



I WORK IN A HR DEPARTMENT  
AND I CHOOSE

#TALENTUM

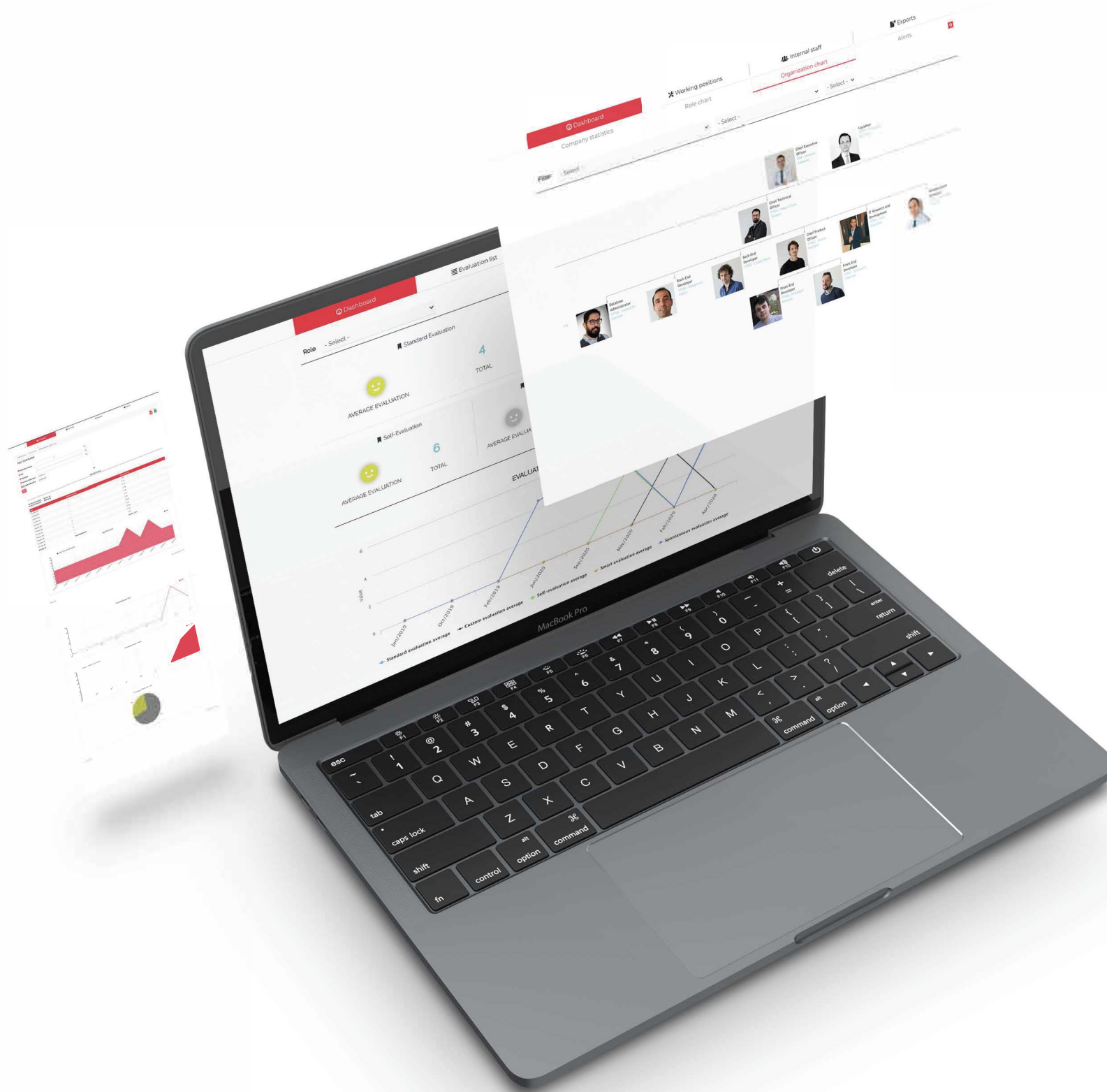
# Talent Management software

to manage selection processes, onboarding  
and employees' performance



HR Tech  
Factory

CLOUD-BASED AI SOLUTIONS FOR HR  
SINCE 2013



## END-TO-END HCM SOLUTION FOR RESOURCE MANAGEMENT

Boost your recruitment by reducing time-to-hire by 50% and manage your employees in a digital workplace.

Talentum is a complete and intuitive end-to-end solution that allows the HR department to acquire, manage and optimise the workforce throughout the employee's life cycle (from search and selection activities to the onboarding of selected candidates).

New team members will be included in the data management software, together with existing employees, for a complete management of personal data, roles and skills.

The solution includes: a module for internal mobility and a system for performance evaluation and management





## 1. Talent Acquisition

Create your talent pool of candidates through: multiposting integrated into the software, AI CV matching and soft skills matching. The pre-screening of the profiles carried out by the semantic engine can be refined with over 50 selection filters.



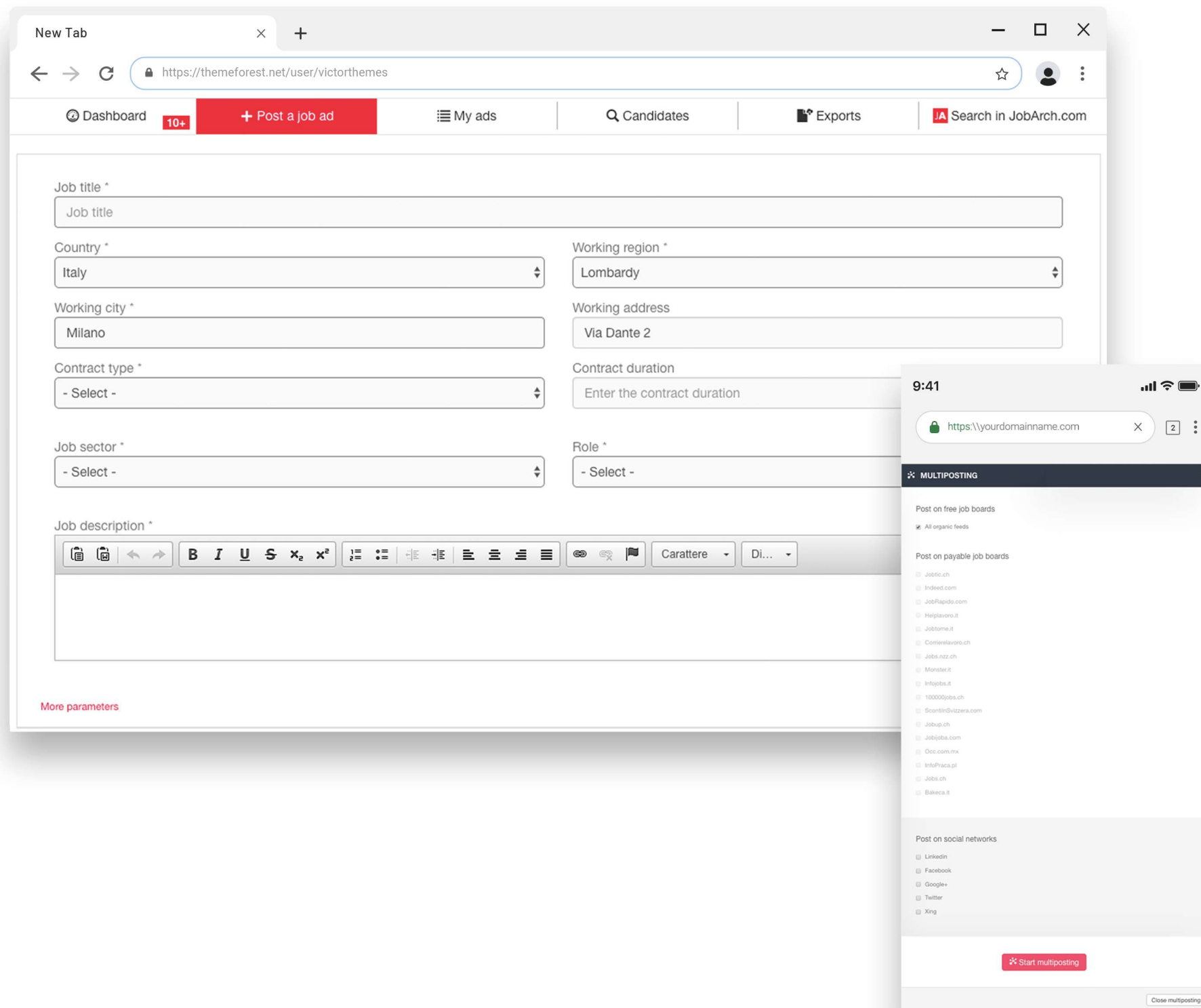
## 2. Employee data

Enter the personal data of the new employees in the system, define the company structure, map the roles of the employees and establish organizational objectives and behaviors for each.



## 3. Performance

Track all the activities and objectives that employees have to complete, monitoring their progress thanks to a continuous 360-degree feedback logic that allows an overall assessment of performance.



The main screenshot shows the 'Post a job ad' form on a desktop browser. The form includes fields for Job title, Country (Italy), Working region (Lombardy), Working city (Milano), Working address (Via Dante 2), Contract type, Contract duration, Job sector, and Role. A rich text editor is provided for the Job description. A 'More parameters' link is visible at the bottom left.

The mobile view screenshot shows the 'MULTIPOSTING' tool, which allows users to post the job ad on various platforms. It includes sections for 'Post on free job boards', 'Post on payable job boards', and 'Post on social networks'. A 'Start multiposting' button is at the bottom.



## Create a new job ad

By filling in an easy form, the job ad will be automatically published on your website.



## Multiposting

Thanks to an integrated multiposting tool, it is possible to easily spread the job ads on recruiting platforms and social networks with just a few clicks.

The recruitment software is already integrated with more than 100 job boards, as for example:





## Main filters

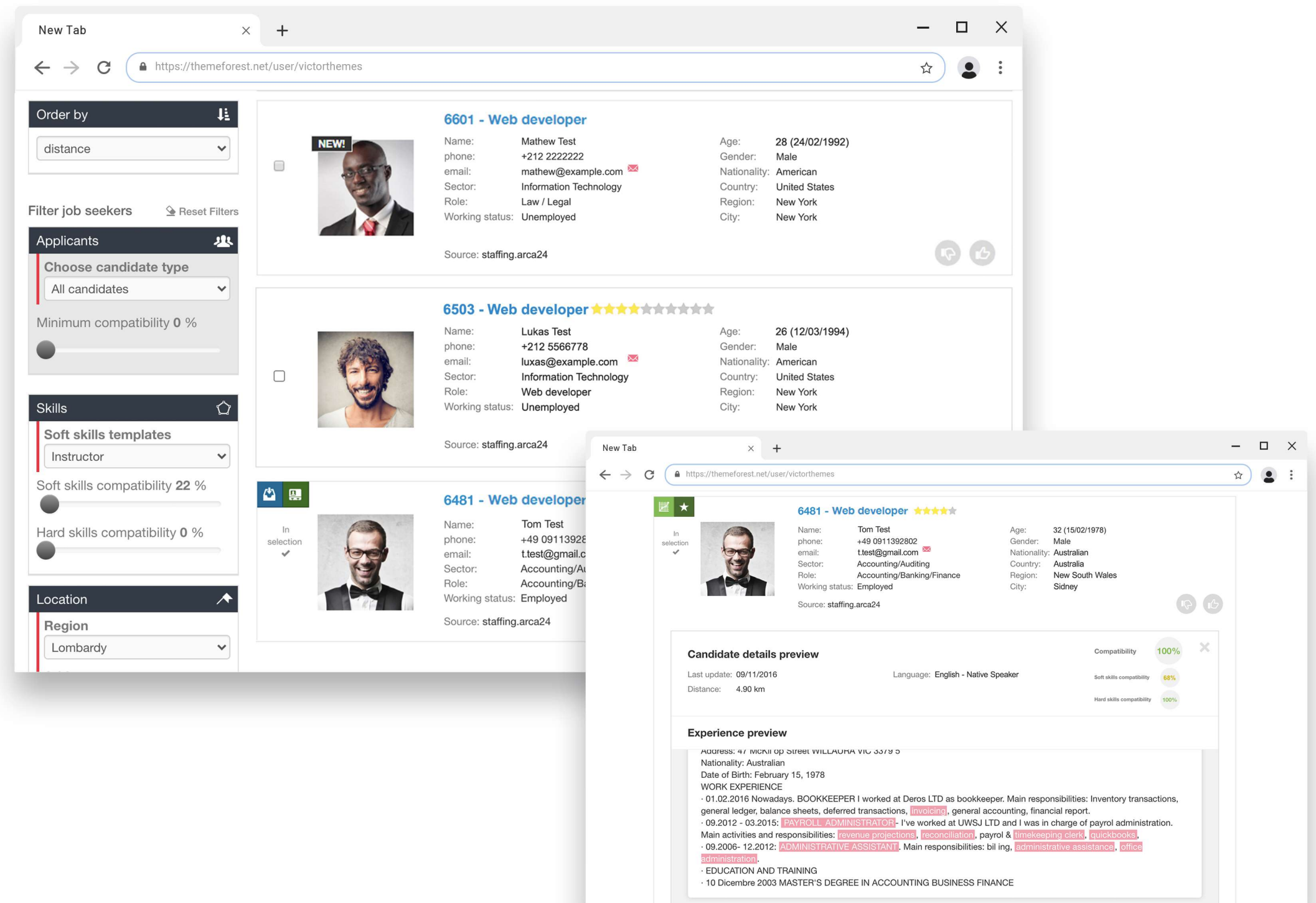
The system provides you with a set of filters that allows you to ease the ranking and the candidates' shortlist.

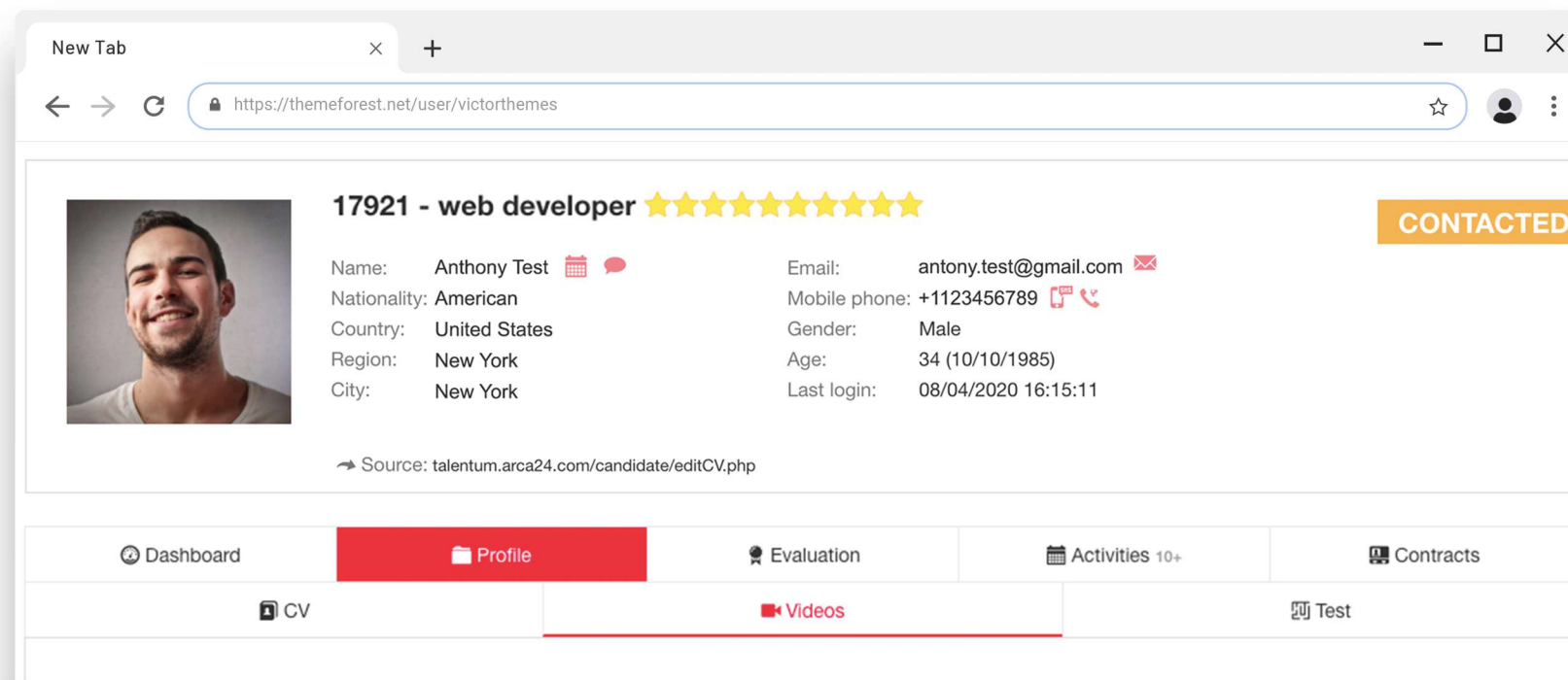


## Candidate's ranking

The system automatically ranks both directly applied and matching candidates (candidates matching with the search).

Candidates are ranked according to the professional tags and job titles read by the semantic engine inside the CV and into the job description.





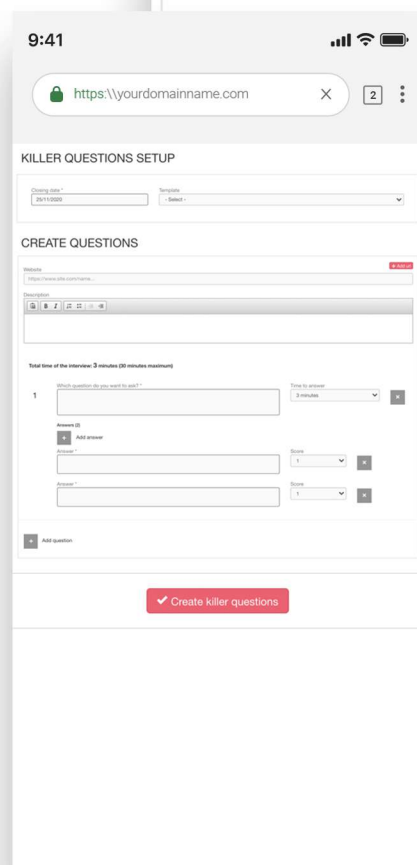
**17921 - web developer** ★★★★★★★★★★ **CONTACTED**

**Name:** Anthony Test **Email:** antony.test@gmail.com  
**Nationality:** American **Mobile phone:** +1123456789  
**Country:** United States **Gender:** Male  
**Region:** New York **Age:** 34 (10/10/1985)  
**City:** New York **Last login:** 08/04/2020 16:15:11

Source: talentum.arca24.com/candidate/editCV.php

Navigation: Dashboard | **Profile** | Evaluation | Activities 10+ | Contracts

Sub-navigation: CV | **Videos** | Test



**KILLER QUESTIONS SETUP**

CREATE QUESTIONS

Total time of the interview: 3 minutes (30 minutes maximum)

1. Which question do you want to ask?

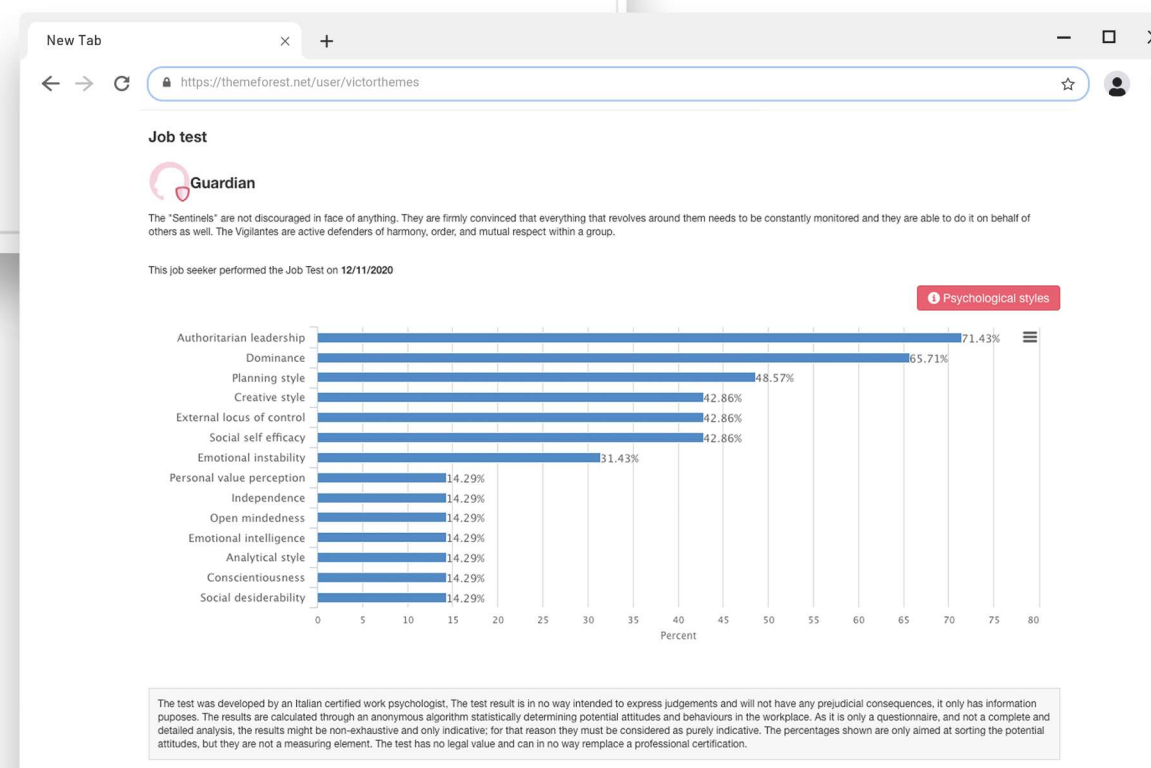
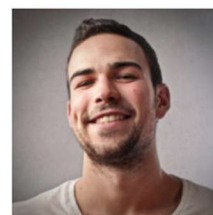
Answer ID: [Add answer]

Answer: [Text input]

Score: [Dropdown: 1, 2, 3]

[Add question]

**Create killer questions**



## Candidate's profile

Within the candidate's profile it is possible to:

- attach files;
- request tests, video interviews and video CVs;
- communicate via e-mail, SMS and chat;
- provide direct feedback on the profile;
- share the profile with colleagues.

All candidate's activities are mapped.





## 1. Talent Acquisition

Create your talent pool of candidates through: multiposting integrated into the software, AI CV matching and soft skills matching. The pre-screening of the profiles carried out by the semantic engine can be refined with over 50 selection filters.



## 2. Employee data

Enter the personal data of the new employees in the system, define the company structure, map the roles of the employees and establish organizational objectives and behaviors for each.



## 3. Performance

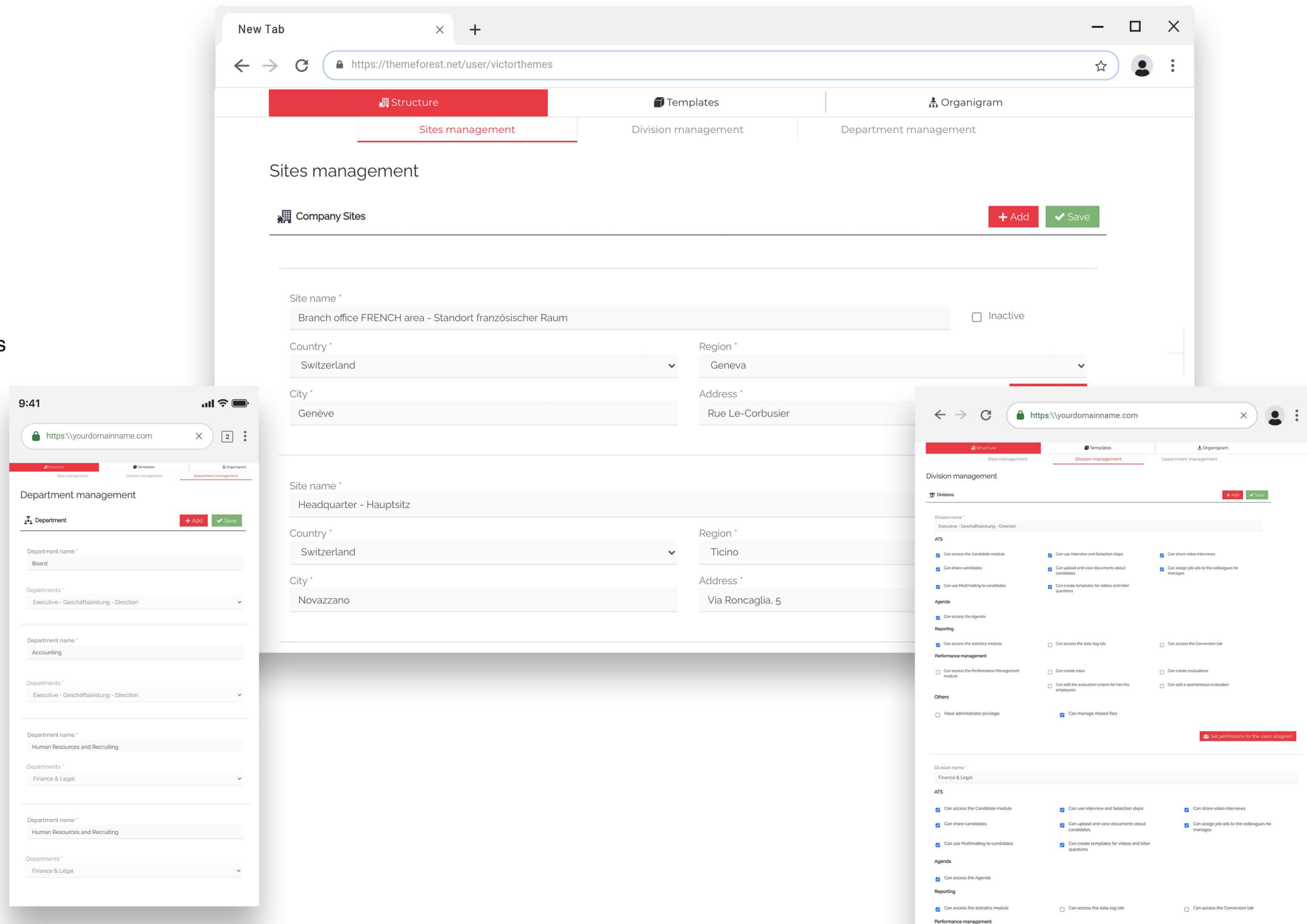
Track all the activities and objectives that employees have to complete, monitoring their progress thanks to a continuous 360-degree feedback logic that allows an overall assessment of performance.



### Management of sites, divisions and departments

The system allows you to define the organizational structure, using three multiple choice variables: the creation of physical sites, divisions and company departments.

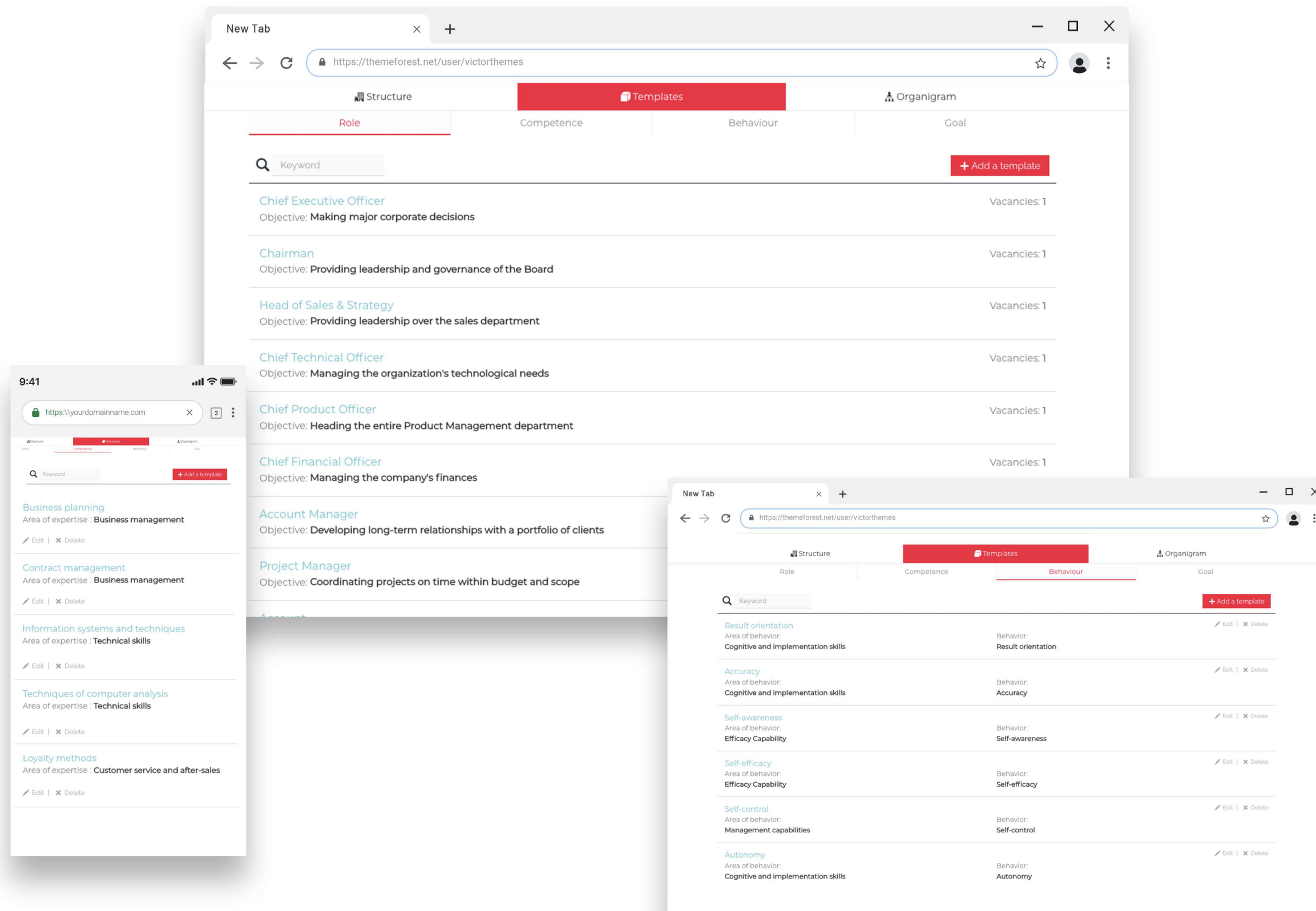
For each department it is possible to create specific permissions.



The screenshots illustrate the system's structure management capabilities:

- Sites management:** Shows a form for creating a new site. Fields include Site name (e.g., "Branch office FRENCH area - Standort französischer Raum"), Country (e.g., "Switzerland"), Region (e.g., "Geneva"), City (e.g., "Genève"), and Address (e.g., "Rue Le-Corbusier"). There is an "Inactive" checkbox and "Add" and "Save" buttons.
- Department management:** Shows a list of departments with fields for Department name (e.g., "Board", "Accounting", "Human Resources and Recruiting", "Finance & Legal") and a dropdown for Departments (e.g., "Executive - Geschäftsleistung - Direction"). It also includes "Add" and "Save" buttons.
- Division management:** Shows a form for creating a new division. Fields include Division name (e.g., "Executive - Geschäftsleistung - Direction"), Country (e.g., "Switzerland"), Region (e.g., "Ticino"), City (e.g., "Novazzano"), and Address (e.g., "Via Roncaglia, 5"). It also includes "Add" and "Save" buttons.

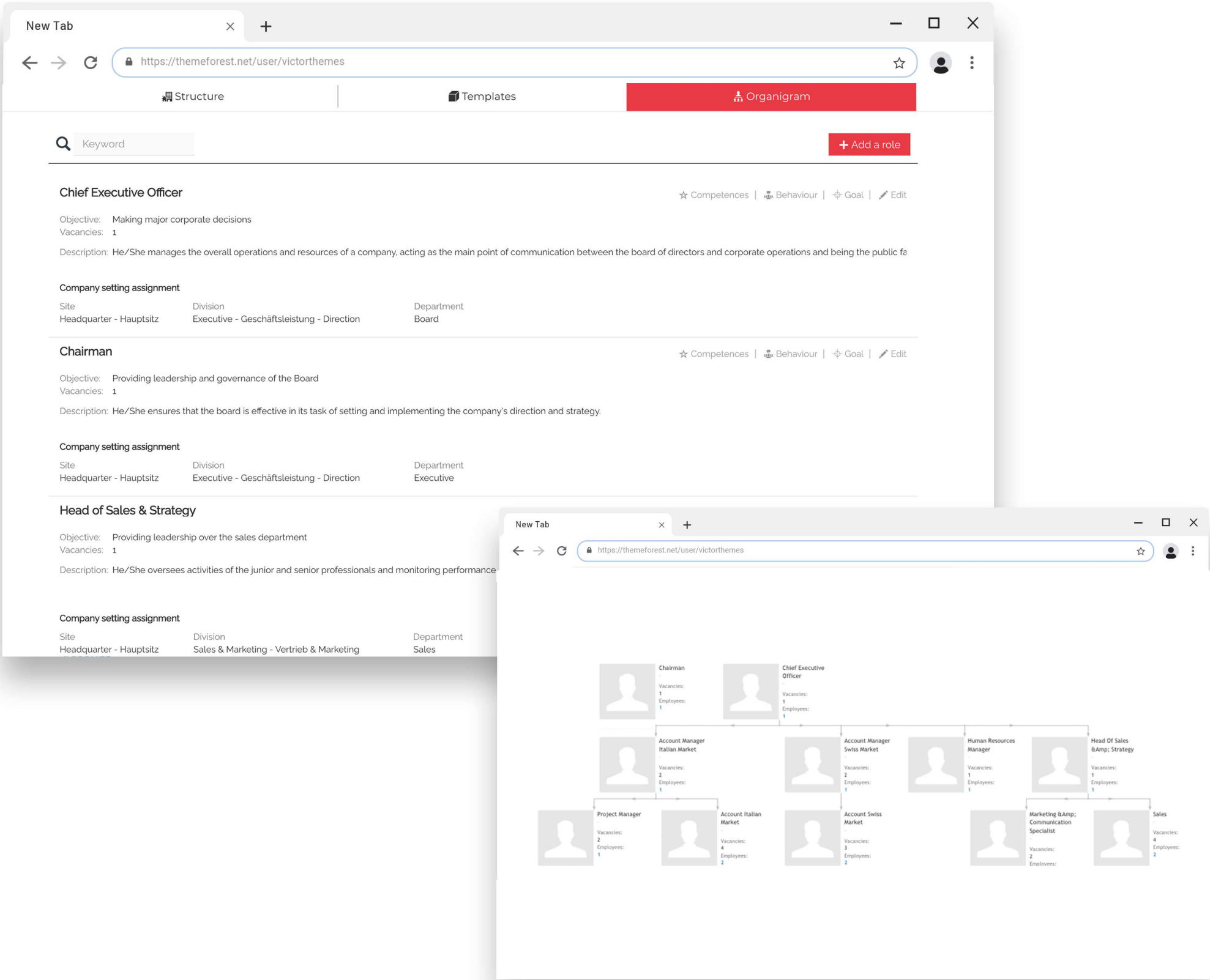




### Models of roles, competences and behaviors

It is possible to create an infinite number of roles, defining the main characteristics for each.

Each role can be associated with an indefinite number of technical skills (hard skills) and expected behaviors (soft skills) - characteristic of the organization - that the employee must own to fill the position.



**Organization chart**

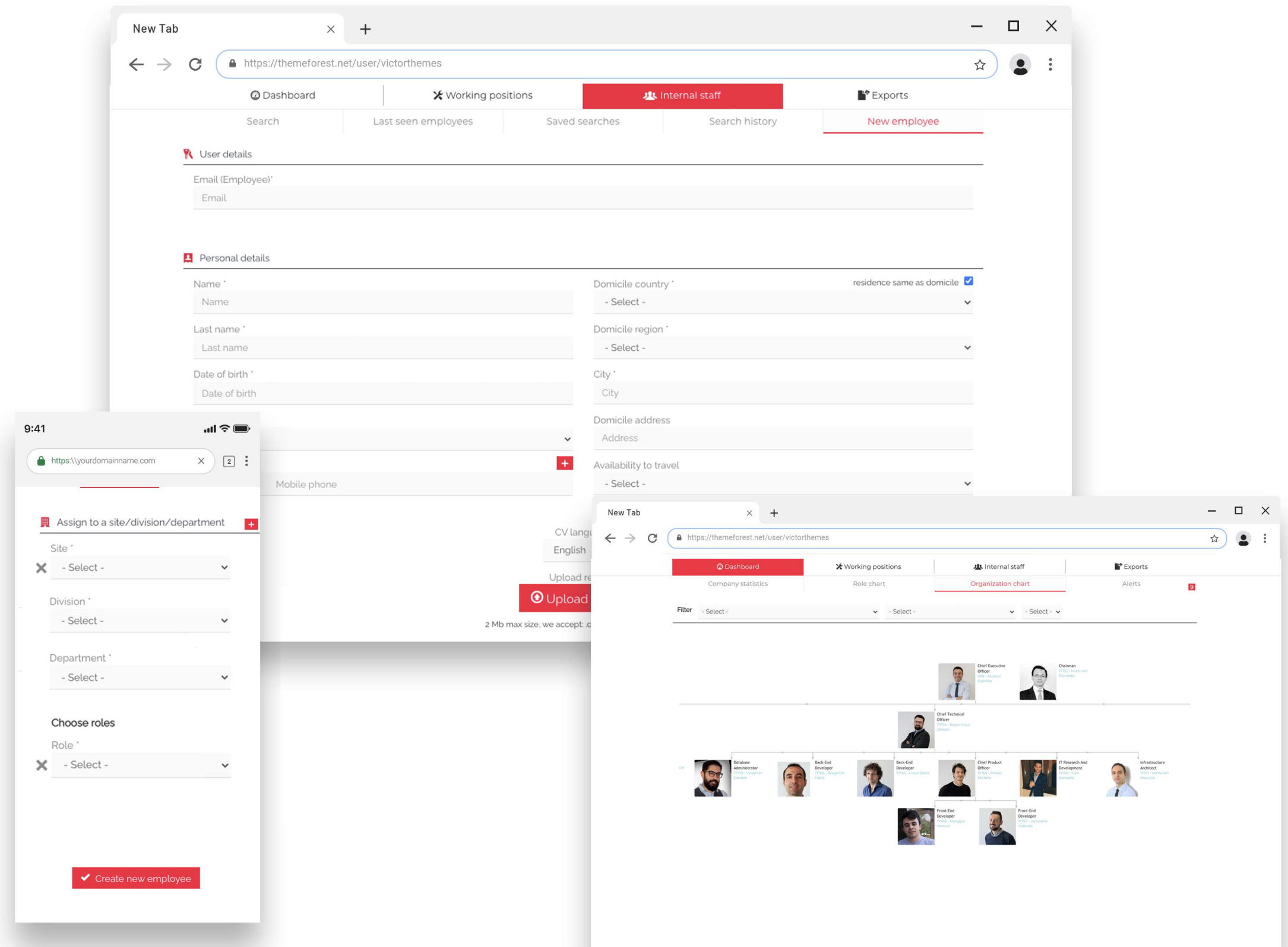
Once the candidates have been onboarded, the system automatically creates a dynamic company organization chart, which can be consulted both by role (visibility on the structure only, without any reference to individual employees) and by actual configuration (each collaborator is shown, within the 'organization chart, associated with your specific role).



### Onboarding

The personal data can be transferred directly from the ATS form or you can proceed with the manual entry of personal, contractual, role and workplace data.

Once this information is present, the employee's record is created in the system.



The screenshot displays the HR system interface. The top navigation bar includes 'Dashboard', 'Working positions', 'Internal staff', and 'Exports'. The 'Internal staff' tab is active, showing a 'New employee' button. Below the navigation bar, there are sections for 'User details' (Email), 'Personal details' (Name, Last name, Date of birth, Domicile country, Domicile region, City, Domicile address, Availability to travel), and 'Assign to a site/division/department' (Site, Division, Department). A 'Choose roles' section is also present with a 'Role' dropdown. A red 'Create new employee' button is at the bottom of the form. To the right, the 'Organization chart' view is shown, displaying a hierarchical structure of roles and employees, including 'Chief Executive Officer', 'Chief Technical Officer', 'Chief Product Officer', 'IT Research and Development', 'Infrastructure Architect', 'Front End Developer', 'Back End Developer', and 'Database Administrator'.





## 1. Talent Acquisition

Create your talent pool of candidates through: multiposting integrated into the software, AI CV matching and soft skills matching. The pre-screening of the profiles carried out by the semantic engine can be refined with over 50 selection filters.



## 2. Employee data

Enter the personal data of the new employees in the system, define the company structure, map the roles of the employees and establish organizational objectives and behaviors for each.



## 3. Performance

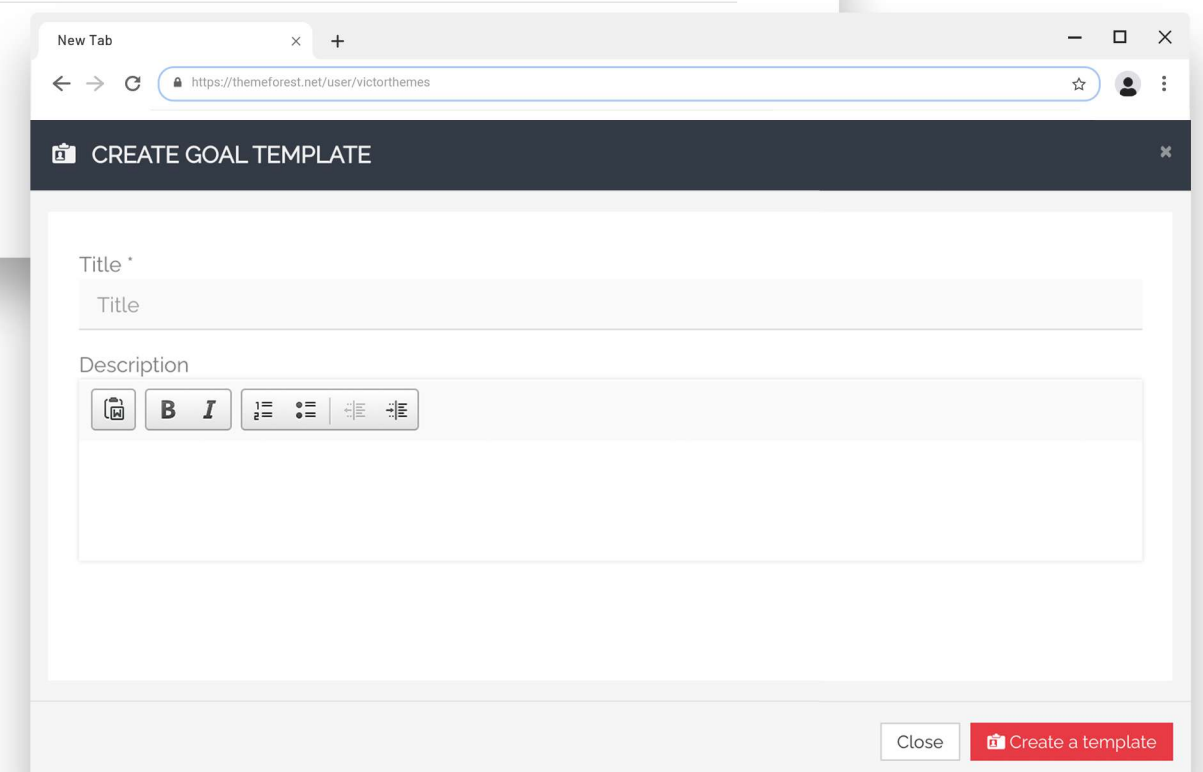
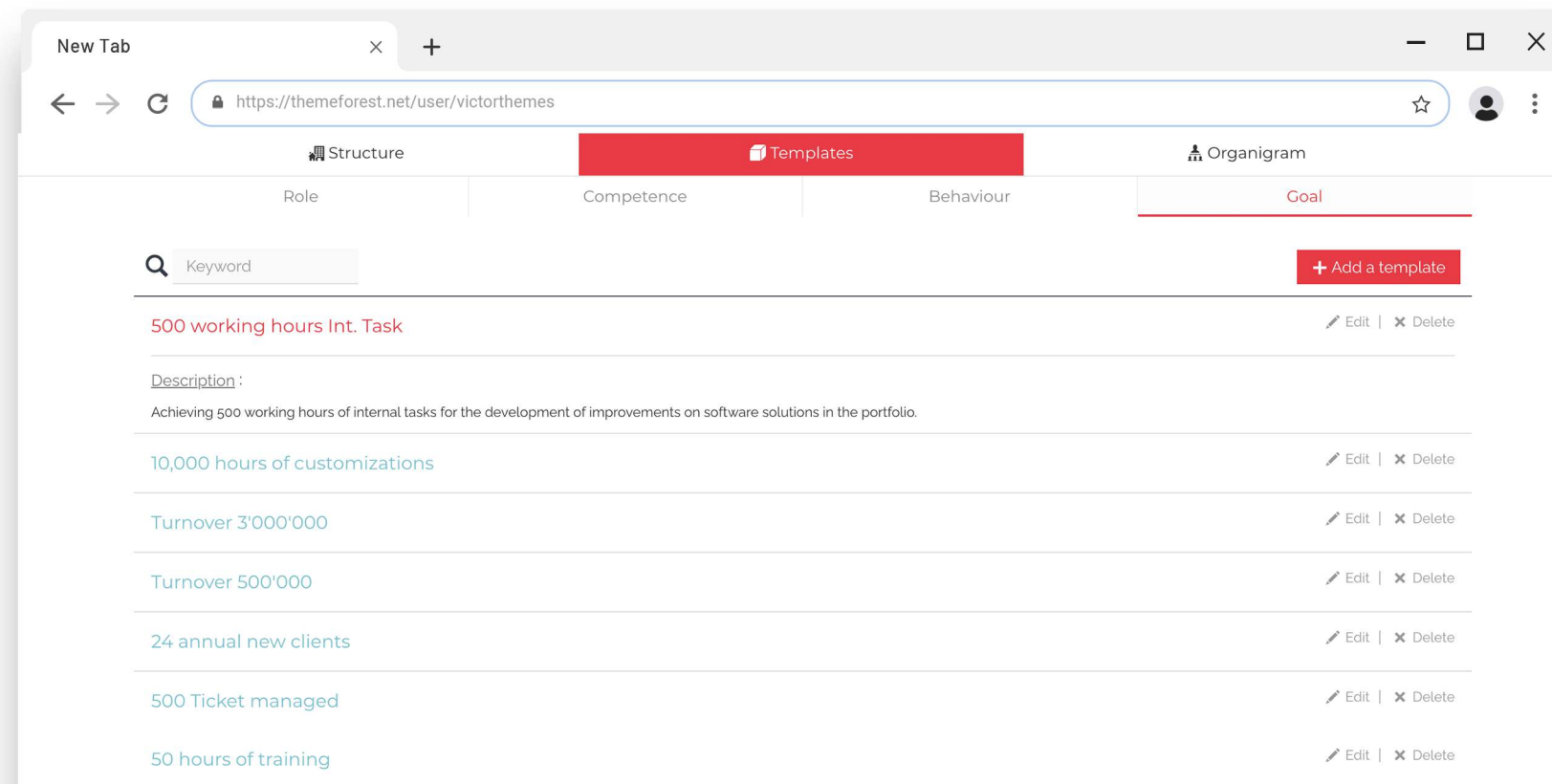
Track all the activities and objectives that employees have to complete, monitoring their progress thanks to a continuous 360-degree feedback logic that allows an overall assessment of performance.



## Definition of targets

It is possible to insert a series of target models (goals) that can be associated transversally to one or more company roles, present in the organization chart.

The system allows the association of the same goal to different roles.

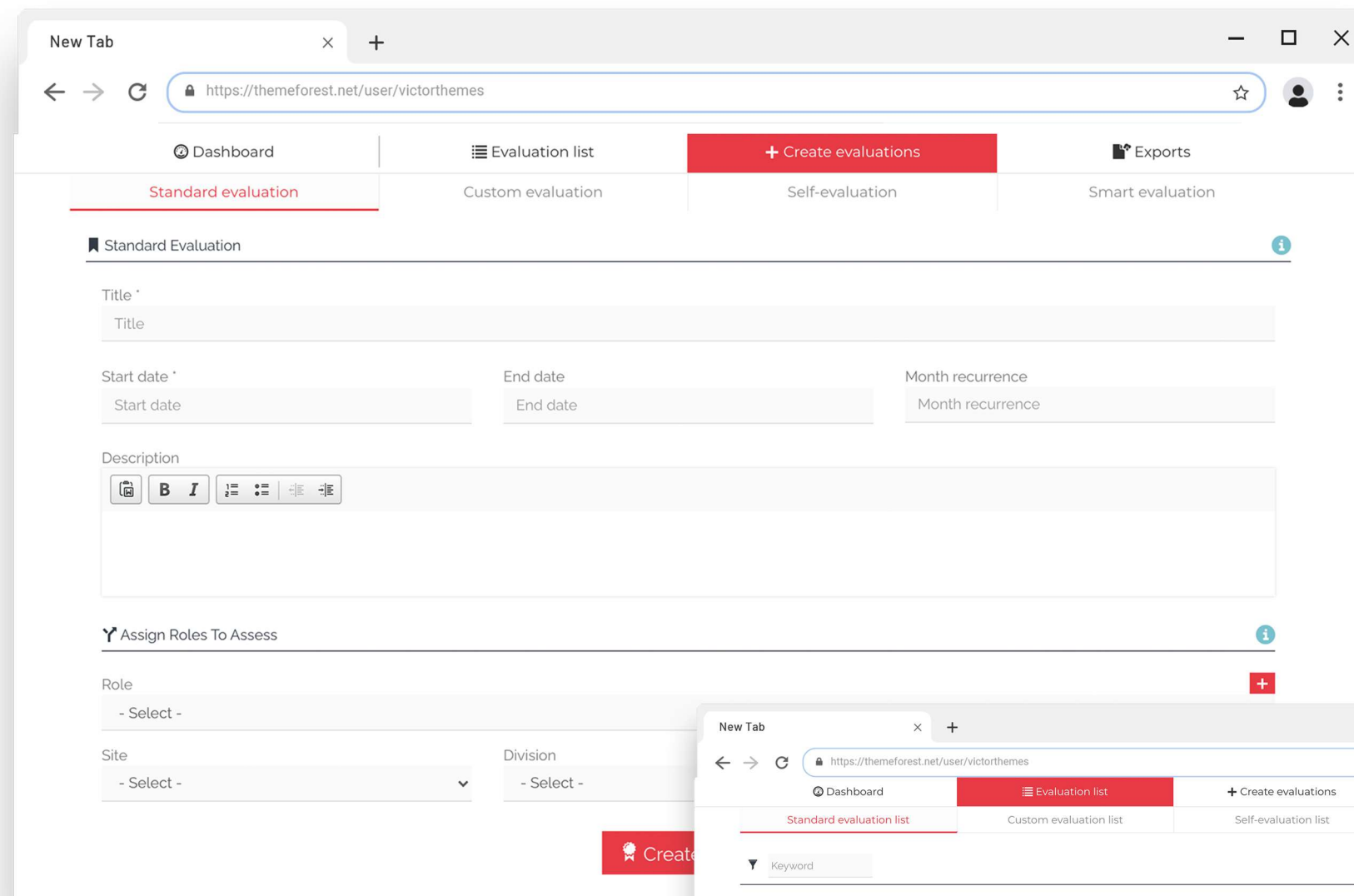
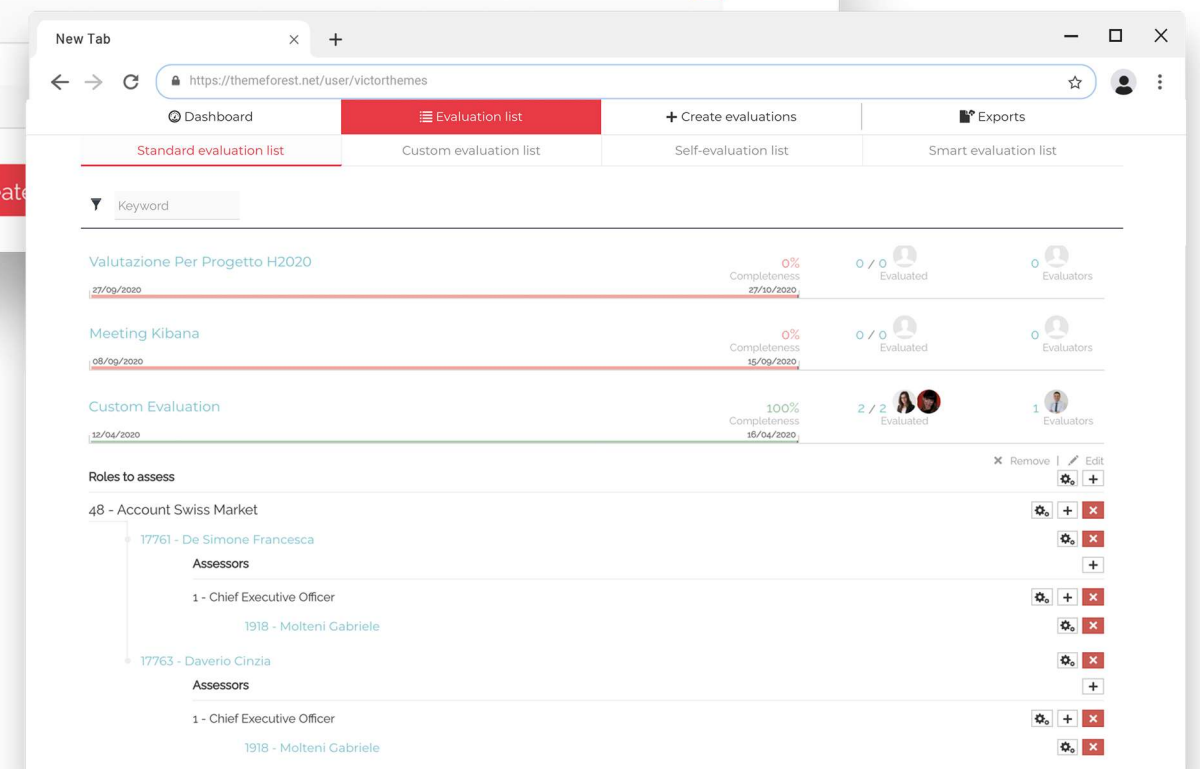




## Evaluation events

The system manages four different types of evaluation events:

- *standard evaluation* (created on the basis of the different company hierarchies: the role or roles hierarchically superior can evaluate hierarchically inferior roles);
- *custom evaluation* (standard evaluation event independent of company hierarchies);
- *self-evaluation* (it is possible to ask one or more roles to self-assess themselves);
- *smart evaluation* (created ad hoc on the basis of specific customer needs, it is a recurring event that allows continuous 360-degree feedback)

Keyword	Title	Start date	End date	Completeness	Evaluated	Evaluators
Valutazione Per Progetto H2020		27/09/2020	27/10/2020	0%	0 / 0	0 Evaluators
Meeting Kibana		08/09/2020	15/09/2020	0%	0 / 0	0 Evaluators
Custom Evaluation		12/04/2020	15/04/2020	100%	2 / 2	1 Evaluators





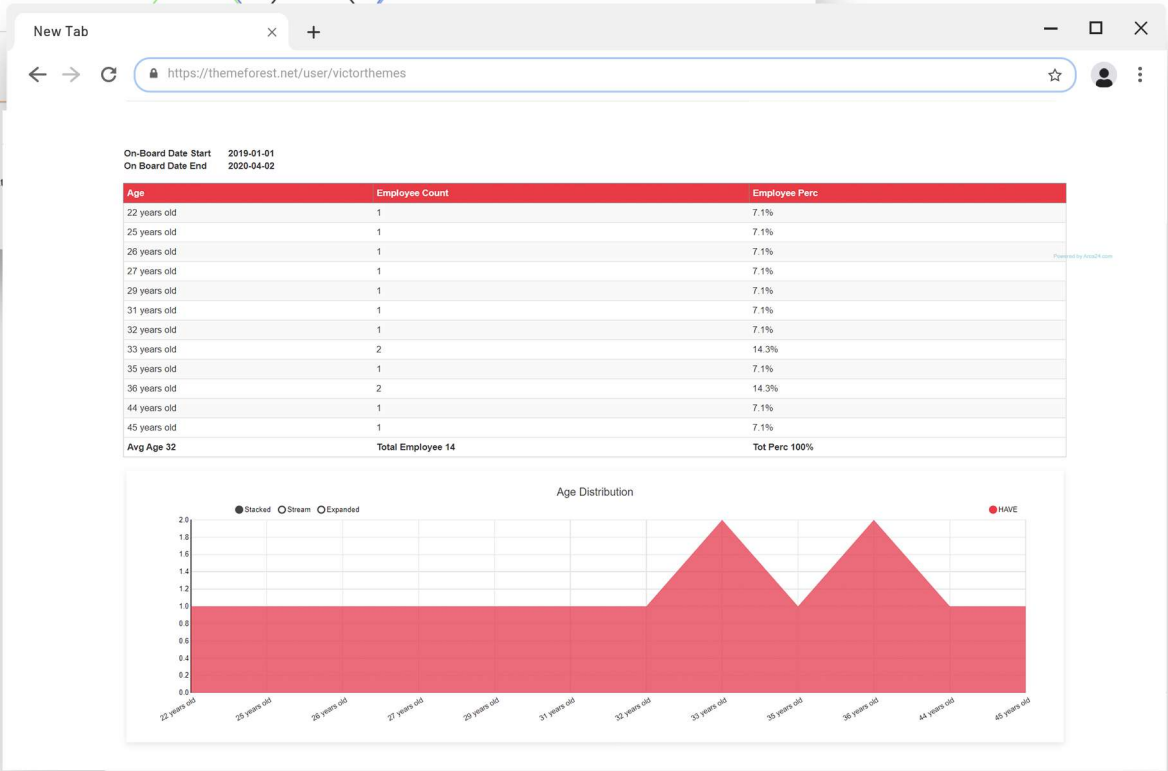
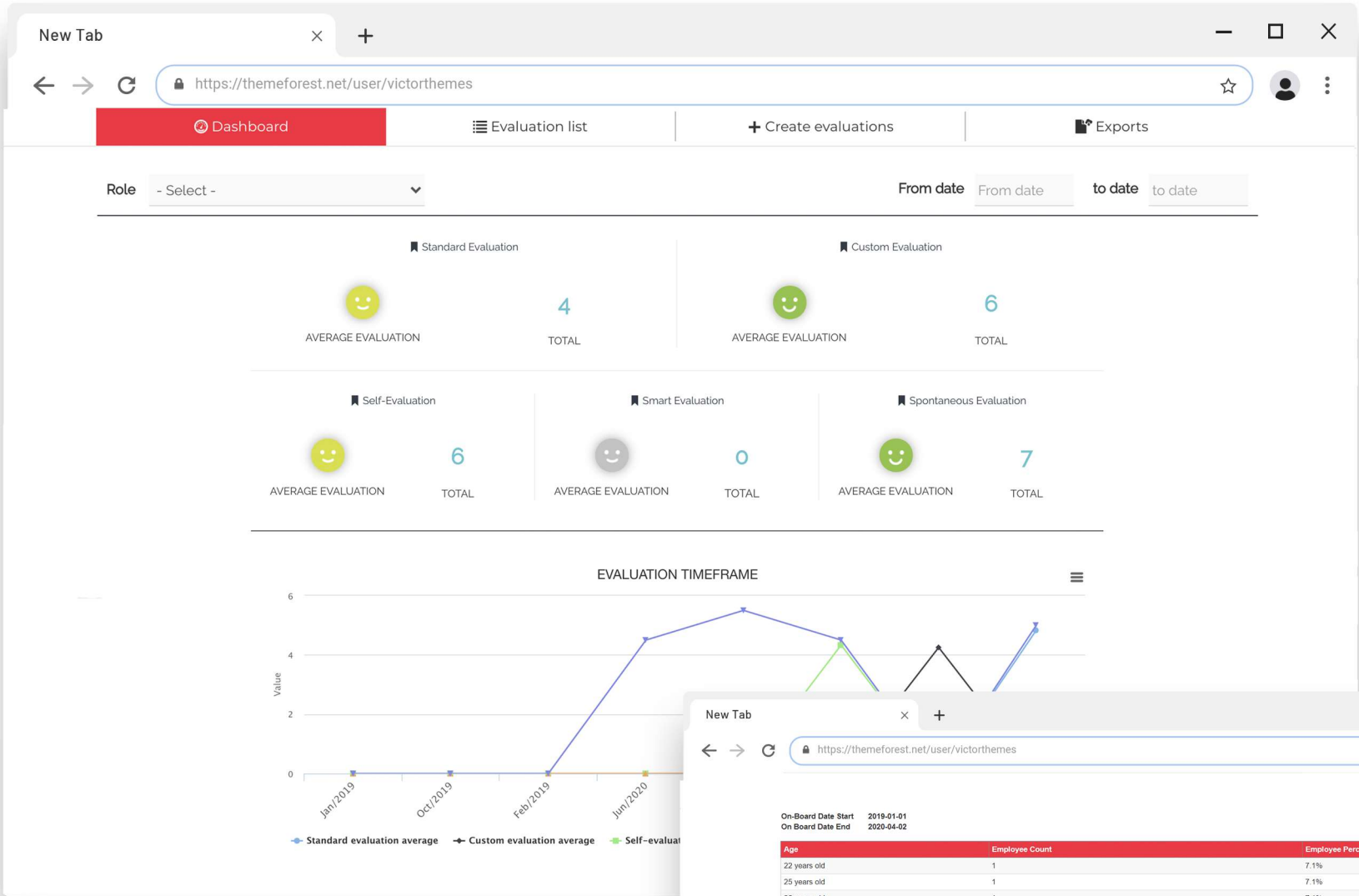
Evaluation dashbaord

The assessment dashboard provides an overview of all the assessments made within the company; for each type of event, it is possible to view the total number of assessments made with an overall average of the scores obtained and a time chart that shows the performance trend in a specific period.



Reporting and KPIs

The system provides detailed statistics with respect to all the evaluation components and allows you to cross-reference all the metrics collected and extract detailed data on: employees, sites, divisions, departments or a specific time frame.





HR Tech  
Factory



+41 91 210 34 91



Arca24.com SA  
CH-6883 Novazzano



[www.arca24.com](http://www.arca24.com)



[sales@arca24.com](mailto:sales@arca24.com)