

Talent Management Software

to manage selection processes,
onboarding and employees' performance



HR Tech
Factory

AI CV Matching



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COMPATIBILITY 100%



1037402 - Back-end Developer
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COMPATIBILITY 99%



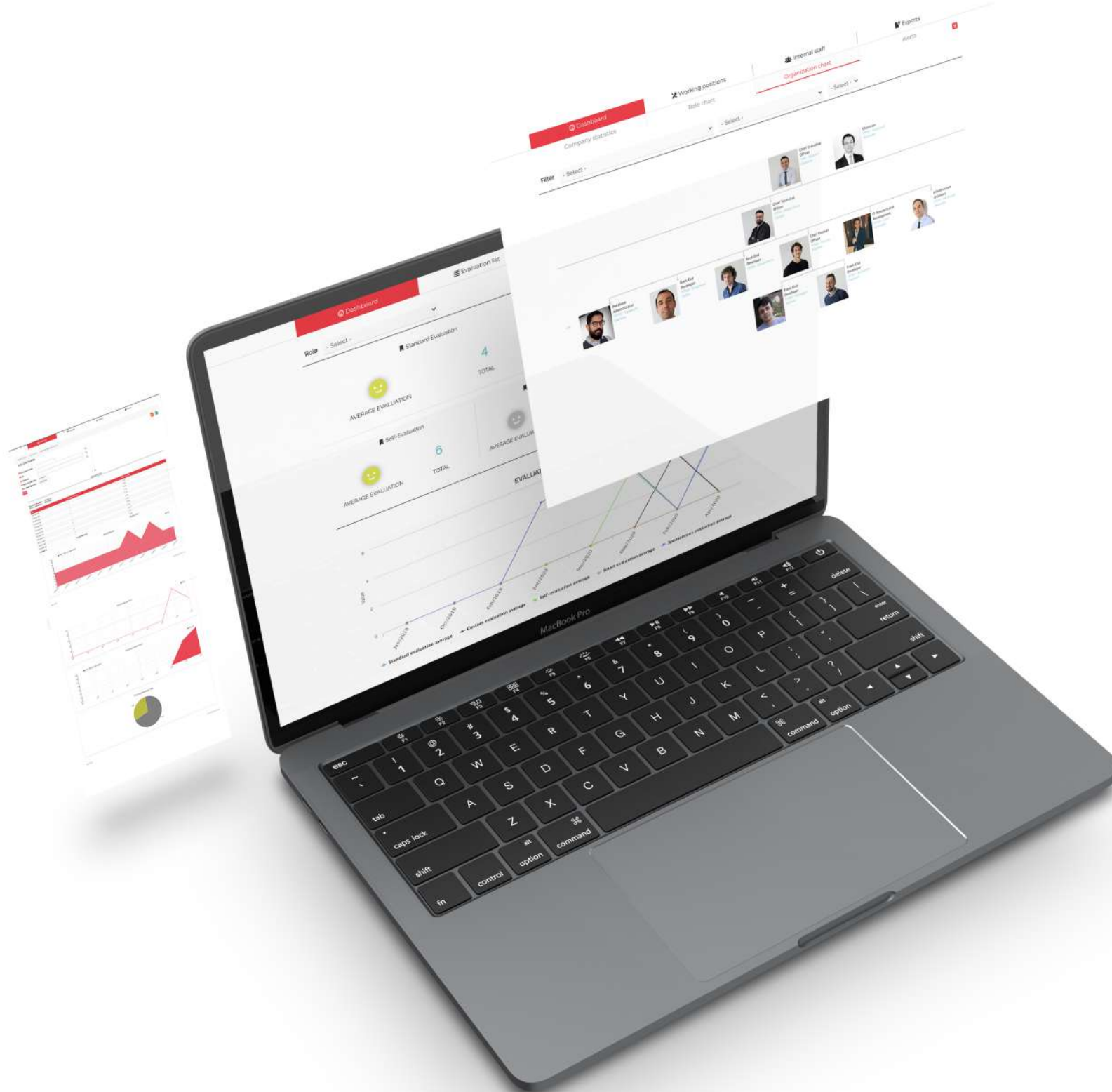
1088361 - PHP Developer
Name and surname: Ralph Gomez
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COMPATIBILITY 98%



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COMPATIBILITY 96%



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, a system for performance evaluation and management and a Social Networking Software to improve corporate communication and cooperation.



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.



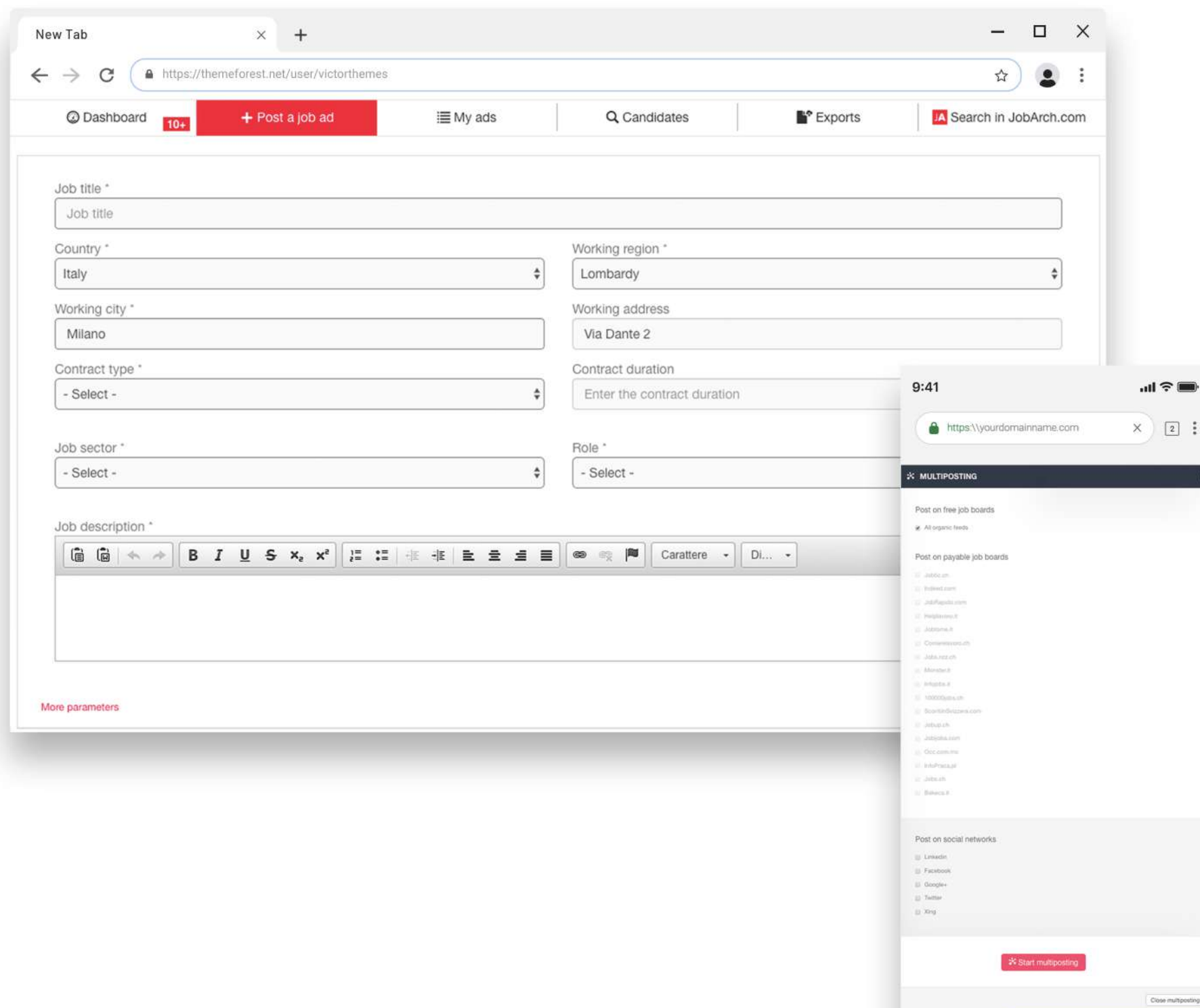
2. Employee data

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 image shows a web browser window with a 'New Tab' and a URL bar showing 'https://themeforest.net/user/victorthemes'. The page has a navigation bar with 'Dashboard', '10+', '+ Post a job ad', 'My ads', 'Candidates', 'Exports', and 'Search in JobArch.com'. The main form for posting a job ad includes fields for 'Job title', 'Country' (Italy), 'Working region' (Lombardy), 'Working city' (Milano), 'Working address' (Via Dante 2), 'Contract type' (- Select -), 'Contract duration' (Enter the contract duration), 'Job sector' (- Select -), and 'Role' (- Select -). Below these is a 'Job description' field with a rich text editor. A 'More parameters' link is at the bottom left. A 'MULTIPOSTING' modal is open, showing options to 'Post on free job boards', 'Post on payable job boards', and 'Post on social networks'. The modal lists various job boards and social networks, and has a 'Start multiposting' button 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.

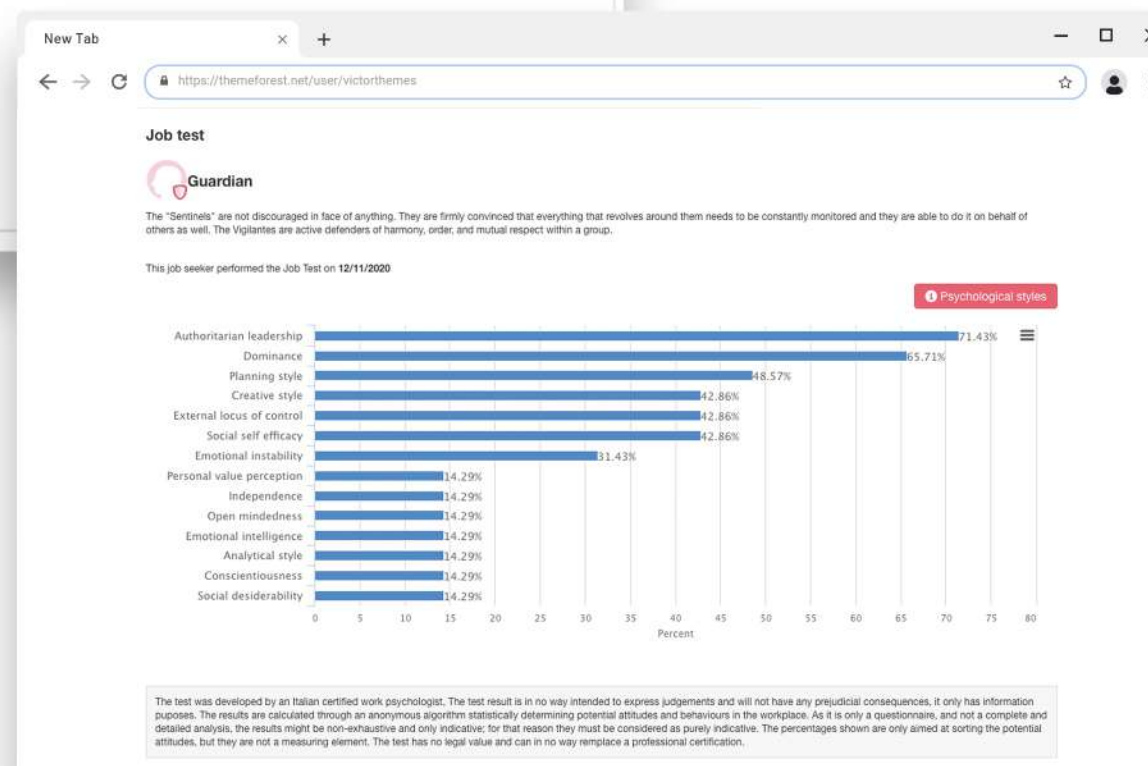
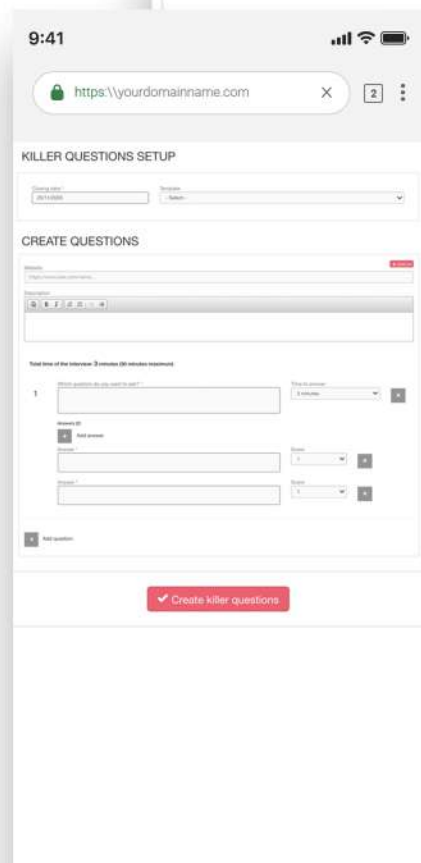
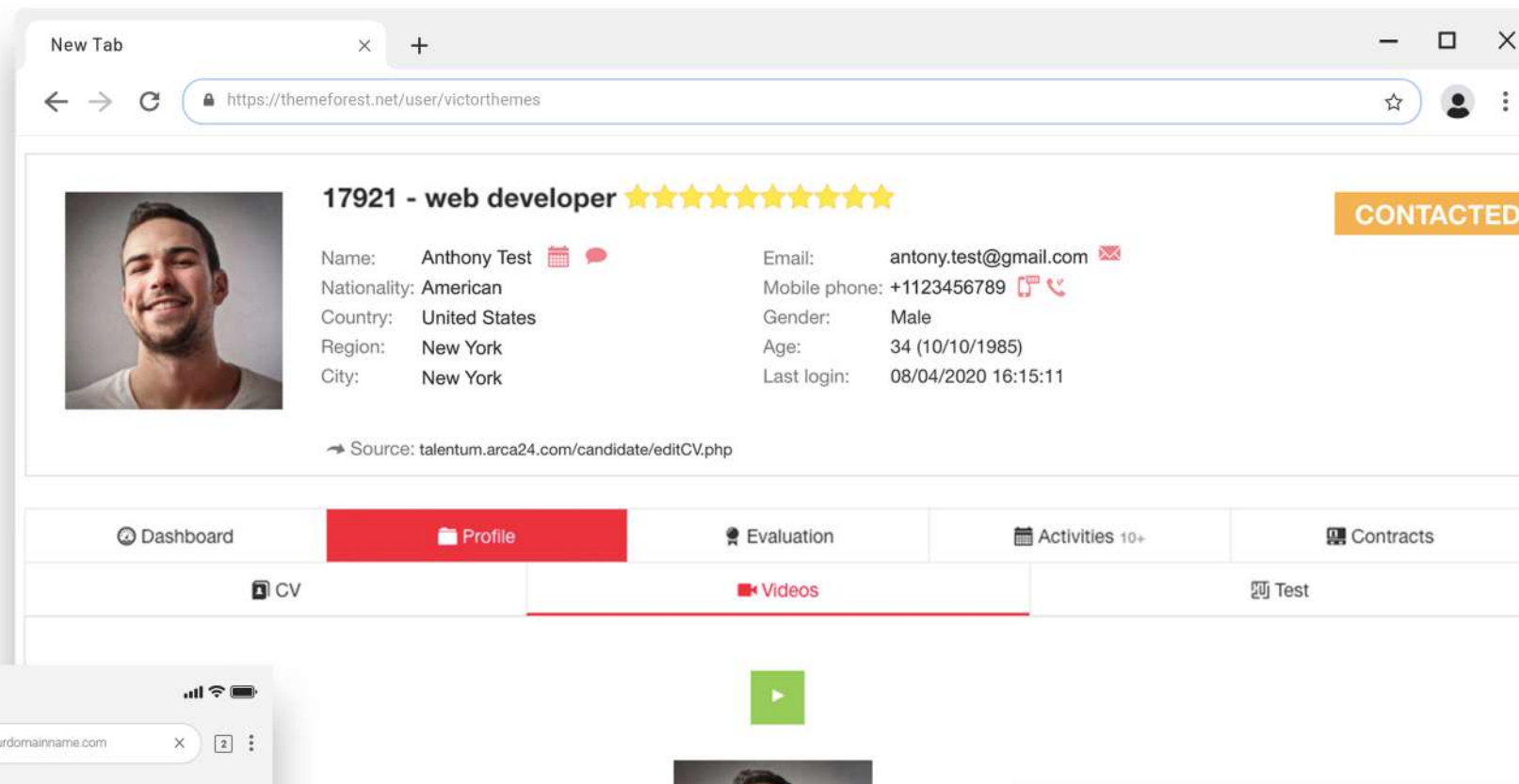


Candidate's ranking

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.

The screenshot displays a web application interface for talent acquisition. On the left, there is a sidebar with filters: 'Order by' (distance), 'Filter job seekers' (Reset Filters), 'Applicants' (Choose candidate type: All candidates, Minimum compatibility 0%), 'Skills' (Soft skills templates: Instructor, Soft skills compatibility 22%, Hard skills compatibility 0%), and 'Location' (Region: Lombardy). The main area shows three candidate profiles: 6601 - Web developer (Mathew Test), 6503 - Web developer (Lukas Test), and 6481 - Web developer (Tom Test). Each profile includes a photo, name, contact info, age, gender, nationality, country, region, city, and working status. A fourth window shows a detailed view of candidate 6481, including a 'Candidate details preview' (Last update: 09/11/2016, Distance: 4.90 km, Language: English - Native Speaker, Compatibility: 100%) and an 'Experience preview' (Address: 47 Micka op Street WILLAURA VIC 3373, Nationality: Australian, Date of Birth: February 15, 1978, WORK EXPERIENCE: 01.02.2016 Nowadays. BOOKKEEPER I worked at Deros LTD as bookkeeper. Main responsibilities: Inventory transactions, general ledger, balance sheets, deferred transactions, invoicing, general accounting, financial report. 09.2012 - 03.2015: PAYROLL ADMINISTRATOR I've worked at UWSJ LTD and I was in charge of payroll administration. Main activities and responsibilities: revenue projections, reconciliation, payroll & timekeeping clerk, quickbooks. 09.2006 - 12.2012: ADMINISTRATIVE ASSISTANT. Main responsibilities: bill ing, administrative assistance, office administration. EDUCATION AND TRAINING: 10 Dicembre 2003 MASTER'S DEGREE IN ACCOUNTING BUSINESS FINANCE).



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.



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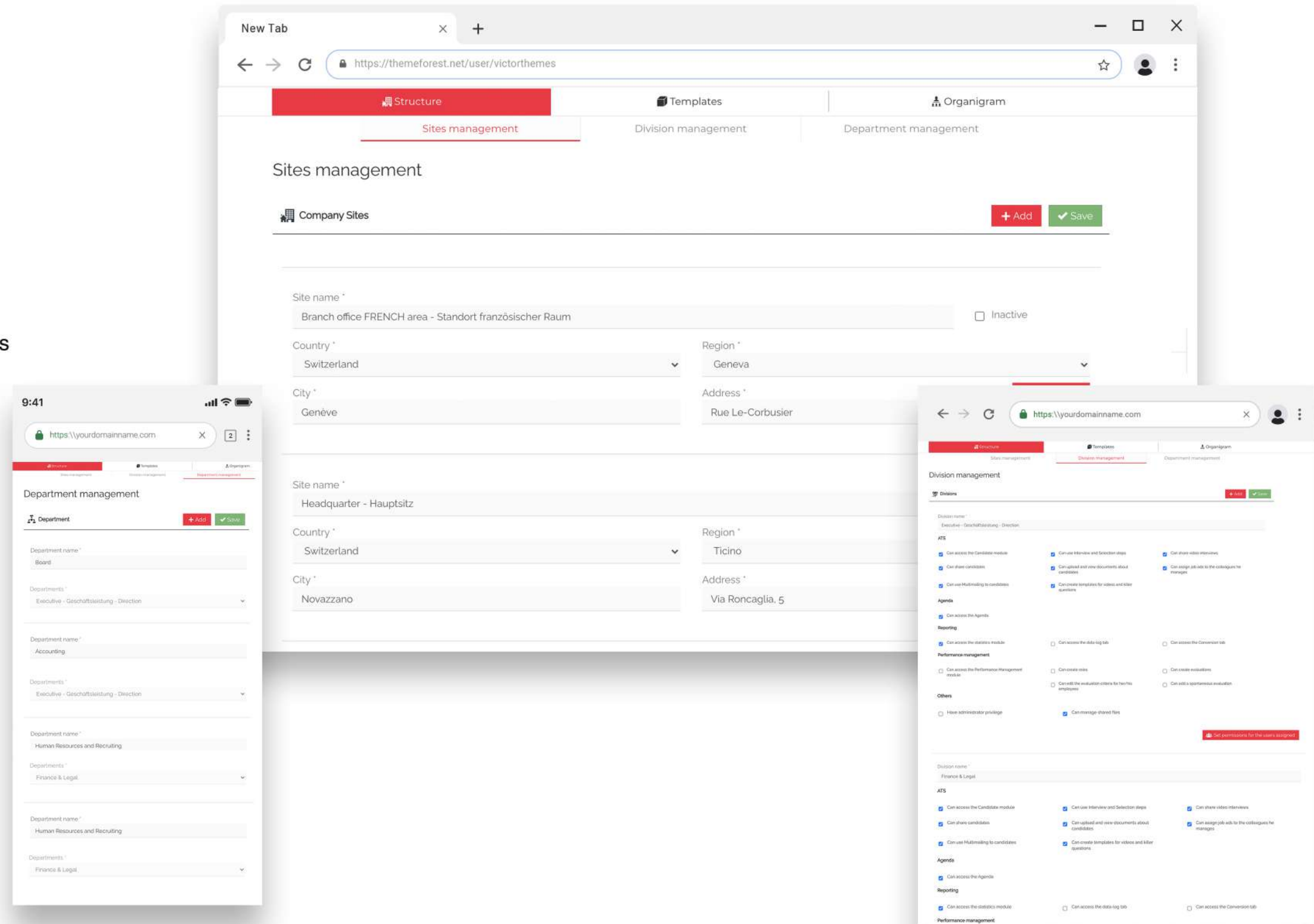
Track all the activities and objectives that employees have to complete, monitoring their progress thanks to a continuous 360-degree feedback logic that allows an overall assessment of performance.



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 screenshot displays the HR Tech Factory web application interface, showing the management of organizational structure. The main navigation bar includes 'Structure', 'Templates', and 'Organigram'. The 'Structure' tab is active, and the 'Sites management' sub-tab is selected.

The 'Sites management' section shows a list of 'Company Sites' with a '+ Add' and 'Save' button. Below this, there are three forms for creating or editing sites:

- Site 1:** Site name: Branch office FRENCH area - Standort französischer Raum, Country: Switzerland, Region: Geneva, City: Genève, Address: Rue Le-Corbusier.
- Site 2:** Site name: Headquarter - Hauptsitz, Country: Switzerland, Region: Ticino, City: Novazzano, Address: Via Roncaglia, 5.
- Site 3:** Site name: (empty), Country: (empty), Region: (empty), City: (empty), Address: (empty).

The 'Division management' section shows a list of 'Divisions' with a '+ Add' and 'Save' button. Below this, there are three forms for creating or editing divisions:

- Division 1:** Division name: Executive - Geschäftsführung - Direction, Permissions: Can access the Candidate module, Can share candidates, Can use Multitasking to candidates, Can use Interview and Selection steps, Can upload and view documents about candidates, Can create templates for videos and killer questions, Can share video interviews, Can assign job ads to the colleagues he manages.
- Division 2:** Division name: (empty), Permissions: Can access the Agencies, Can access the statistics module, Can access the Performance Management module, Can create roles, Can add the evaluation criteria for her/his employees, Can create evaluations, Can add a spontaneous evaluation.
- Division 3:** Division name: Finance & Legal, Permissions: Can access the Candidate module, Can use Interview and Selection steps, Can share video interviews, Can upload and view documents about candidates, Can create templates for videos and killer questions, Can assign job ads to the colleagues he manages.

The 'Department management' section shows a list of 'Departments' with a '+ Add' and 'Save' button. Below this, there are three forms for creating or editing departments:

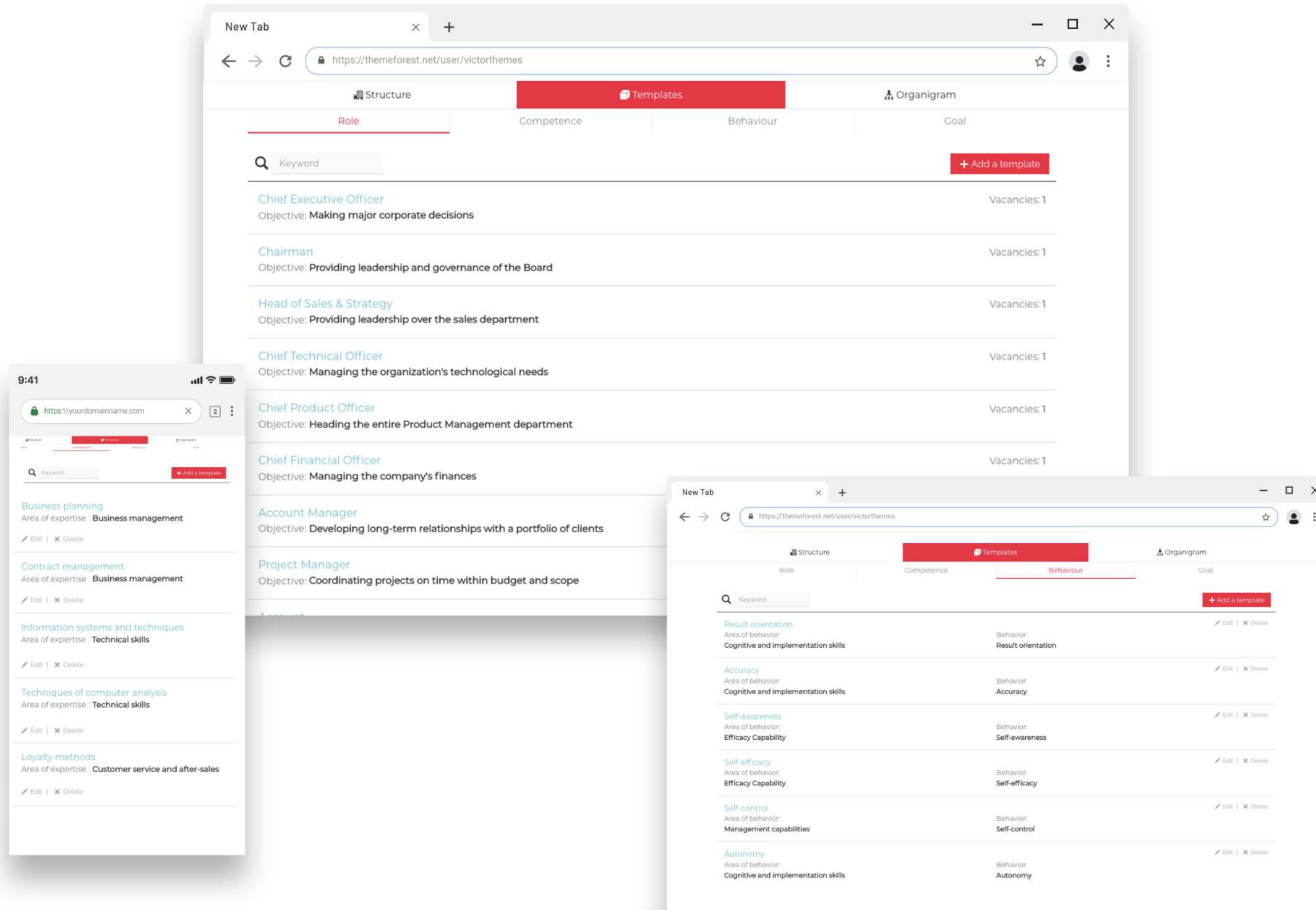
- Department 1:** Department name: Board, Departments: Executive - Geschäftsführung - Direction.
- Department 2:** Department name: Accounting, Departments: Executive - Geschäftsführung - Direction.
- Department 3:** Department name: Human Resources and Recruiting, Departments: Finance & Legal.

The 'Department management' section also shows a list of 'Departments' with a '+ Add' and 'Save' button. Below this, there are three forms for creating or editing departments:

- Department 1:** Department name: (empty), Departments: (empty).
- Department 2:** Department name: (empty), Departments: (empty).
- Department 3:** Department name: (empty), Departments: (empty).

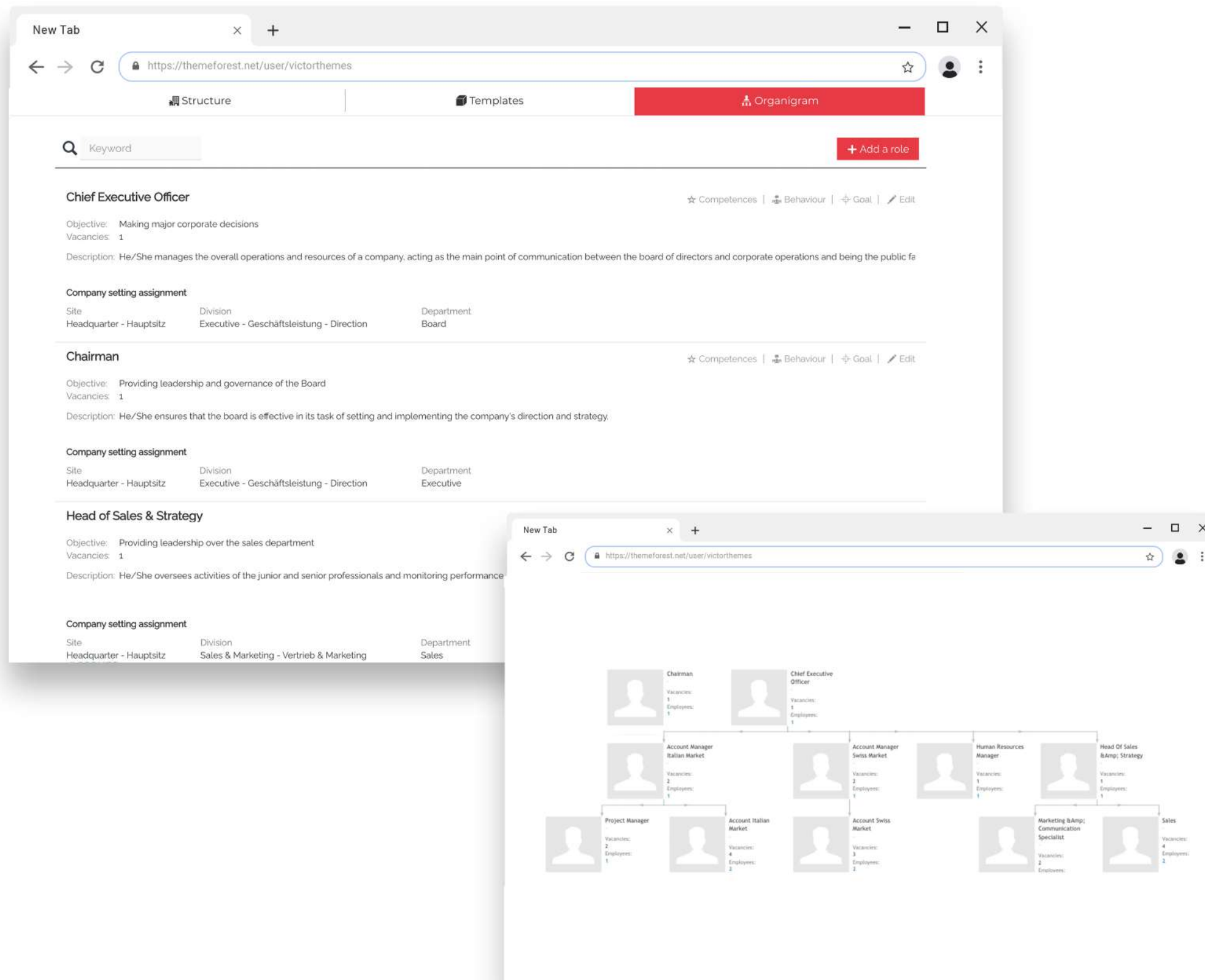
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- Department 3:** Department name: (empty), Departments: (empty).



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

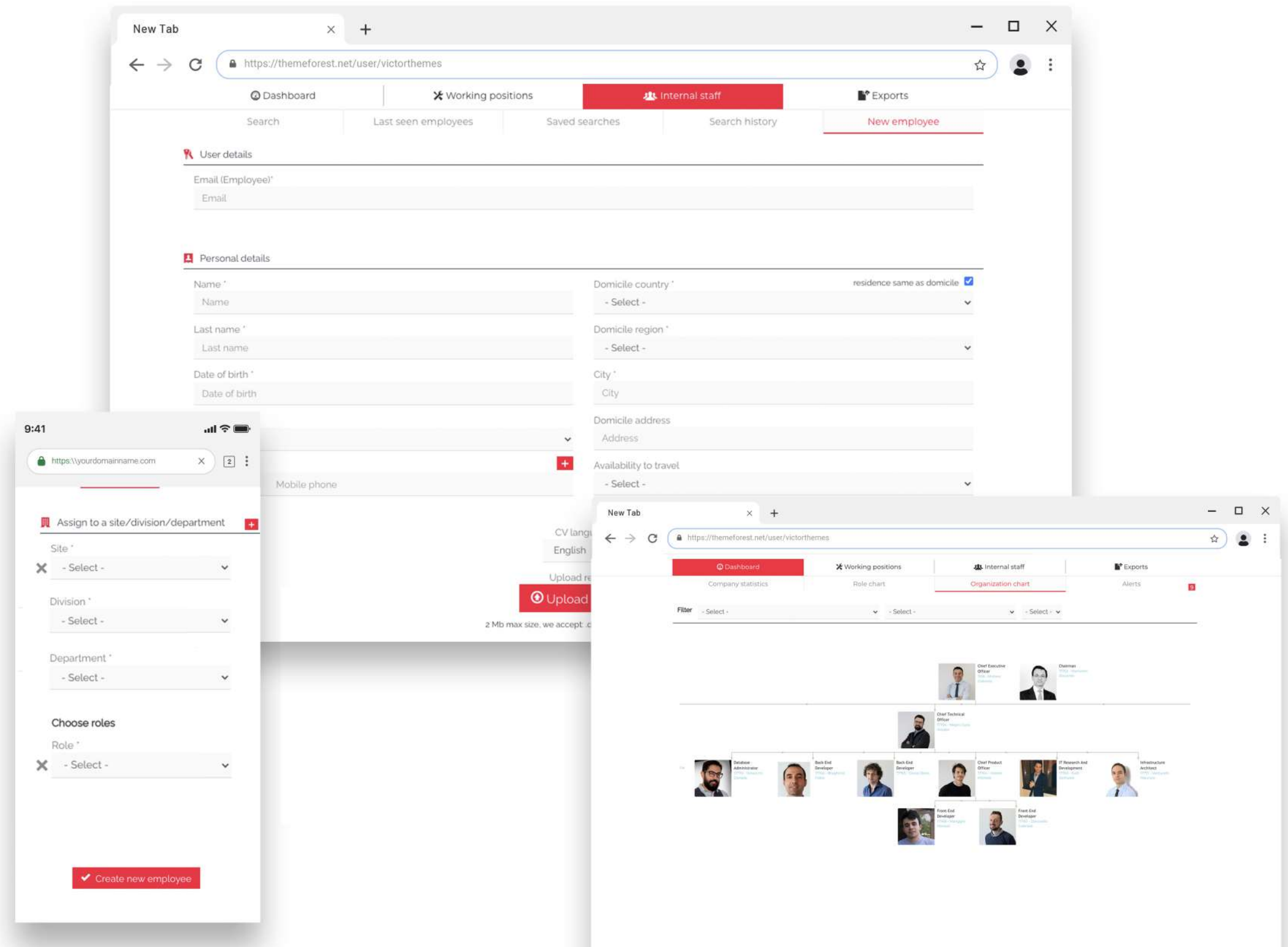
Once the candidates have been onboarded, the system automatically creates a dynamic company organization chart, which can be consulted both by role (visibility on the structure only, without any reference to individual employees) and by actual configuration (each collaborator is shown, within the 'organization 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. The form is divided into sections: '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. A 'Create new employee' button is at the bottom. The 'Organization chart' is visible on the right, showing a hierarchy of roles and their associated employees.



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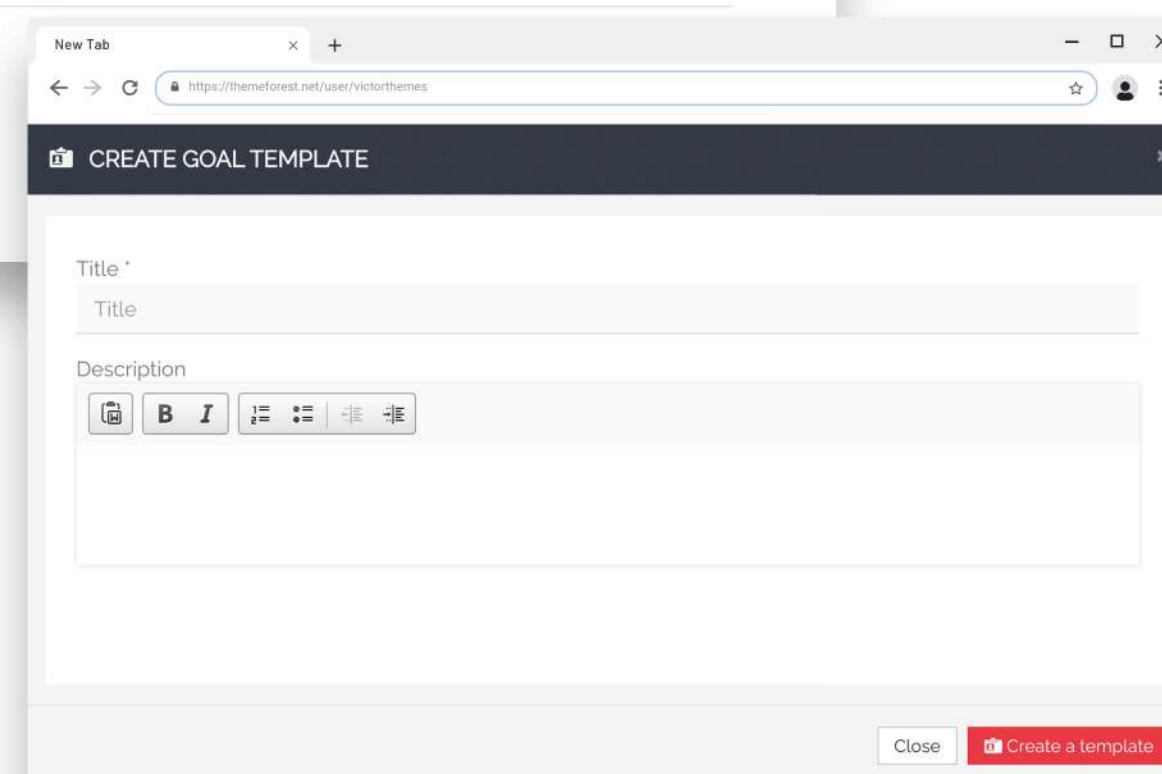
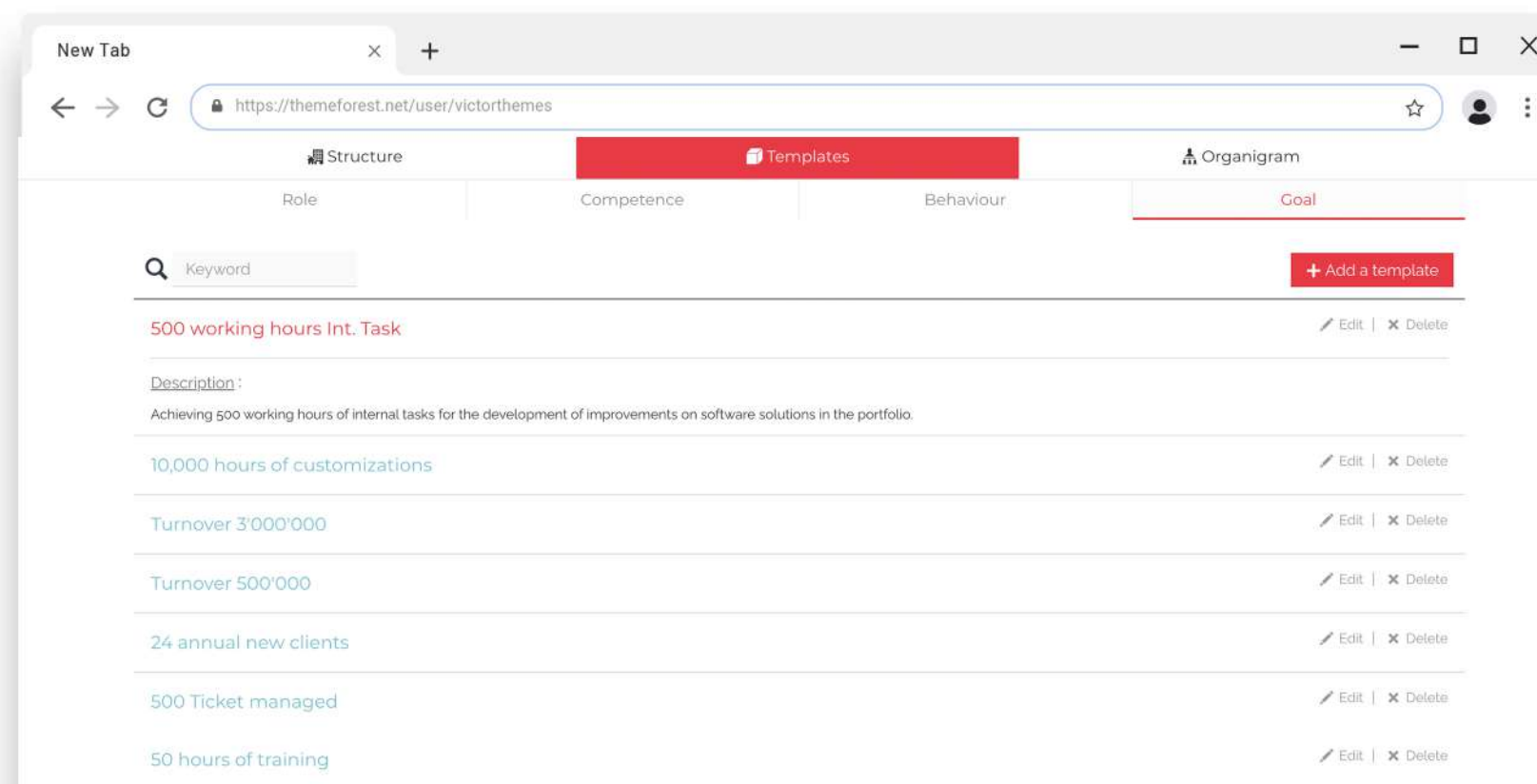
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Definition of targets

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.

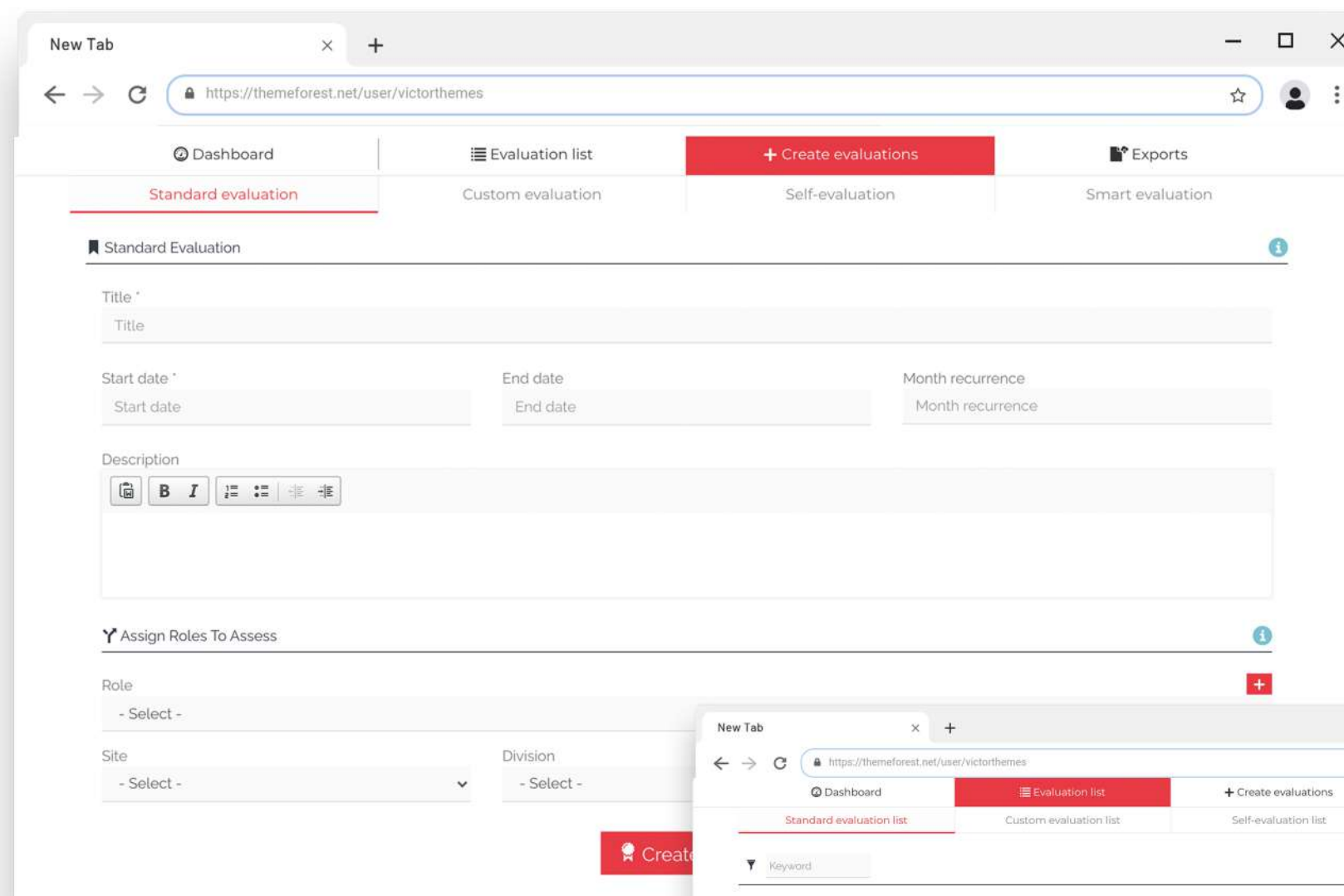
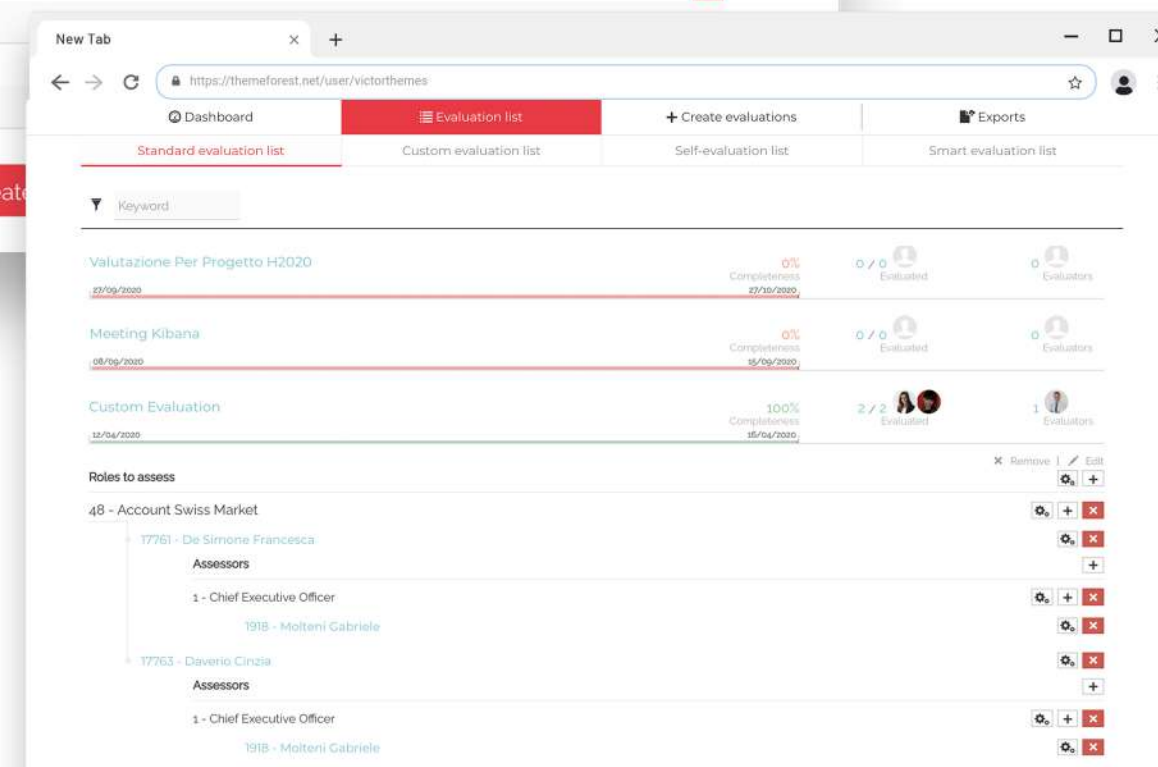




Evaluation events

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	Completion status	Evaluators
Valutazione Per Progetto H2020		23/09/2020	27/10/2020	0%	0 / 0
Meeting Kibana		08/09/2020	16/09/2020	0%	0 / 0
Custom Evaluation		12/04/2020	16/04/2020	100%	2 / 2

Roles to assess	Assessors
48 - Account Swiss Market	
17761 - De Simone Francesca	
1 - Chief Executive Officer	
1918 - Molteni Gabriele	
17763 - Daverio Cinzia	
1 - Chief Executive Officer	
1918 - Molteni Gabriele	



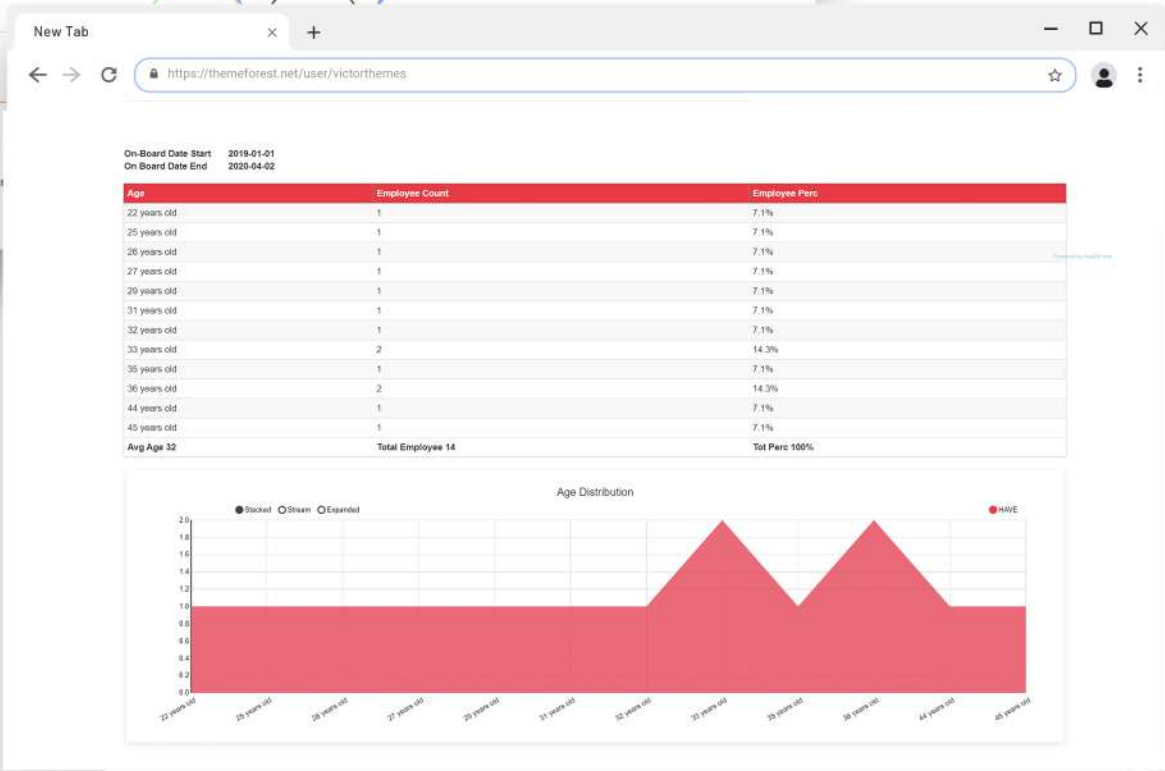
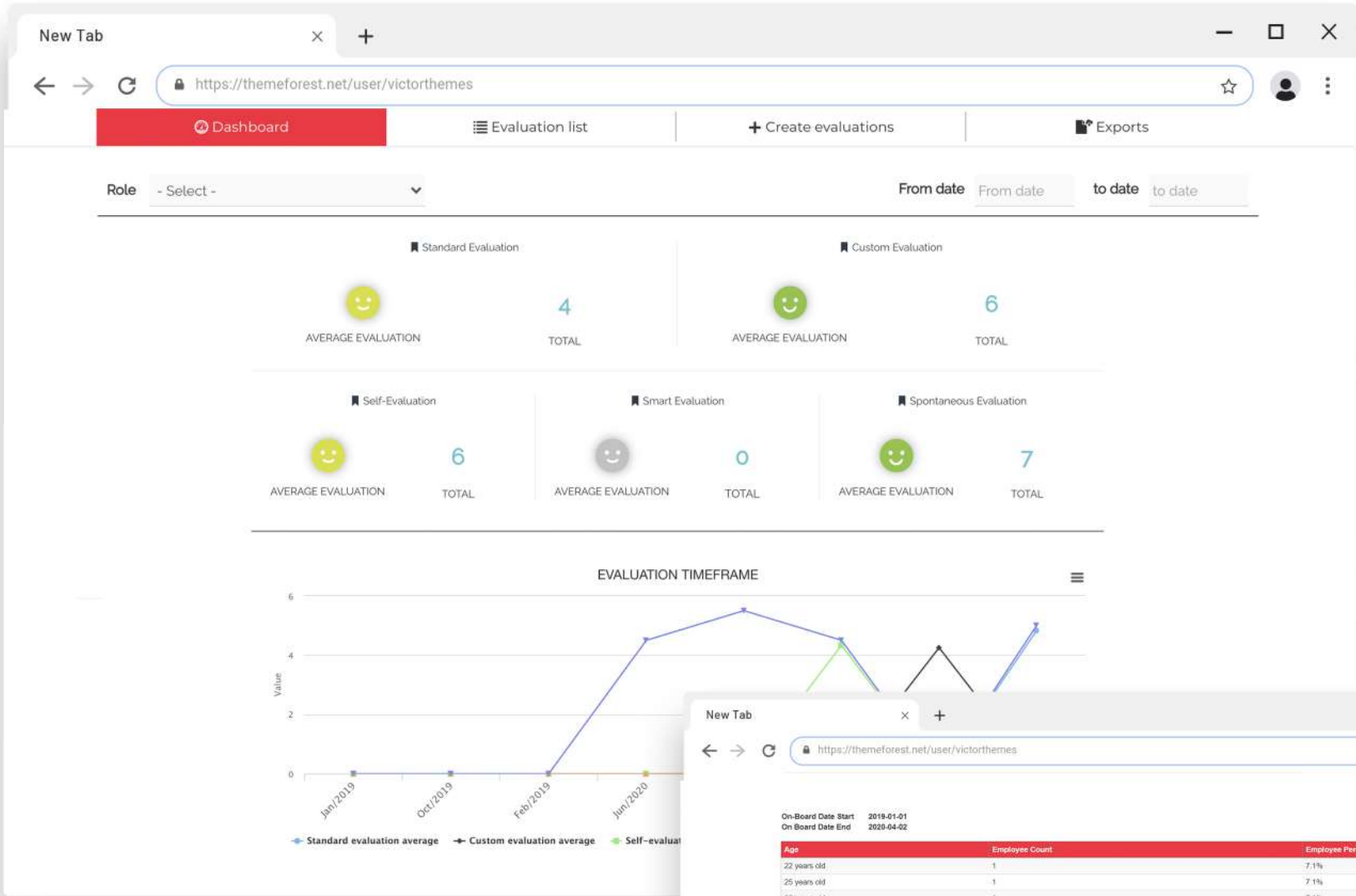
Evaluation dashbaord

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.





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Factory



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