

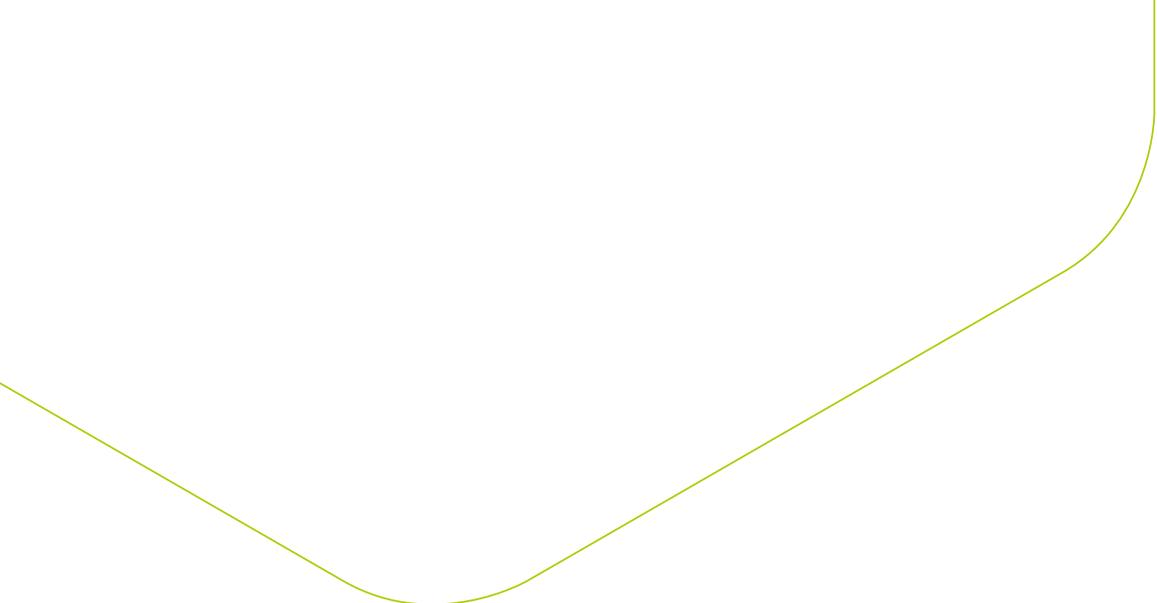


XING ReferralManager

The best people recommend the right people.

recruiting.xing.com/en/ReferralManager

XING^Y
E-Recruiting



How sustainable is your recruitment?

Particularly in these times of digital transformation, it's not just the quantity but, above all, the quality of applicants that makes the difference for companies. In fact, it's becoming increasingly difficult to find good staff at all. However, it's vital to find employees who really match the company. After all, people will only take an interest in vacancies if they can identify with their tasks and fit in with the culture, which will also foster their long-term loyalty.

That's why employee referrals are an important part of your recruiting mix. They're not only personal and genuine, your employees also know best who to refer and who would be a good match for the company. That way, you can boost your efficiency when searching for suitable candidates and increase the quality of your applicants at the same time. The XING ReferralManager opens up this valuable possibility to you and simplifies the referral process, ranging from initial contact to hiring the right person.

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

No recruiting discipline is more reliable.

Do you already involve your employees in your recruitment work? If not, it's high time you did because personal referrals offer great potential. For one thing, referred employees require a shorter induction phase because they know someone at the company who can give them a realistic idea of their future job and working environment, which in turn leads to a better cultural fit.

Referred colleagues are also more loyal and exhibit a 50% lower termination rate than employees recruited by more conventional means¹. With the XING ReferralManager, you can use your colleagues' professional and personal networks to reach suitable candidates who happen to be passive jobseekers.

Referral management made easy.

The XING ReferralManager digitalises and automates the entire workflow. Employees with XING memberships can automatically participate, while non-members can easily register by e-mail.

Then you simply send vacancies to selected employees and ask them to recommend them to contacts they think are a good match. You can follow your campaign's progress thanks to the statistics. Do you already have a referral scheme in place? You can link it to the XING ReferralManager.

Video and more information:
recruiting.xing.com/en/ReferralManager



Your benefits at a glance



Access to the network of employees

A candidate pool will be created from your employees' contacts. With the growth of these networks, your candidate pool also continually grows.



Automatic candidate suggestions

Your vacancies will be automatically compared with the candidate pool. This way, you can see at a glance which employees have contacts that might fit.

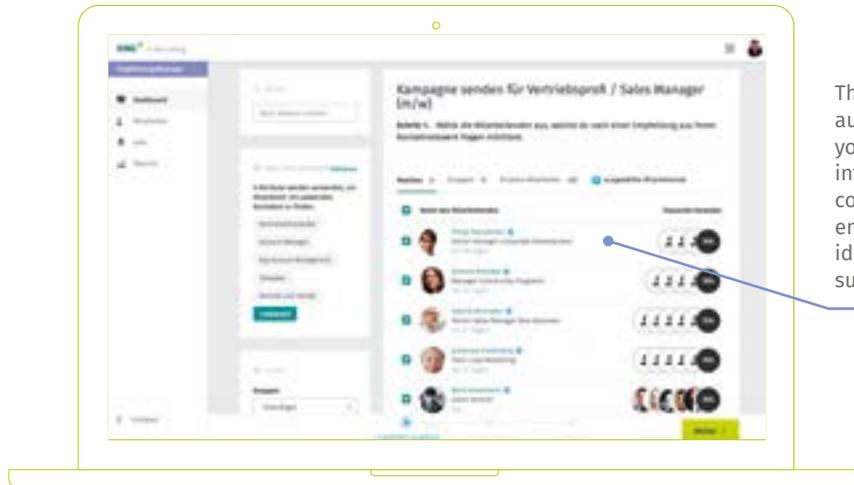


Simple recommendation process

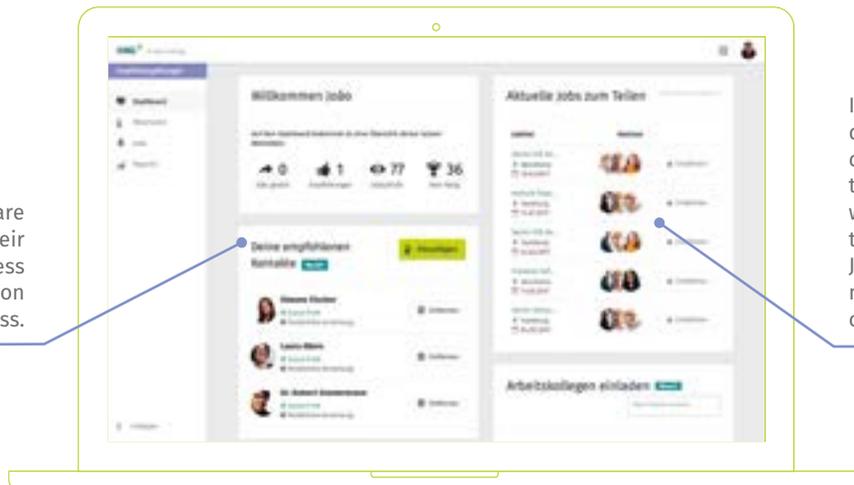
At just one click, you can send job offers to selected employees. They can forward the vacancy directly or share it in a social network.

¹Survey by Zürcher Hochschule für Angewandte Wissenschaften ZHAW, 2016.

Use the recruiting potential of your employees.



The XING ReferralManager automatically imports all of your job ads. It then uses intelligent algorithms to compare them with employees' networks and identifies employees with suitable contacts.



Employees are notified about their referrals' progress within the application process.

In the employees' dashboard, the vacancies are listed clearly, together contacts whose profile matches the job description. Jobs can be recommended with a click of the mouse.

Efficiency united: XING E-Recruiting 360°

The XING ReferralManager is most effective when combined with other XING E-Recruiting 360° products.



XING TalentpoolManager:

The candidates your employees refer are added to an automatically created talent pool in the XING TalentpoolManager. If a referral isn't hired, you can save that person for later.



XING TalentManager

When searching the XING TalentManager, you can see whether an interested candidate is already in contact with one of your colleagues. In this case, you can ask your colleague to recommend the job and refer that person.

Turn your employees into ambassadors.

Use referrals from your colleagues to find suitable candidates and fill positions in the long term.

- **Access to your employees' contacts** – expanding your network also enables your candidate pool to grow.
- **Candidate suggestions** – you only need to ask your colleagues for a recommendation.
- **Simple process** – you can inform employees and ask them to recommend job ads with a single click.



¹ XING, internal survey. ² Undercover Recruiter Infographic, Jobvite Index, 2017. ³ 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 sector of the position to be filled.

⁴ 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. ⁵ Monster Recruiting Trends 2018, p. 23.

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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