



XING TalentManager

Address the right people directly.



It's time for you to take the initiative.

95% of German companies have difficulties filling vacancies¹. In Germany alone, unfilled positions and the shortage of skilled labour cost medium-sized enterprises around €53.4 billion² each year. Efficient recruitment therefore plays a vital part in a company's economic success, making it increasingly important going forwards.

Anyone who fails to rethink their approach in these challenging times is likely to lose out in the race for the best talent. Are you aware of the benefits of active recruiting? Contacting potential candidates reduces the time to hire as well as recruiting costs. The XING TalentManager lets you tap into this enormous potential and find the right people for your vacancies.

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

Activate your recruitment.

Identify suitable candidates from over 14 million XING members and reach them right where they're considering their career. Let the network work for you: with the XING TalentManager, you receive candidate recommendations to match your search filters. You can also take advantage of passive jobseekers – a market around three times the size of the active jobseeker market.

Exclusive profile details lets you know whether a candidate is interested in changing jobs, willing to relocate, and what they expect to earn. Complex search results are saved, and you'll be notified if candidates change their profile. You can share projects, correspondence and notes with other recruiters in your team to get the most out of the XING TalentManager.



No more missing out on great candidates.

Correspondence and recruitment activity statistics help you monitor and optimise your campaigns. If you use the XING TalentpoolManager as well, you can organise promising candidates even better and increase their interest in your company by way of targeted communication. Your candidate overview shows you whether a candidate has already been added to one of your talent pools.



Your benefits at a glance



More promising candidates

You can also contact passive jobseekers who are open to offers, which will triple your candidate pool.



Valuable additional details

Identify suitable candidates faster thanks to special search filters, and see exclusive details you can use when contacting candidates.



Intelligent candidate suggestions

Thanks to special algorithms, you'll receive daily candidate recommendations from the XING network to match your search filters.

Address the right people at the right time.

Exclusive recruitment filters make your search for suitable candidates even easier.

See at a glance how likely a candidate is to change jobs.

See the number of visits for the respective candidate profile at any time.

The profile view shows you relevant details from the candidate's XING profile. If a candidate has Premium membership or the ProJobs add-on, you'll also have access to shared candidate information, such as their salary requirements.

The XING TalentManager lets you send up to 1,000 messages per month to non-contacts.

Efficiency united: XING E-Recruiting 360°

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



XING ReferralManager

When searching in the XING TalentManager, you can see whether the displayed candidates are already connected to one of your colleagues on XING. In this case, you can ask the respective employee to recommend your vacancy to their contact for a more personal approach.



XING TalentpoolManager

Save candidates returned in your search in a talent pool, use the automatic pools in the XING TalentpoolManager as a filter, and create searches as Smart Pools, which then automatically present further candidates.



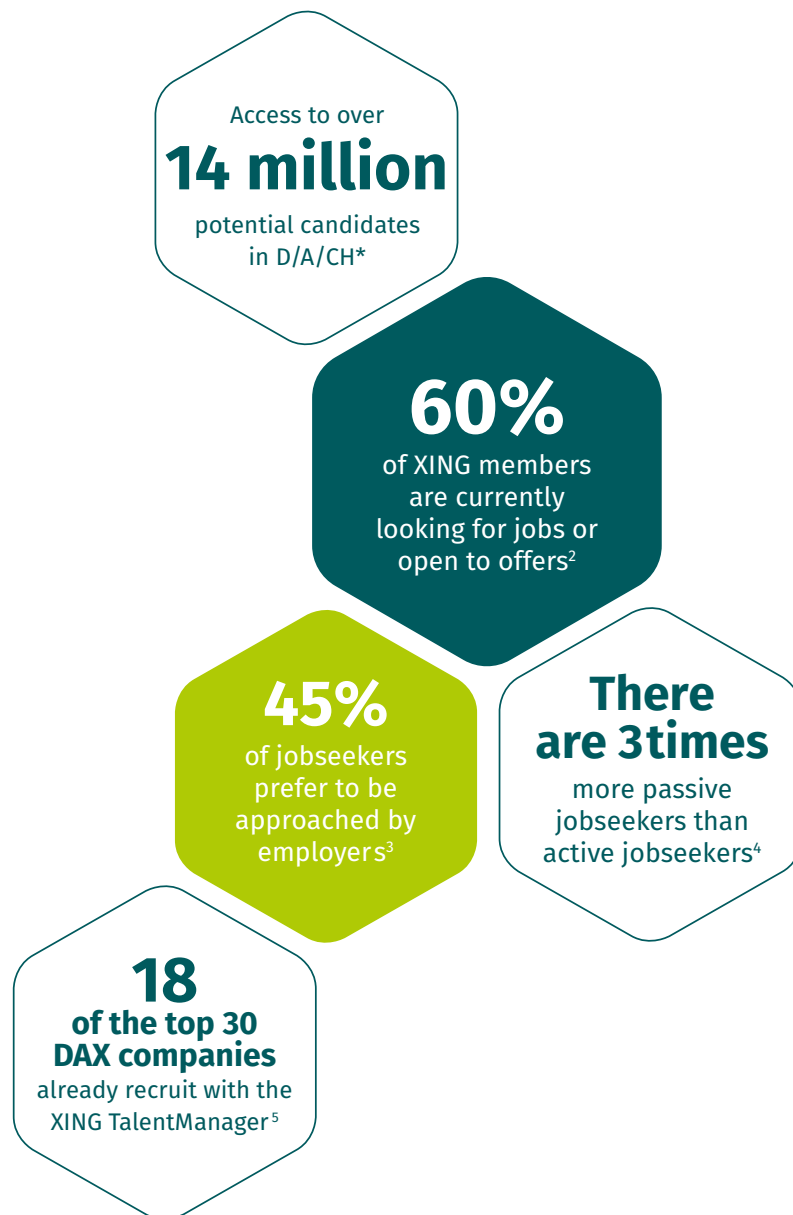
XING Jobs

Connecting to job ads posted on XING is also a very useful strategy. With the XING TalentManager, you can see everyone who visits your job ads on XING. Use this information to get in touch with people interested in your vacancies.

Active recruiting with XING.

Find just the right talent for your requirements and get in touch with them directly.

- **More promising candidates** – attract active and passive jobseekers.
- **Shorter time to hire** – fill vacancies faster by getting in touch directly.
- **Actively recruit the right people** from the largest online business network in German-speaking countries.



¹ ICR Recruiting Trends 2018. ² EY-Mittelstandsbericht 2018, 02/2018. ³ XING, internal survey. ⁴ XING White paper "Active Recruiting – Das Erfolgsrezept in Zeiten des Fachkräftemangels?". ⁵ Internal SFDC report from March 2018.

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

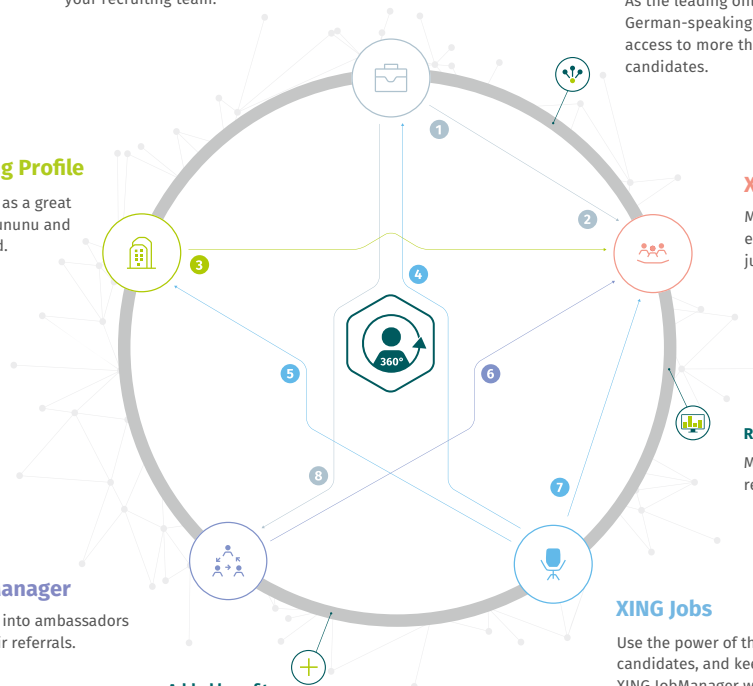
Turn your employees into ambassadors and benefit from their referrals.

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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