

XING TalentManager

Address the right people directly.



Activate your recruitment.

Identify suitable candidates from around 18 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. Search results are saved so you'll be notified of any new candidates matching your search criteria. You can share projects, correspondence and notes with other recruiters in your team to get the most out of the XING TalentManager.

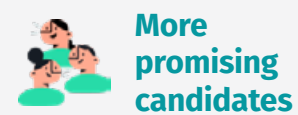


No more missing out on great candidates.

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.

More information:
recruiting.xing.com/en/talentmanager

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.

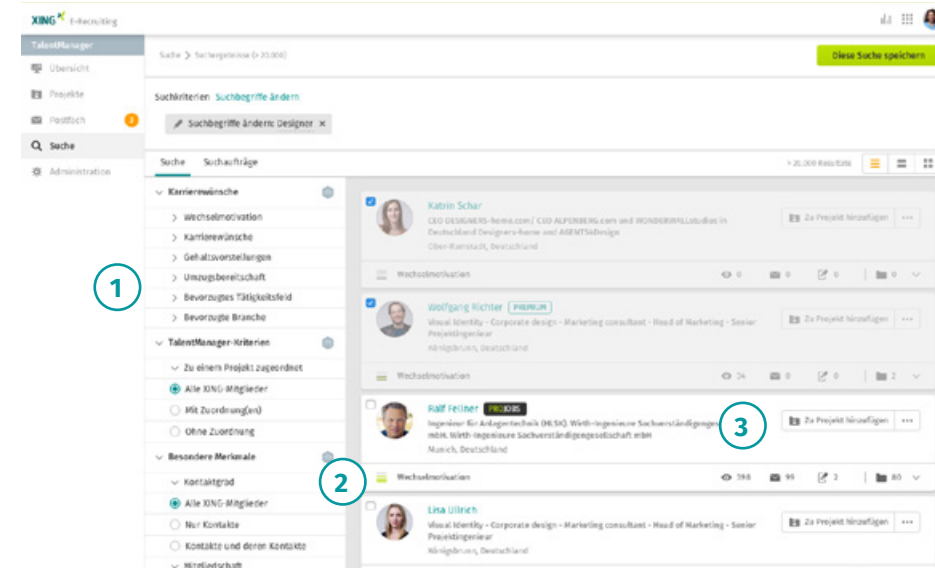


Valuable additional details
 Identify suitable candidates faster thanks to special search filters, and see exclusive details you can use when contacting candidates.

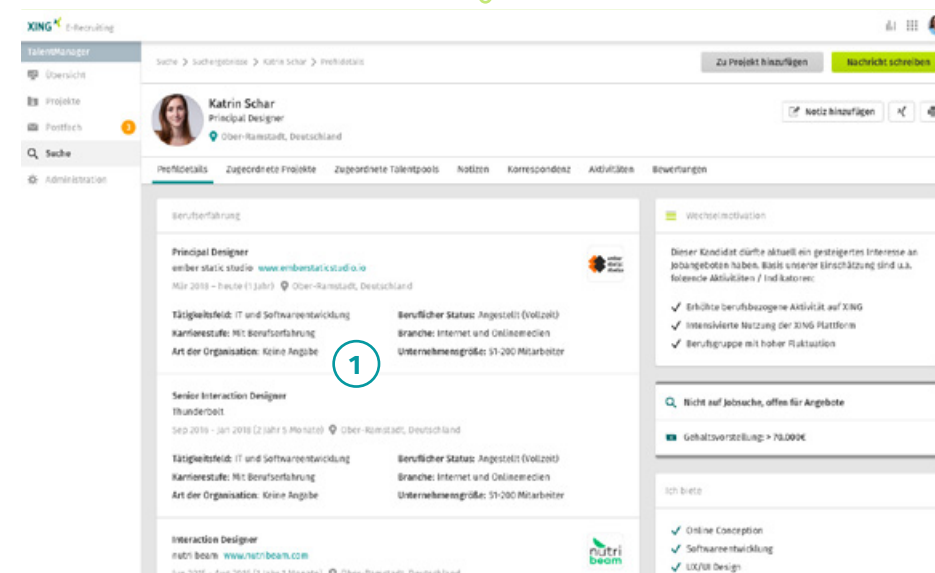


Intelligent candidate suggestions
 Thanks to special algorithms, you'll receive daily candidate recommendations from the XING network to match your search filters.

Address the right people at the right time.



- 1 Exclusive recruitment filters make your search for suitable candidates even easier.
- 2 See at a glance how likely a candidate is to change jobs.
- 3 See the number of visits for the respective candidate profile at any time.



- 1 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.



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

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.

18 m

Access to around 18 m potential candidates in D/A/CH⁵

90%

27 of the DAX 30 companies already recruit with the XING TalentManager.³

45%

45% of jobseekers prefer to be approached by employers.⁴

60%

60% of XING member are currently looking for jobs or open to offerse.⁵

3 x more

There are 3 times more passive jobseekers than active jobseekers.⁵

¹ ICR Recruiting Trends 2018. ² EY-Mittelstandsbericht 2018, 02–2018. ³ Interner SFDC-Bericht – from May 2020.

⁴ XING Whitepaper „Active Recruiting – Das Erfolgsrezept in Zeiten des Fachkräftemangels?“

⁵ XING, internal survey – from May 2020.

A big plus with added value: XING TalentManager Plus



XING TalentManager Plus combines the XING TalentManager and the XING TalentpoolManager. Additional smart pools with automatic candidate matching for your searches provide you with real added value. Thanks to the messaging flat rate, you can send unlimited* messages to potential candidates.

Combined efficiency: XING E-Recruiting 360°

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



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* XING E-Recruiting aims to promote high-quality correspondence between companies and potential candidates. To ensure this, XING E-Recruiting reserves the contractual right to review and temporarily or permanently restrict messaging in the event of a conspicuously high number of sent messages (over 1,000 per month) or suspected misuse (e.g. spamming users, using recruiter seats multiple times).

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