpoolManager in tandem with other XING E-Recruiting 360° products for maximum effect. Additional features help boost the individual effects.



XING Jobs & XING ReferralManager

You can automatically fill a talent pool with employee referrals from the XING ReferralManager as well as visitors to your job ads on XING. This means that they have already been in contact with your company, which gives you good reason to get in touch.



XING TalentManager

Save interesting contacts from the XING TalentManager to a relevant talent pool. You can also save searches as Smart Pools, which will be automatically filled with new candidates based on your search parameters.



Employer Branding Profile

Link an unlimited number of company profiles (for your subsidiaries, for example) with your XING TalentpoolManager. Anyone who follows your Employer Branding Profile and users who have set your company as an ideal employer are automatically added to talent pools.

Reduce your time to hire with talent pools.

Instead of waiting for a vacancy to come up before starting to hire, you can already have suitable candidates to hand.

- **Potential candidates all in one place** – get in touch with them when necessary.
- **Pre-filled talent pools** – gain access to even more interesting talent.
- **Make contact at the right time** – by being able to gauge potential candidates' willingness to change jobs.



¹ XING, internal survey.

XING TalentManager

Find exactly the right talent for your requirements, and get in touch directly with an unlimited number of licences for your recruiting team.

XING network

As the leading online career network in German-speaking countries, XING gives you access to more than 14 million potential candidates.

Employer Branding Profile

Showcase your company as a great employer on XING and kununu and stand out from the crowd.

XING TalentpoolManager

Manage all your talent in a talent pool for easy access to all potential candidates at just the right moment.

Recruiter Insights

Monitor the performance of your recruiting tools and time to hire.

XING ReferralManager

Turn your employees into ambassadors and benefit from their referrals.

XING Jobs

Use the power of the XING network to reach suitable candidates, and keep track of your job ads with the XING JobManager where you can post an unlimited number of vacancies.

Added benefits

Benefit from the 360° onboarding programme, personal consultations and exclusive events.



1 Add interesting candidates from XING TalentManager searches to a talent pool.

3 Followers and XING users who set your company as an ideal employer are added to talent pools in the XING TalentpoolManager.

5 Your job ads on XING are displayed in your employer Branding Profile.

7 Visitors to your job ads on XING are saved in a separate talent pool.

2 Add saved searches in the XING TalentManager to SmartPools in the XING TalentpoolManager (as part of the XING E-Recruiting 360° suite).

4 See who visited your job ads on XING and get in touch via the XING TalentManager.

6 Employee referrals are automatically added to the corresponding talent pool.

8 The XING TalentManager shows you whether employees are already connected with potential candidates. Employees can then be asked to provide a referral.

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