



# XING E-Recruiting 360°

Always find the right candidates.

## XING E-Recruiting

**Germany**  
XING E-Recruiting GmbH & Co. KG  
Große Bleichen 27  
20354 Hamburg  
Phone: +49 40 419 131 784

**Austria**  
XING E-Recruiting GmbH  
Wollzeile 1 – 3, Top 5.1  
1010 Vienna  
Phone: +43 1 236 7359 920

**Switzerland**  
XING E-Recruiting Switzerland AG  
Gartenstrasse 25  
8002 Zurich  
Phone: +41 41 662 02 01

[e-recruiting@xing.com](mailto:e-recruiting@xing.com) · [recruitment.xing.com/en](https://recruitment.xing.com/en)

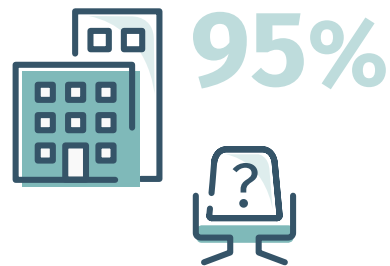


## 1. Unfilled vacancies jeopardise your economic success.

The working world is experiencing the greatest transformation since the Industrial Revolution. With progressive digitalisation, the shortage of skilled labour is increasingly becoming a problem for employers, and demographic change exacerbates this effect. In Germany alone, unfilled positions cost medium-sized enterprises around €53.4 billion each year<sup>1</sup>.



## 2. Your HR team is faced with completely new challenges.



95% of German companies have difficulties filling vacancies<sup>2</sup>. That's because candidates have changed as well. These days, jobs are increasingly sought via social networks. You need to start using digital recruiting channels now to keep pace and attract the right people in the future.

## 3. Score in the most important recruitment disciplines.

The market has are endless possibilities and a wide range of e-recruiting solutions. Imagine if you had a partner by your side who could support you and offer all of the required disciplines from a single source. Positions which are difficult to fill often require you to use multiple channels in tandem.



## 4. Prepare for the future, today!



**XING E-Recruiting 360°** combines five recruiting tools, consisting of the most effective channels currently available, in a single licence package. The products can be used on their own but are more effective when combined. Create your own recruiting mix for each vacancy and reduce your time to hire. The Recruiter Insights let you review your performance in the tools you use at any time.

You'll also receive personal service and exclusive additional benefits.



## XING E-Recruiting 360°

### 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.

### XING ReferralManager

Turn your employees into ambassadors and benefit from their referrals.

### Recruiter Insights

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

### 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.

## 5. Let the leading online business network work for you.

XING is the leading online business network in German-speaking countries. It's not just the reach that's unique – the diverse mix of industries, education levels, career levels and age groups also presents a broad spectrum of potential candidates.

Access to over  
**14 million**  
potential candidates  
in D/A/CH<sup>3</sup>

Around  
**5,000**  
new members<sup>3</sup>  
each day

Reduce your time  
to hire by up to  
**30%**<sup>4</sup>

Increase your  
response rate to  
up to  
**40%**<sup>3</sup>

Reduce your  
recruitment costs  
by up to  
**46%**<sup>5</sup>

<sup>1</sup>EY-Mittelstandsbericht 2018, 02-2018. <sup>2</sup>ICR Recruiting Trends 2018. <sup>3</sup>XING, internal survey. <sup>4</sup>Institut für Arbeitsmarkt- und Berufsforschung (IAB Job Vacancy Survey), 2016; DHI Group Inc., University of Chicago Booth School of Business, University of Maryland, 2017; Statista analysis, 2017. <sup>5</sup>Institut für Arbeitsmarkt- und Berufsforschung (IAB Job Vacancy Survey), 2016; DHI Group Inc., University of Chicago Booth School of Business, University of Maryland, 2017; Statista analysis, 2017, depending on the industry of the position to be filled.