

XING TalentpoolManager

The right candidates at the right time.



Attract tomorrow's candidates, today.

Think ahead and create talent pools filled with promising candidates before positions in your company even become vacant. That way, you'll have immediate access to suitable candidates whenever vacancies come up, and you're far more likely to fill them faster.

The XING TalentpoolManager lets you structure candidate data and manage applicants in a single location – no matter whether the contact came about via XING or some other source. Take advantage of people's interest in your company, get in touch with candidates at the right time and boost your response rate.



Candidate relationship management made easy.


Right from the start, the XING TalentpoolManager will present you with a selection of potential candidates who follow your company profile on XING or who set company as an ideal employer.

Use customisable campaigns to let top talent know about new vacancies to help maintain their interest. With just one click, you can send out job recommendations to selected candidates.


More information:

recruiting.xing.com/en/talentpoolmanager


Your benefits at a glance

 **Potential candidates all in one place**

Save and manage promising candidate profiles in one place – including people who don't have a XING profile.

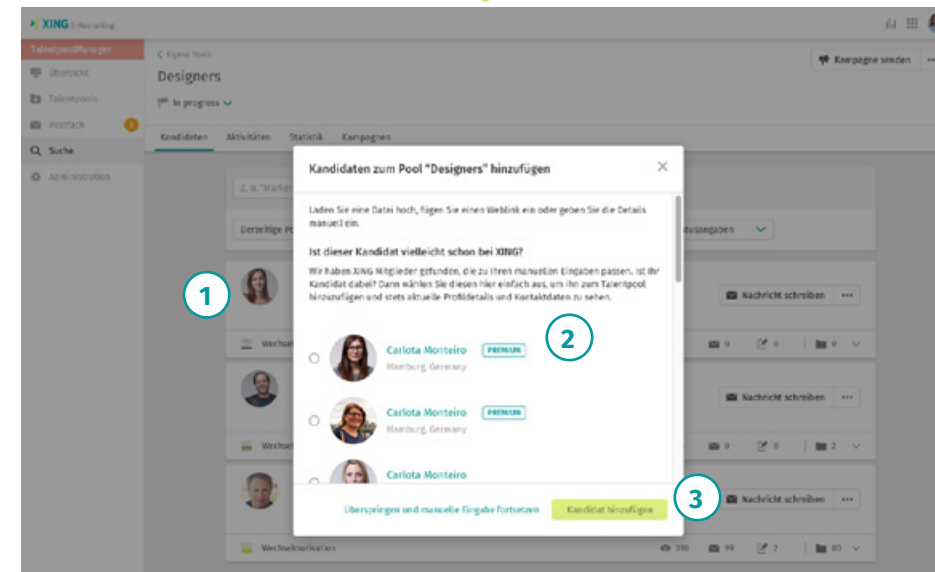
 **Automatically pre-filled talent pools**

Right from the start, you can take advantage of talent pools which are already filled with people interested in your company.

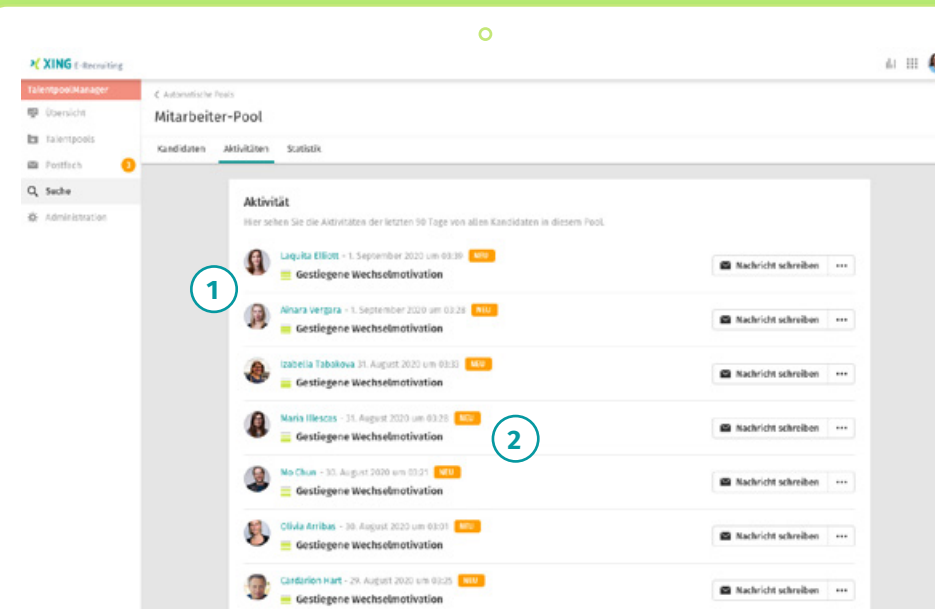
 **Make contact at the right time**

You can gauge your candidates' willingness to change jobs so you know when the best time is to get in touch.

Simple candidate management and teamwork.



- 1 Candidates' XING profile details are always up to date.
- 2 Simply add promising candidates to one of your talent pools and share pools with your recruiting team.
- 3 You can also upload application documents from non-XING members as a PDF or Word file, or enter it manually.



- 1 Follow reasons to get in touch with a recruiting background, such as candidate profile updates, in order to make contact at just the right time.
- 2 Use the "willingness to change jobs" feature to determine whether someone is currently open to offers.



How can you position yourself better in future?

An increasingly digitalised working world requires flexible and agile processes. Economic progress demands a fast change of course and therefore a very high level of flexibility in human resources. The shortage of skilled labour requires sustainable and, even more importantly, forward-thinking recruitment. The time to hire is becoming ever more decisive in the battle for talent.

Candidates ideally suited to a company repeatedly submit unsolicited applications or apply for positions that have already been filled. Candidate relationship management is the solution to this as talent pools can be created and filled with these valuable candidates, followed by specific interaction to keep such candidates interested in your company. The XING TalentpoolManager helps you optimise this forward-thinking recruitment method and reduces your time to hire.

Find out more at:

recruiting.xing.com/en/talentpoolmanager

Reduce your time to hire with talent pools.

Instead of waiting for a vacancy to come up before starting to hire, you can already have suitable candidates to hand.

- **Potential candidates all in one place** – get in touch with them when necessary.
- **Pre-filled talent pools** – gain access to even more interesting talent.
- **Make contact at the right time** – by being able to gauge potential candidates' willingness to change jobs.

19m

Access to around 19m potential candidates in D/A/CH¹

x 2

The response rate for candidates who follow your company on XING is almost twice as high.¹

57%

The average response rate is 57% for followers of your Employer Branding Profile.¹

5,000

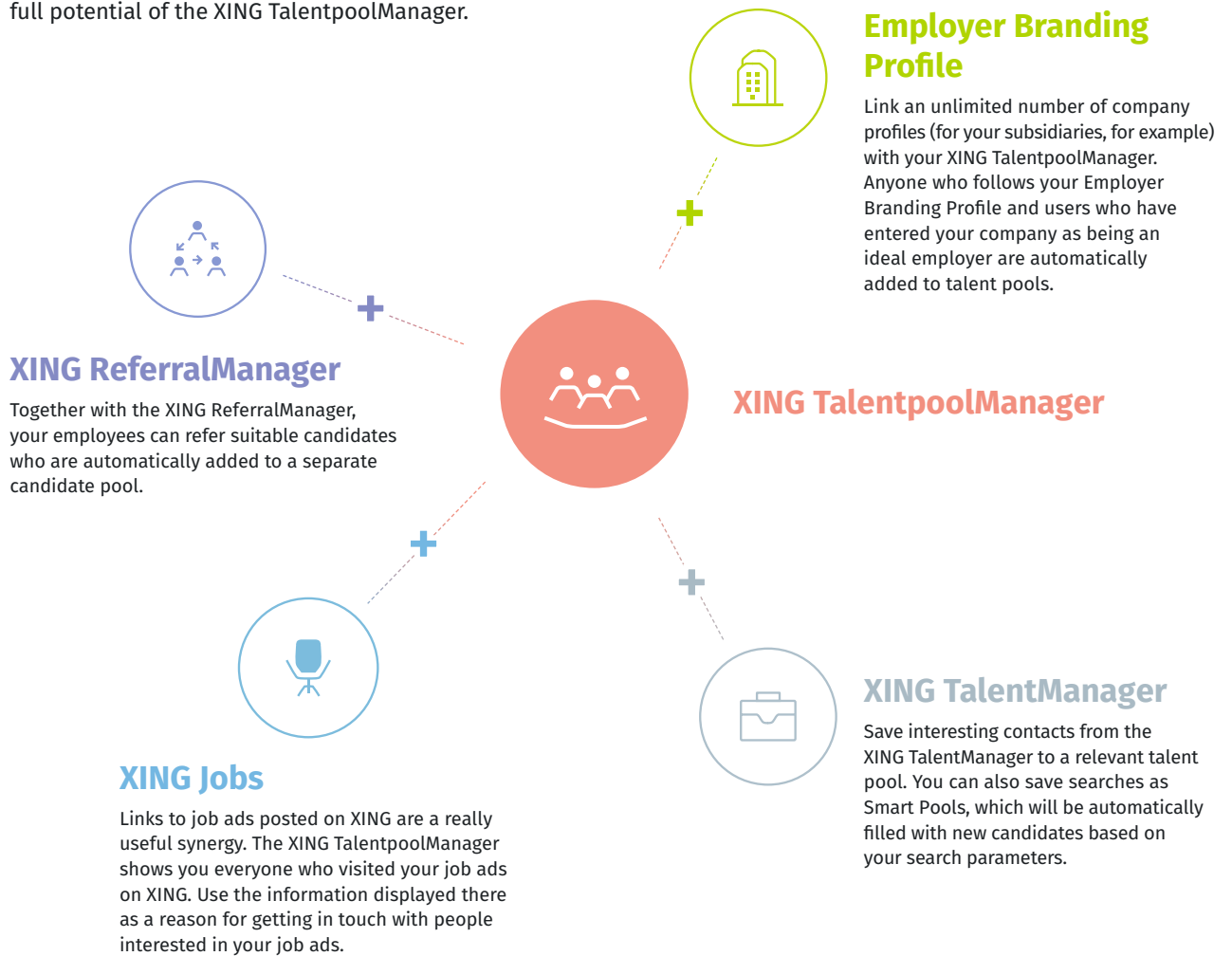
Around 5.000 new members each day¹

218,000

members have already set their ideal employers on XING.¹

Efficiency united: XING E-Recruiting 360°

We recommend using the whole XING E-Recruiting 360° suite to harness the full potential of the XING TalentpoolManager.



XING E-Recruiting

Germany

New Work SE
Am Strandkai 1
20457 Hamburg
Phone: +49 40 419 131-784

Austria

NEW WORK AUSTRIA
XING kununu Prescreen GmbH
Schottenring 2 – 6
1010 Vienna
Phone: +43 1 236 7359-920

Switzerland

XING E-Recruiting Switzerland AG
Pfungstweidstrasse 106e
8005 Zurich
Phone: +41 41 662 02-01

e-recruiting@xing.com

recruiting.xing.com

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