

# XING TalentManager

Address the right people directly.



[recruiting.xing.com/en/TalentManager](https://recruiting.xing.com/en/TalentManager)

**XING**<sup>X</sup>  
E-Recruiting

# 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](https://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

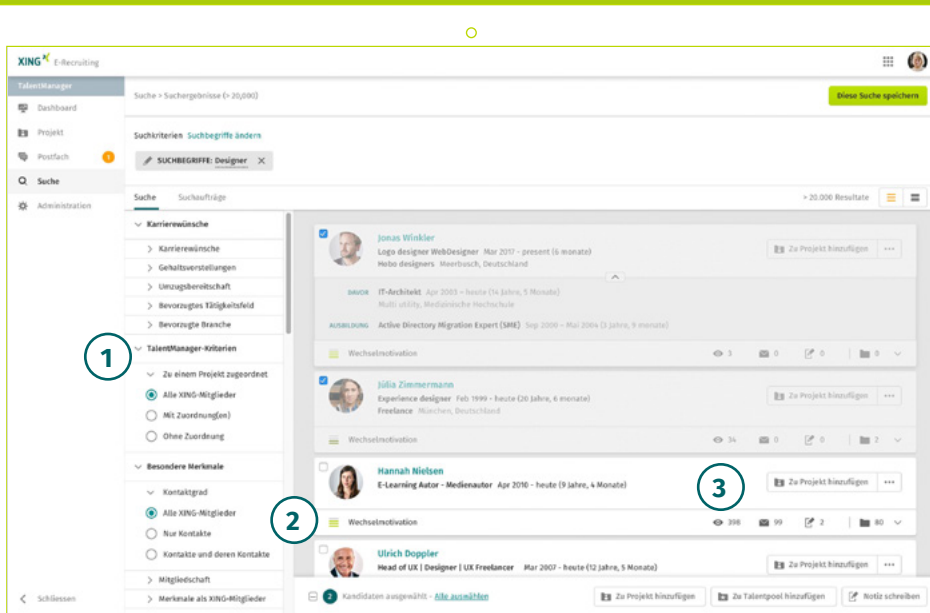
Identify suitable candidates faster thanks to special search filters, and see exclusive details you can use when contacting candidates.



### Intelligent candidate suggestions

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

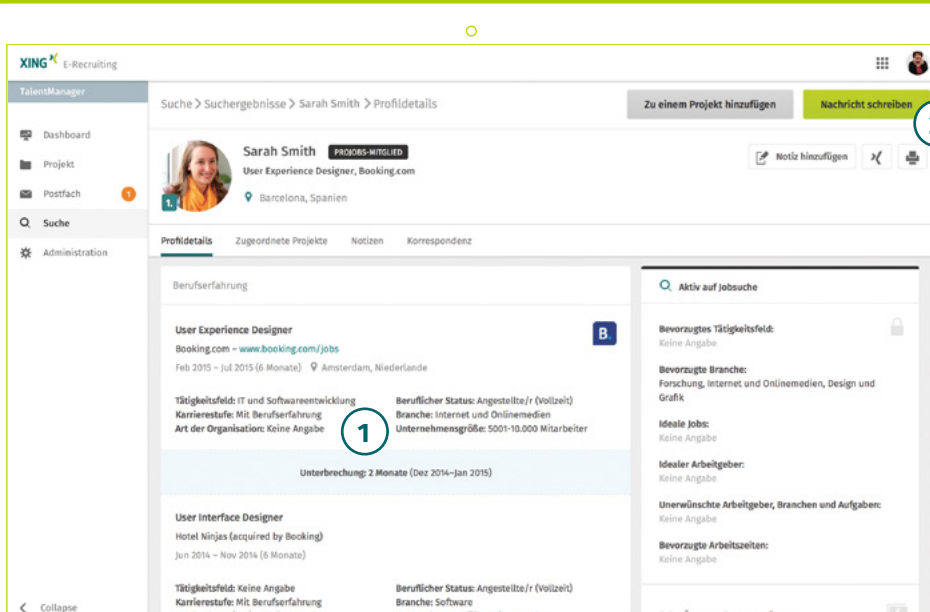
# Address the right people at the right time.



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.

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



## 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.

Access to around  
**18m**  
potential candidates  
in D/A/CH<sup>3</sup>

**60%**  
of XING member  
are currently  
looking for jobs or  
open to offers<sup>3</sup>

**45%**  
of jobseekers  
prefer to be  
approached by  
employers<sup>4</sup>

**There  
are 3 times**  
more passive  
jobseekers than  
active jobseekers<sup>3</sup>

**29**  
**of the DAX 30  
companies**  
already recruit  
with the  
XING TalentManager<sup>5</sup>



## XING TalentManager

### It's time for you to take the initiative.

95% of German companies have difficulties filling vacancies<sup>1</sup>. In Germany alone, unfilled positions and the shortage of skilled labour cost medium-sized enterprises around €53.4 billion<sup>2</sup> each year. Efficient recruitment therefore plays a vital part in a company's economic success, making it increasingly important going forwards.

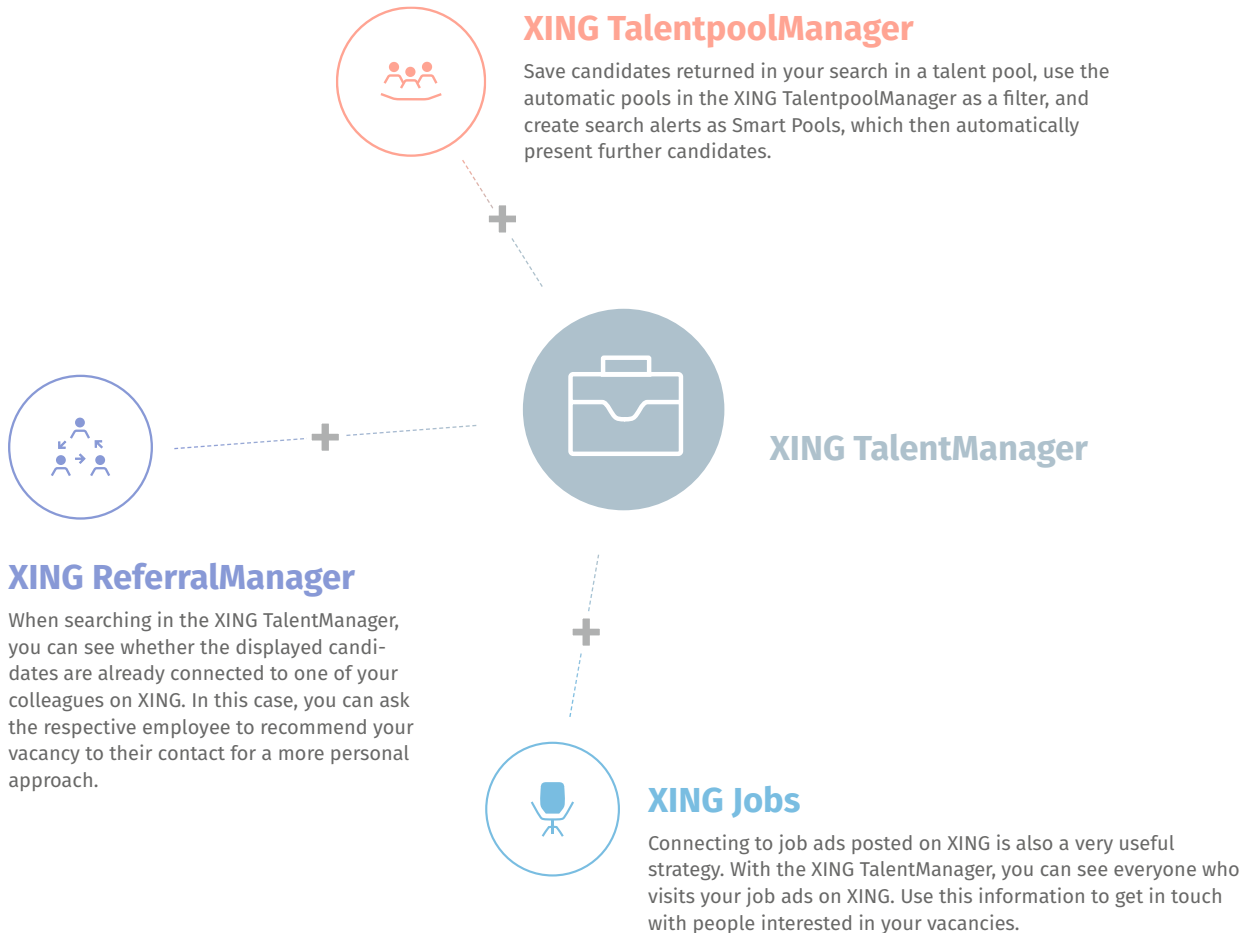
Anyone who fails to rethink their approach in these challenging times is likely to lose out in the race for the best talent. Are you aware of the benefits of active recruiting? Contacting potential candidates reduces the time to hire as well as recruiting costs. The XING TalentManager lets you tap into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

Find out more at:

[recruiting.xing.com/en/TalentManager](https://recruiting.xing.com/en/TalentManager)

# 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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