



XING Jobs

The simple way to reach the right people.



Visibility depends on the setting.

The world of work is currently undergoing its greatest transformation since the Industrial Revolution. This is particularly noticeable in human resources. Online job boards were the first step towards digitalisation around 20 years ago. Whether you're an applicant or a recruiter, nobody can avoid online job ads any more as job boards have become the most widely used recruitment channel, making them the cornerstone of every recruitment process.

At the same time, the setting in which job ads are posted is crucial. There are now over 200 online platforms, but hardly any of them offer both good reach and the benefits of social media. XING Jobs, on the other hand, combines the power of the largest online business network in German-speaking countries with an online job board. This enables you to tap into the potential of both active and passive jobseekers. This leads to a major increase in the overall quality of job applicants.

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

How XING works for you.

Reach candidates right where they're considering their professional future: on XING. The great advantage is that, by involving the XING network, your job ads are also recommended in the network news feed of members who aren't actively looking for a job, but are open to offers. Automatic keyword suggestions ensure even more visibility for your job ads. The XING JobManager, the performance monitor for your job ads, gives you complete transparency so you can make any necessary adjustments to your campaign. And job ads you post in XING Jobs are also available to non-members.

The right job ad for every need.

Choose an ad type that's most likely to help you achieve your goals. We offer Standard, Professional and Professional+ job ads, with additional benefits each time you move up the scale. Campus ads come in the same format as Standard ads, but are specifically used to hire student interns.

	XING Professional+ ad	XING Professional ad	XING Standard ad	XING Campus ad
Advertisement in XING Jobs	•	•	•	•
Integration into company profiles on XING and kununu (optional)	•	•	•	•
Use of XING JobManager*	•	•	•	•
Further information about the company	•	•	•	•
Prominent presentation of the kununu employer rating.	•	•	•	•
Recommendation on the XING homepages of matching members	•	•	•	
Up to 20 matching candidate suggestions	•	•	•	
Displayed in competitors' job advertisements	•	•	•	
Post ads in your company's corporate design	•	•		
Upload ads quickly and simply as a PDF file or by enabling them as a service	•	•		
Integrate YouTube or Vimeo videos	•			

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

* Excludes individual ads purchased via third parties.

Convenient delivery: We offer various options for you to integrate your job ads into XING Jobs: for individual postings, we recommend using the XING JobManager. When posting larger numbers of ads, we offer the option to supply ads by way of a feed or API from your HR system.

Your benefits at a glance



Wide reach and visibility

Post your job ads on one of the leading German-speaking job boards and reach XING members and non-members who are active or passive job-seekers.



Tailored to applicants

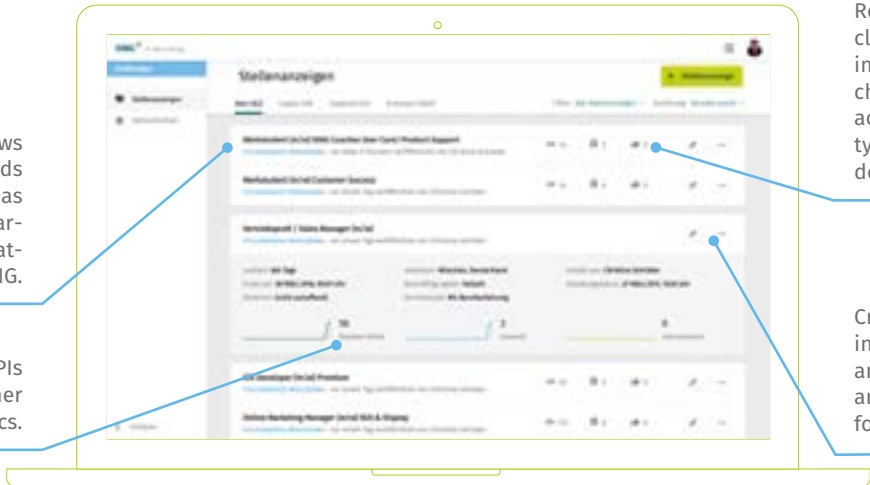
By adding company details, videos, salary ranges and kununu employer ratings, you can provide a detailed and transparent company presentation.



Simple and effective

Using the XING JobManager as a hub, you can create, post and optimise your ads in a flash. You'll also automatically receive candidate suggestions.

The XING JobManager – track the performance of your job ads on XING.



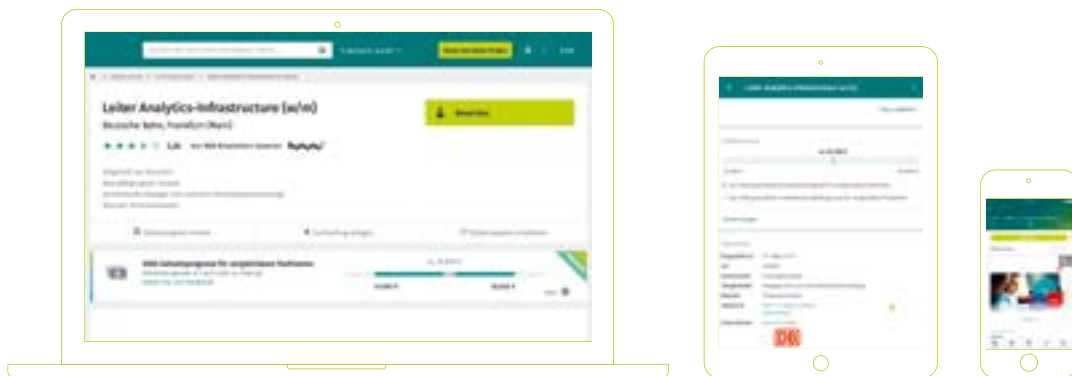
The overview shows you all of the job ads your company has drafted, posted, archived and deactivated on XING.

Monitor your KPIs and check out other statistics.

Review statistics on clicks, bookmarks and interested persons, chronologically and according to access type (desktop/mobile device).

Create your job ads in your team, manage and evaluate them, and fine-tune them for greater success.

Example job ad on XING



Efficiency united: XING E-Recruiting 360°

Job ads on XING are most effective when combined with other XING E-Recruiting 360° products.



XING TalentManager

See who visited your job ads and get in touch with them from within the XING TalentManager.



Employer Branding Profile

Your job ads are also displayed in your Employer Branding Profile, to generate even more attention.



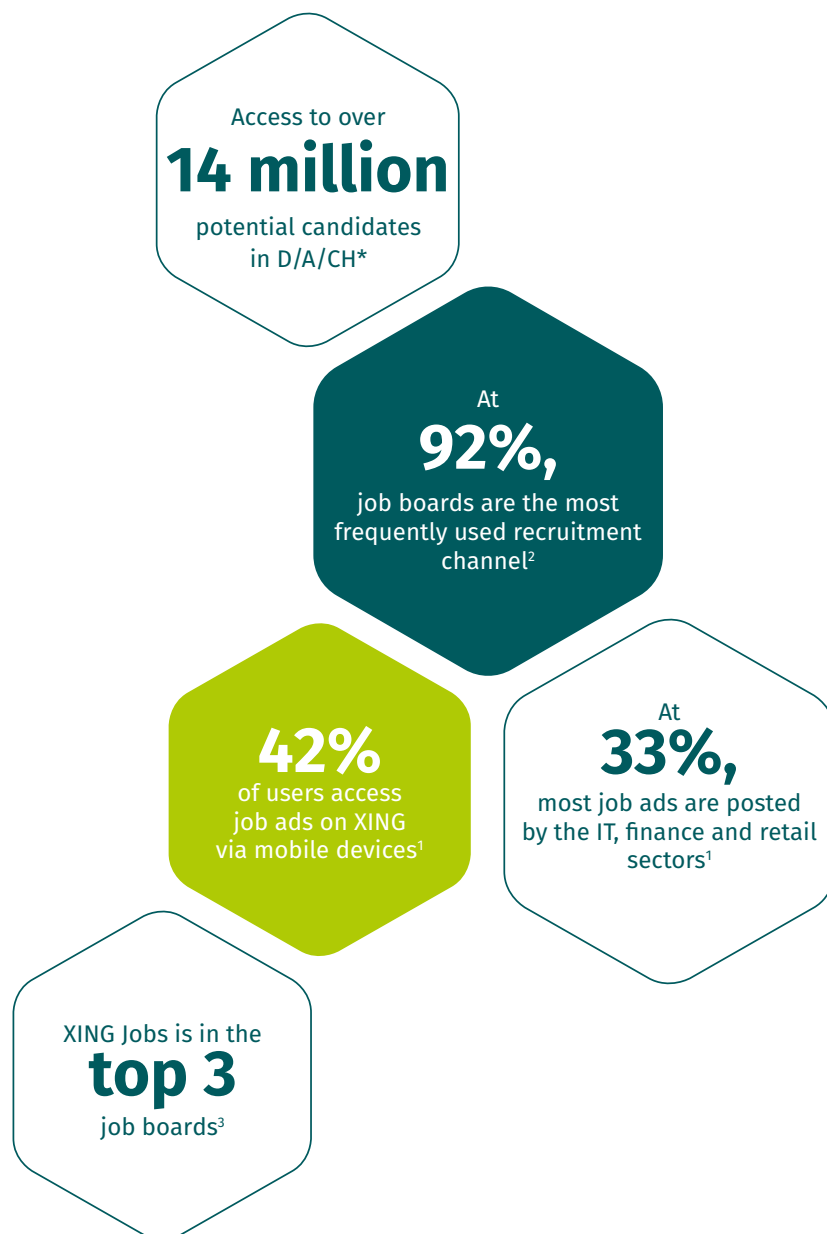
XING TalentpoolManager

Visitors to your job ads are saved in a separate talent pool for you to check out later if necessary.

Post your job ad on one of the leading German-speaking job boards.

On XING, you reach active jobseekers as well as people who are open to offers.

- **Wide reach and visibility** – for XING members as well as for non-members.
- **Tailored to applicants** – with details, videos and employer ratings.
- **Automatic candidate suggestions** – find the right talent immediately.



¹ XING, internal survey. ² Otto-Friedrich-Universität Bamberg: Bewerbungspraxis, 2015. ³ Jobbörsen-Kompass, Crosswater Job Guide, 2017.

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.

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 · recruitment.xing.com/en

