

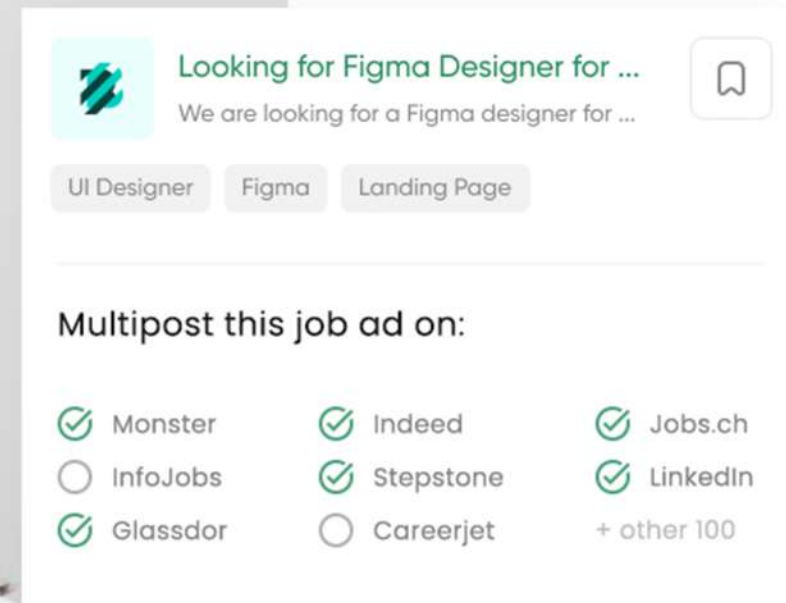
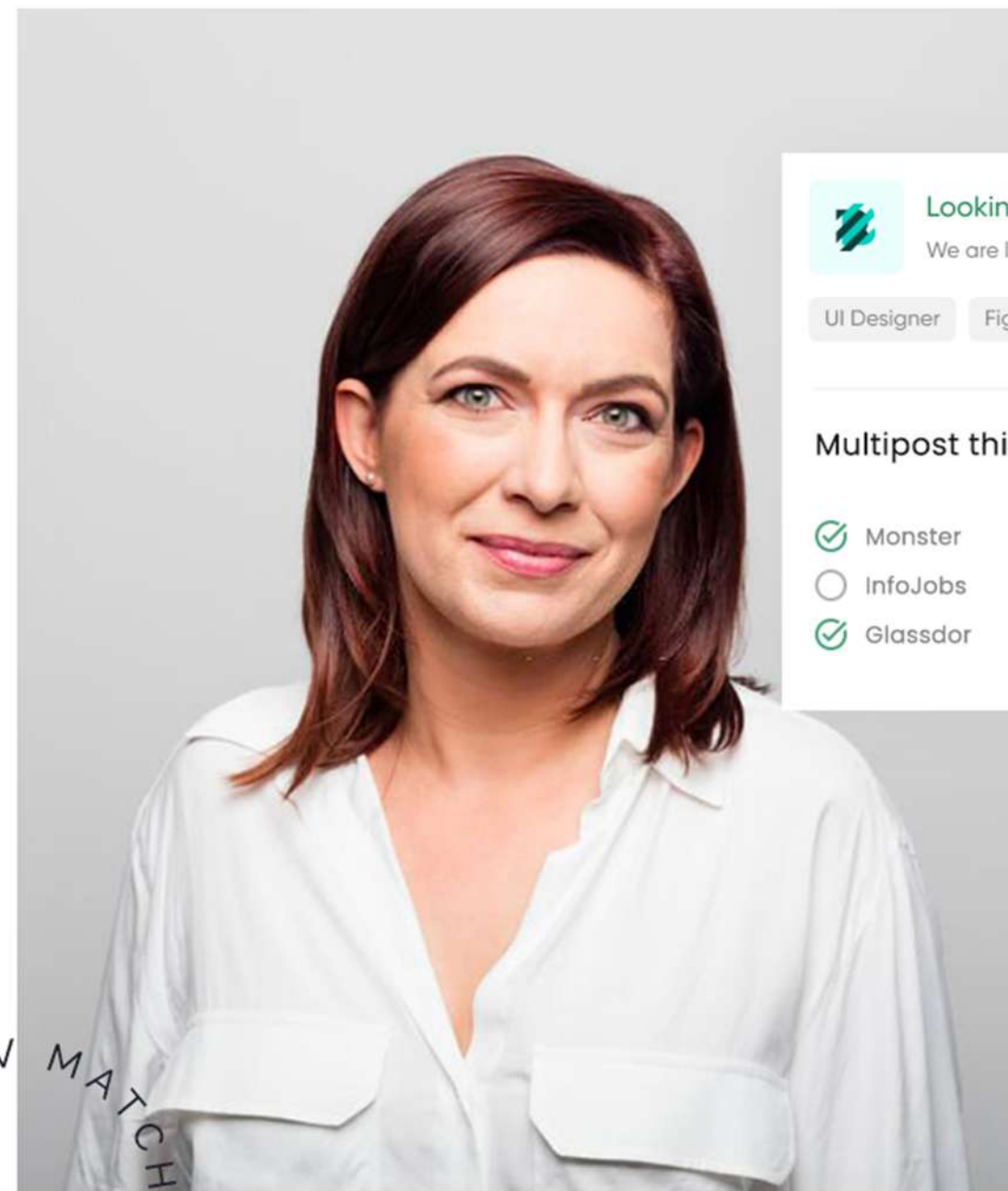


HR Tech  
Factory

# staffing agency

to manage customers and candidates  
within an all-in-one solution

TECHNOLOGY AI CV MATCHING



**Oriente**  
Agenzia per il lavoro

THE HUMAN FACTOR  
**nemensis**

**G** Group  
YOUR JOB, OUR WORK

**ETJCA**  
AGENZIA PER IL LAVORO

*inJob*

## crm

### Customer management

The CRM module allows you to manage all information relating to customers (personal data, company size, offices and contacts) within a single platform and to send profiles to end customer (dossier, share, proposed candidate and multimailing).

## ats

### Application management

The module includes: automatic screening of CVs, tools for multiposting, video interviews (automated and in real-time) and video CVs, hard and soft skills assessment tests of the candidate.

## analytics

### Reporting

An integrated agenda allows the monitoring of all the activities of recruiters, clients and candidates. A reporting module provides recruiting, selection and sales KPIs.

New Tab

https://themeforest.net/user/victorthemes

Dashboard

Client10+

Opportunity10+

Alerts5

Job Radar

Mailing lists

Exports

Updates10+

Last seen clients

New client

Advanced search

COMPANY DETAILS

Business name \*

Business name

Country VAT code

- Select -

VAT code regional office

VAT Code Regional Office

VAT code

VAT code

client with no vat code

Tax code

Tax code

Company size

- Select -

Client type \*

Suspect

Company sector \*

- Select -

Client's revenue

- Select -

- Select -

Tipo fatturazione

- Select -

Invoice code

Invoice code

Enable alerts

Split payment

Payment conditions

- Select -

PEC

PEC

New Tab

https://themeforest.net/user/victorthemes

COMPANY SITES

1.

Site name

Site name

Country \*

Italy

City \*

City

Headquarter

Phone

+39

Phone

Site status \*

First registration

Region \*

- Select -

Address

Address

Postal code

Postal code

Fax

+39

Phone

Payment conditions

- Select -

Cost center type

- Select -

Description

Cost center description

Description

Cost center description

Description

Cost center description

Create a new client

management of customer data, offices and contracts

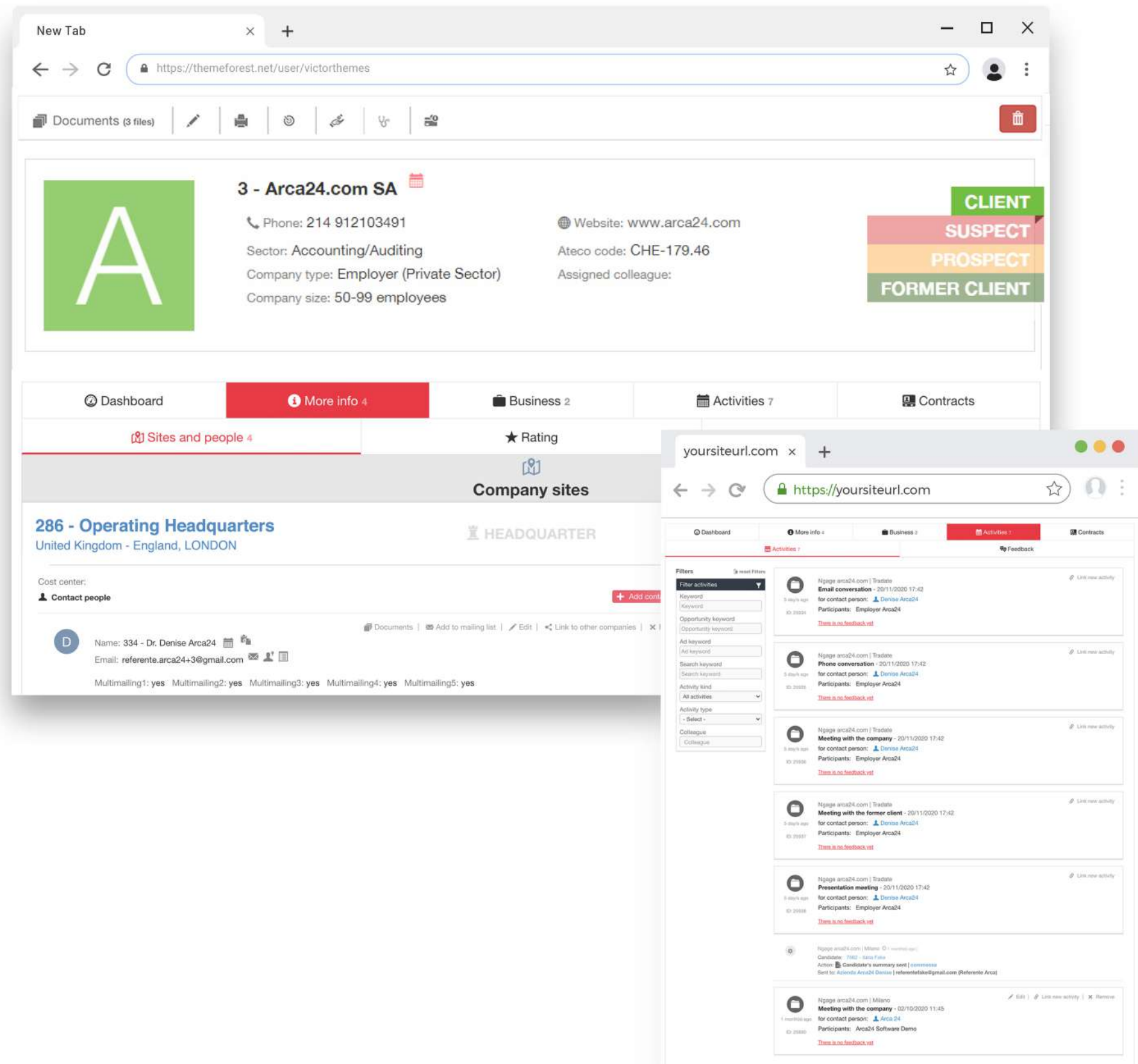
CRM allows you to manage all customer information concerning active clients, prospect and suspect companies from a single application, keeping all company data, size, sites and contact people for each branch.

## customer management

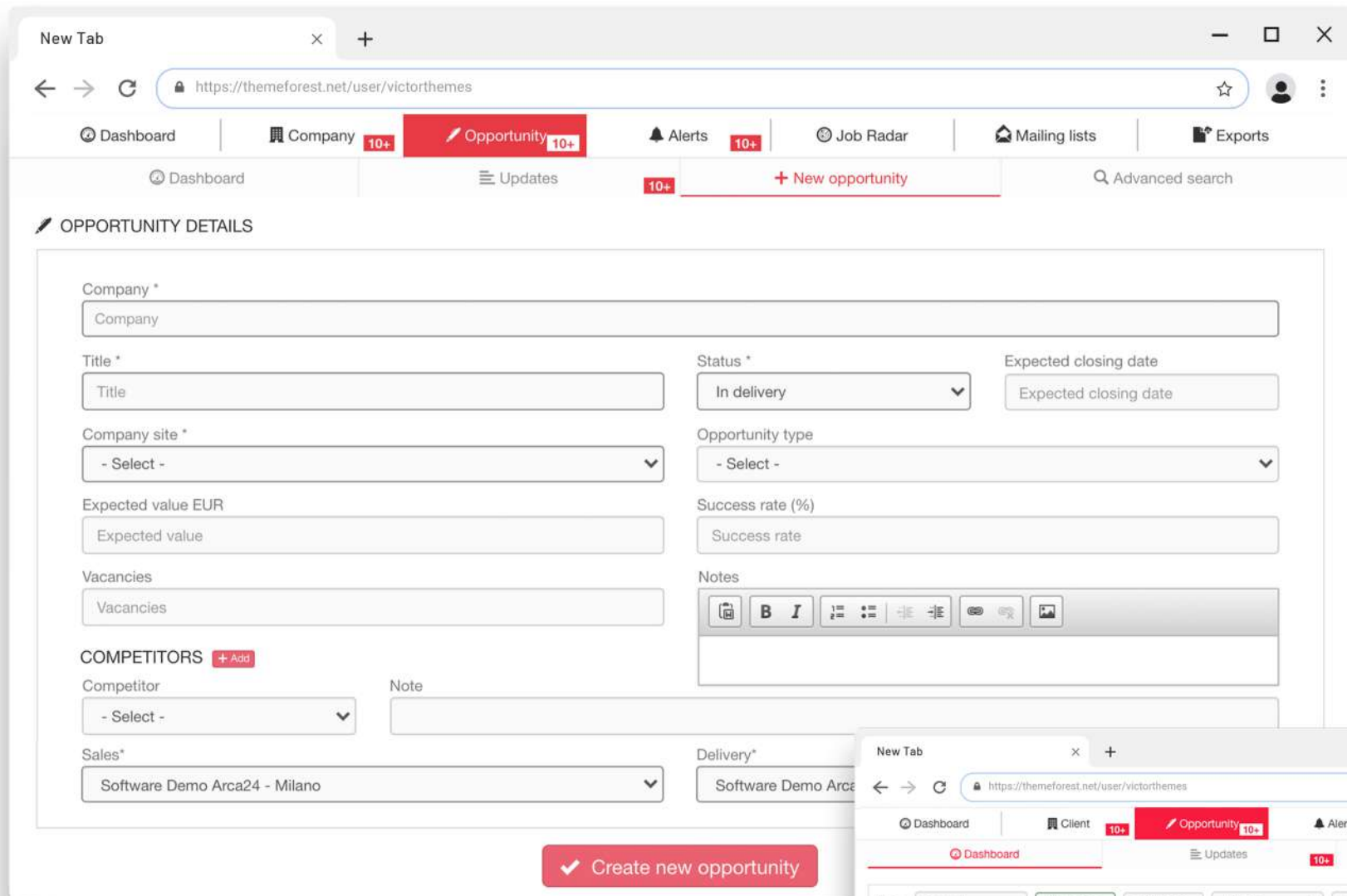
Within the customer section, you can set a status label (client, suspect, prospect, former client) and choose a date range in which to view: opportunity and pipeline (monthly and incremental report).

The system also allows you to:

- view details of company offices and contacts
- create new opportunities (job orders)
- monitor leads and competitors
- manage the activities
- express feedback







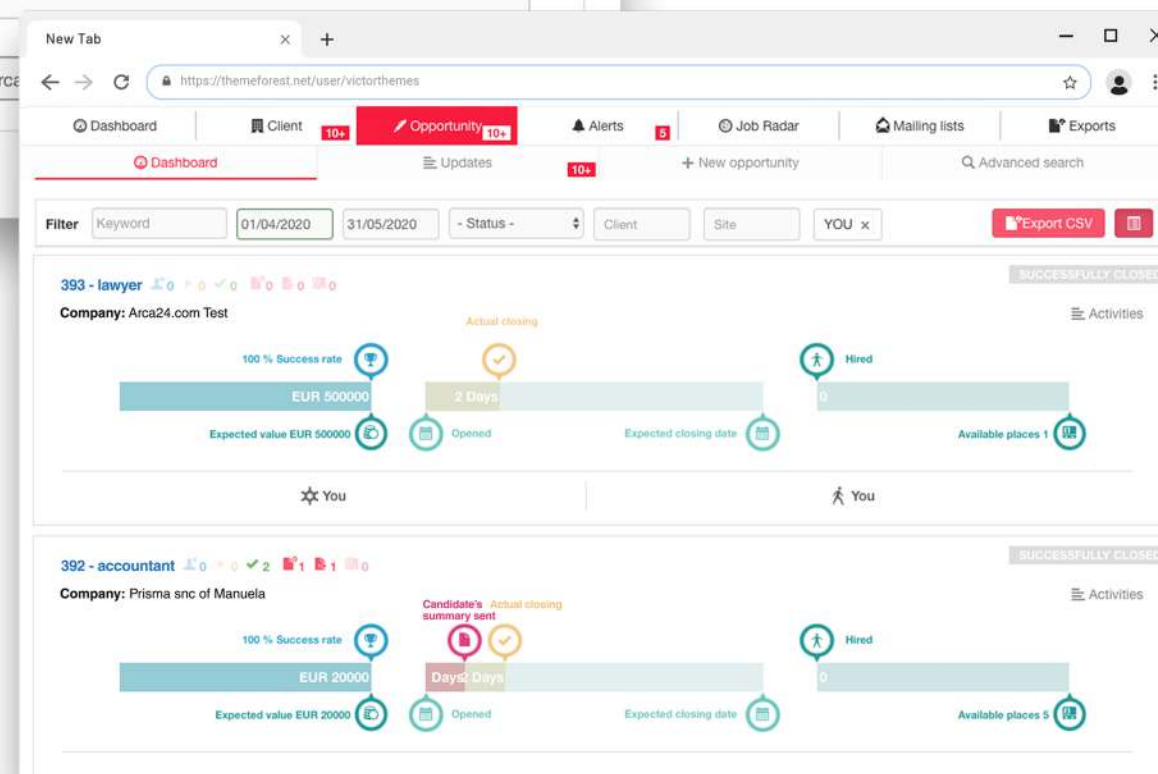
The screenshot shows the 'New opportunity' form in a web browser. The form is titled 'OPPORTUNITY DETAILS' and contains several input fields and dropdown menus. The fields are organized into two columns. The left column includes 'Company \*', 'Title \*', 'Company site \*', 'Expected value EUR', 'Vacancies', 'COMPETITORS' (with a '+ Add' button), 'Competitor', 'Note', 'Sales\*', and 'Delivery\*'. The right column includes 'Status \*' (with a dropdown menu), 'Expected closing date', 'Opportunity type' (with a dropdown menu), 'Success rate (%)', and 'Notes' (with a rich text editor). At the bottom right, there is a red button labeled 'Create new opportunity'.

## new opportunity

The system allows you to enter new opportunities (mandates) by filling out a simple form and manage all customer mandates within a single section.

*Competitors (\* optional module)*

It is possible to identify any competitors who are working on the same mandate.



## dashboard of job orders

All commercial information is collected in a specific section within the client's profile.

You can easily check all current job orders, by site and by recruiter, those successfully or unsuccessfully closed.

The system allows downloading data, which provides an overview of the company recruiting performance

## job radar

The system gathers together the job offers published on the main portals and keeps them for 90 days on its server. Almost in real time the consultants within the staffing agency can view both the latest job offers suitable for their research, and therefore referring to the same pool of talents, and the candidate research on which their competitors are working.

New Tab

https://themeforest.net/user/victorthemes

DashboardClient10+OpportunityAlerts5Job RadarMailing listsExports

SEARCH NEW JOB ADVERTISEMENTS

Search by \*

Job titleCompetitor

Insert the job title you are searching for (eg. Accountant, Programmer, Receptionist)

Search

WHERE?

Country \*

Italy

City and address \*

Milano Via roma

Check on map

Region \*

Lombardy

from 0 km to 30 km far from the selected address

Search

New Tab

https://themeforest.net/user/victorthemes

Go backYou are searching accountant in United Kingdom, England, LondonNew s

Filter job adsReset Filters

Order by

TOTAL 107 Job ads

New Tab

https://themeforest.net/user/victorthemes

You are searching accountant in United Kingdom, England, London

Go back

Q New search

Job titles ▾

Filter job ads

Reset Filters

Order by

date

Location

Address

Milano Via roma

from 0 km to 30 km far

Filters

Exact company name

Exact company name

Company name is different from

Company name is different from

☐ Include job agency

Create an alert

Save

TOTAL 107 Job ads

Vodafone - Financial Reporting Specialist

London, England - 02/10/2020

accountantbookkeeperauditor

We are looking for a Financial Reporting Specialist to support the Financial reporting close processes, ensuring continuous compliance to accounting principles?

INDEED

Clifford Chance LLP - Italy Head of Finance

London, England - 02/10/2020

finance managerauditorbookkeeperbusiness analystchief executive officer

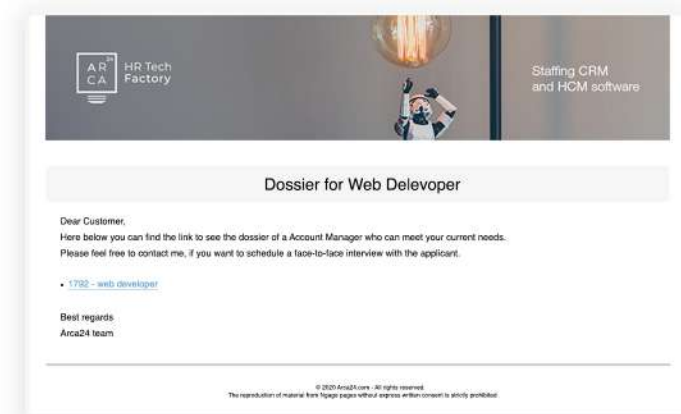
The Head of Finance, reporting to the Italian General Manager and to the Global CFO, is expected to play a key leadership role working closely with the Partners?

INDEED

## candidate's dossier

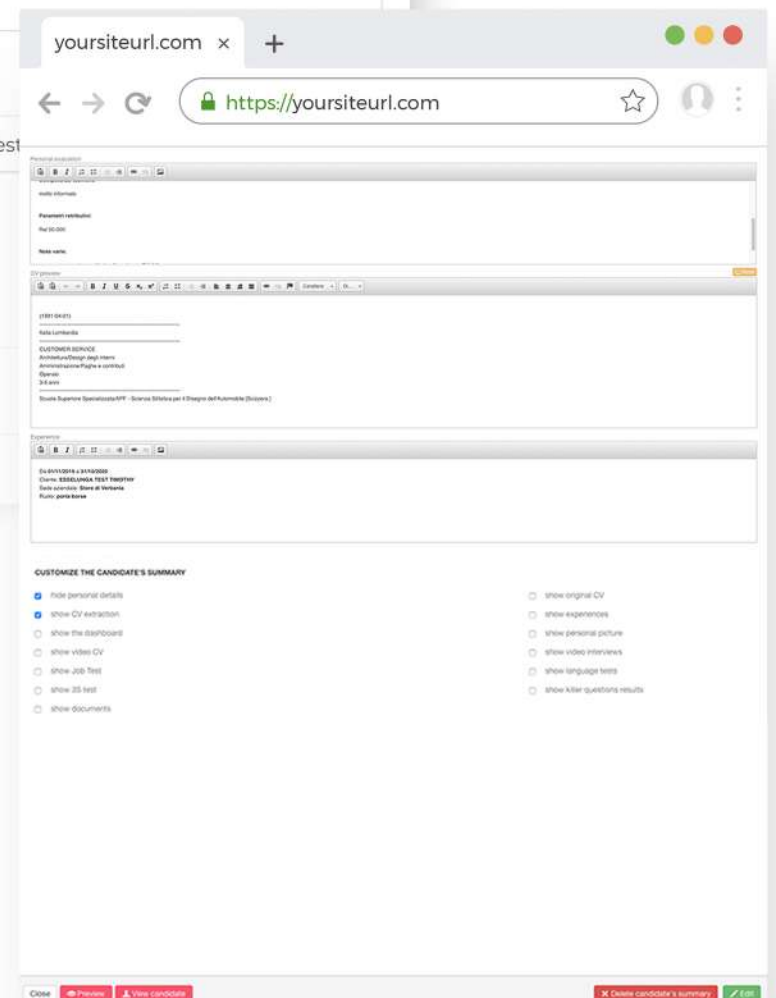
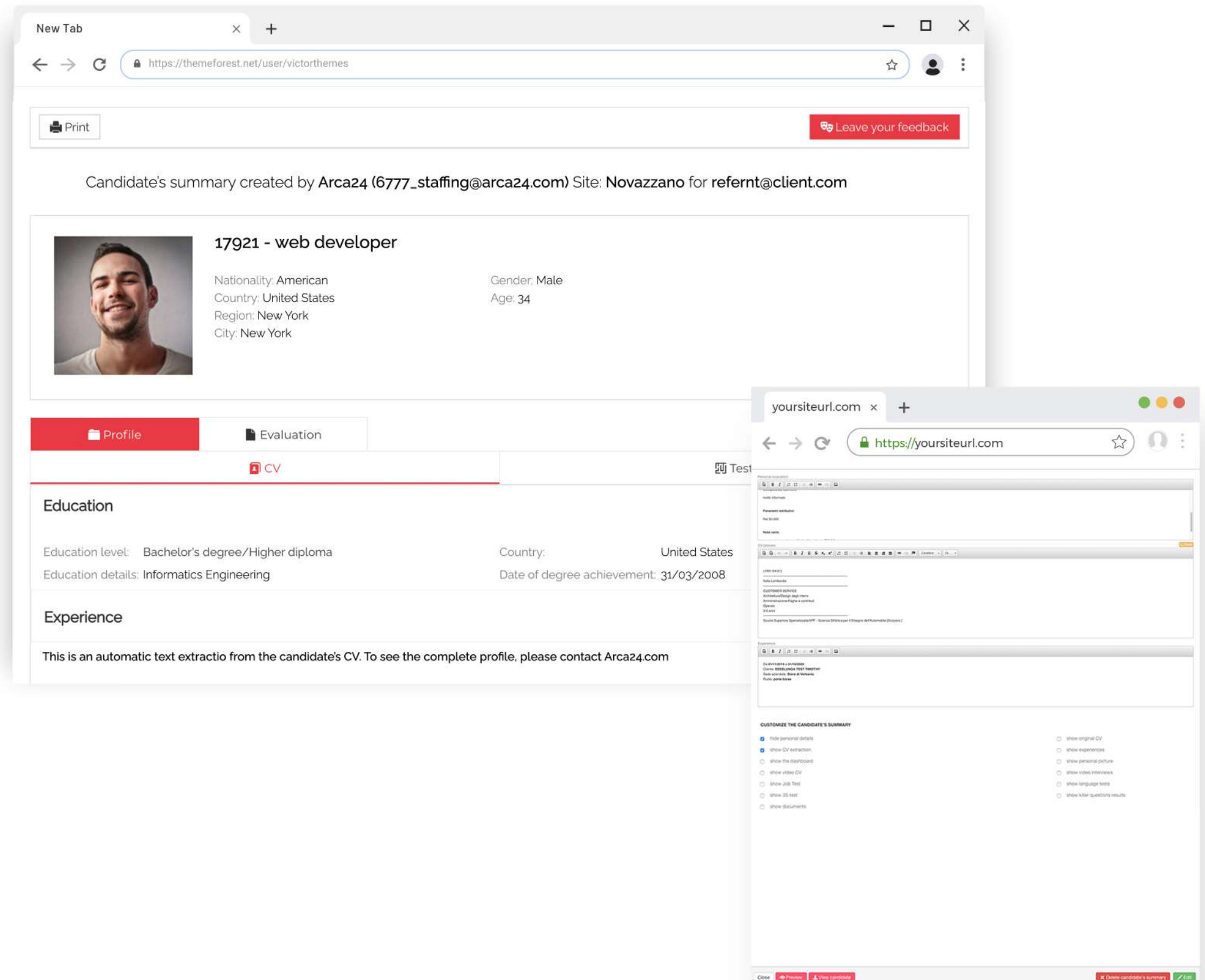
It is possible to send the candidate profile to the client directly from the candidate profile.

Through the profile configurator it is possible to decide what can be made visible to the client: photos, videos, tests, professional and personal evaluation and CV with unencrypted or with obscured personal data.

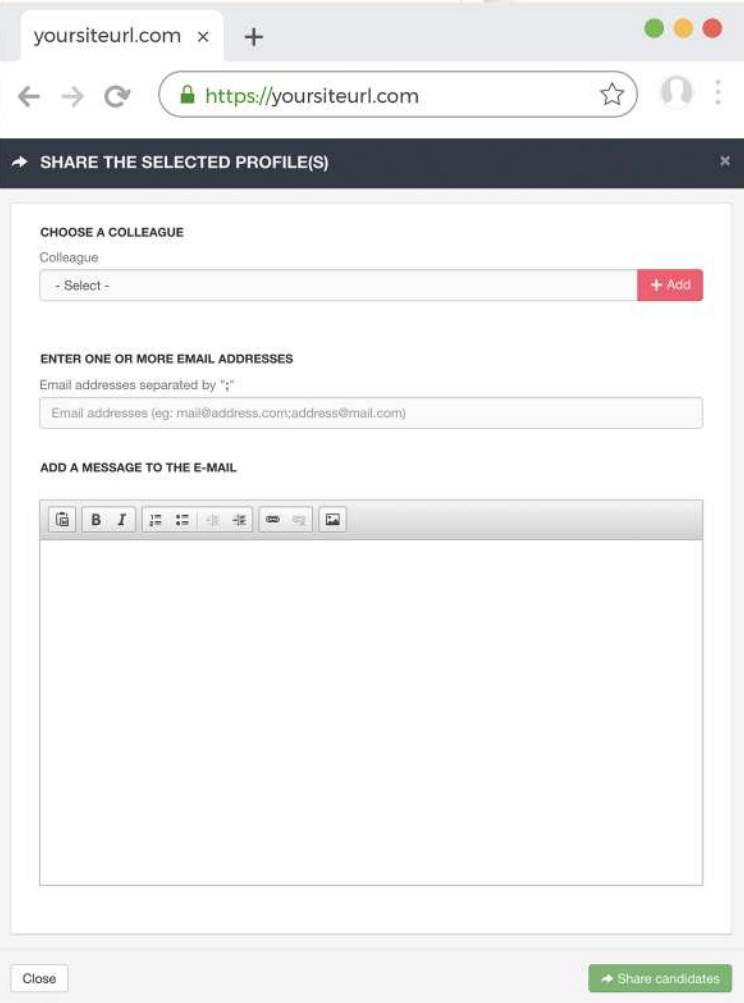
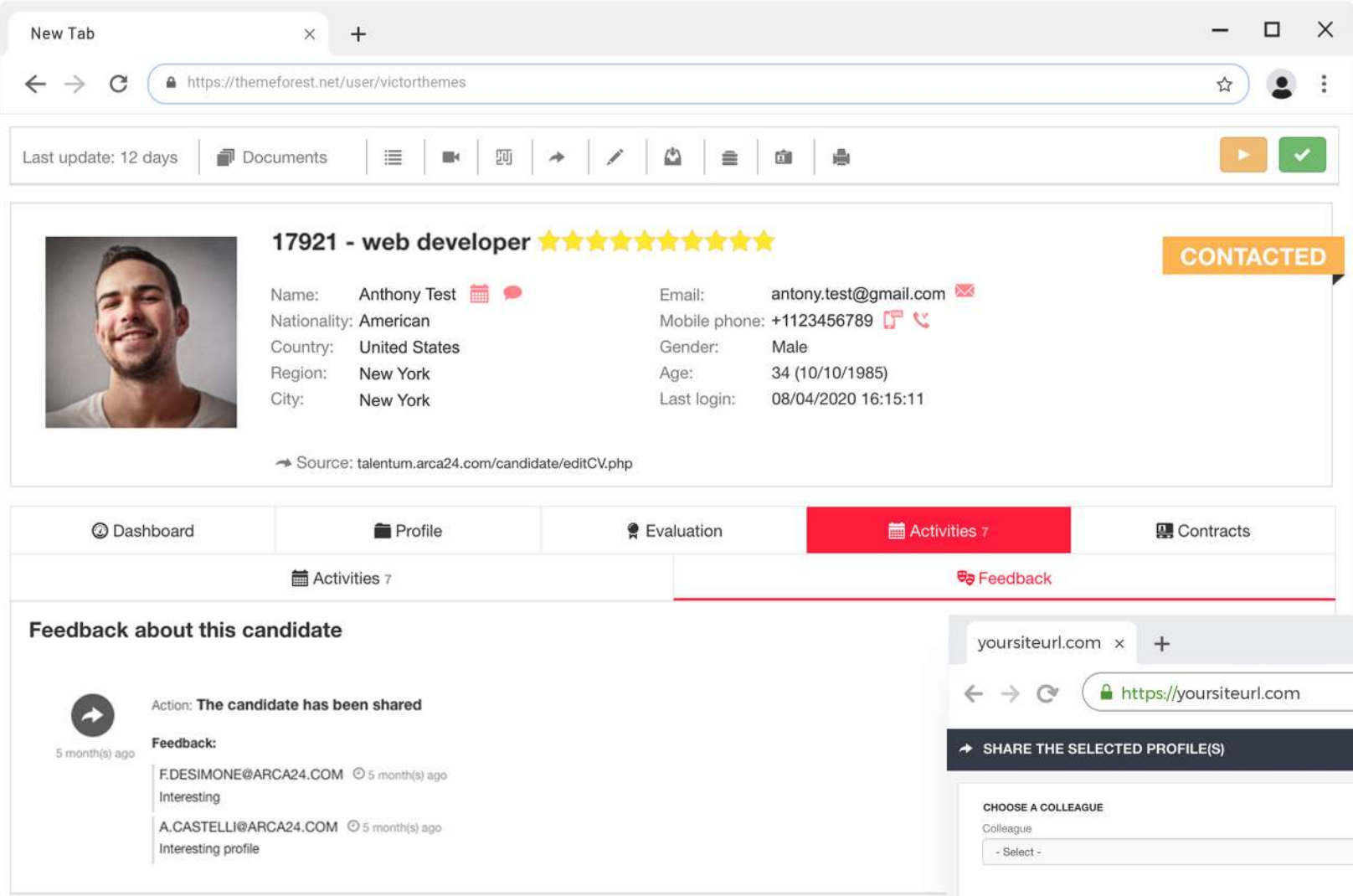


The customer will receive an email with one or more links, which are activated with an auto-login, to view the profiles received.

Within the dossier it is possible to add direct feedback on the profile sent.







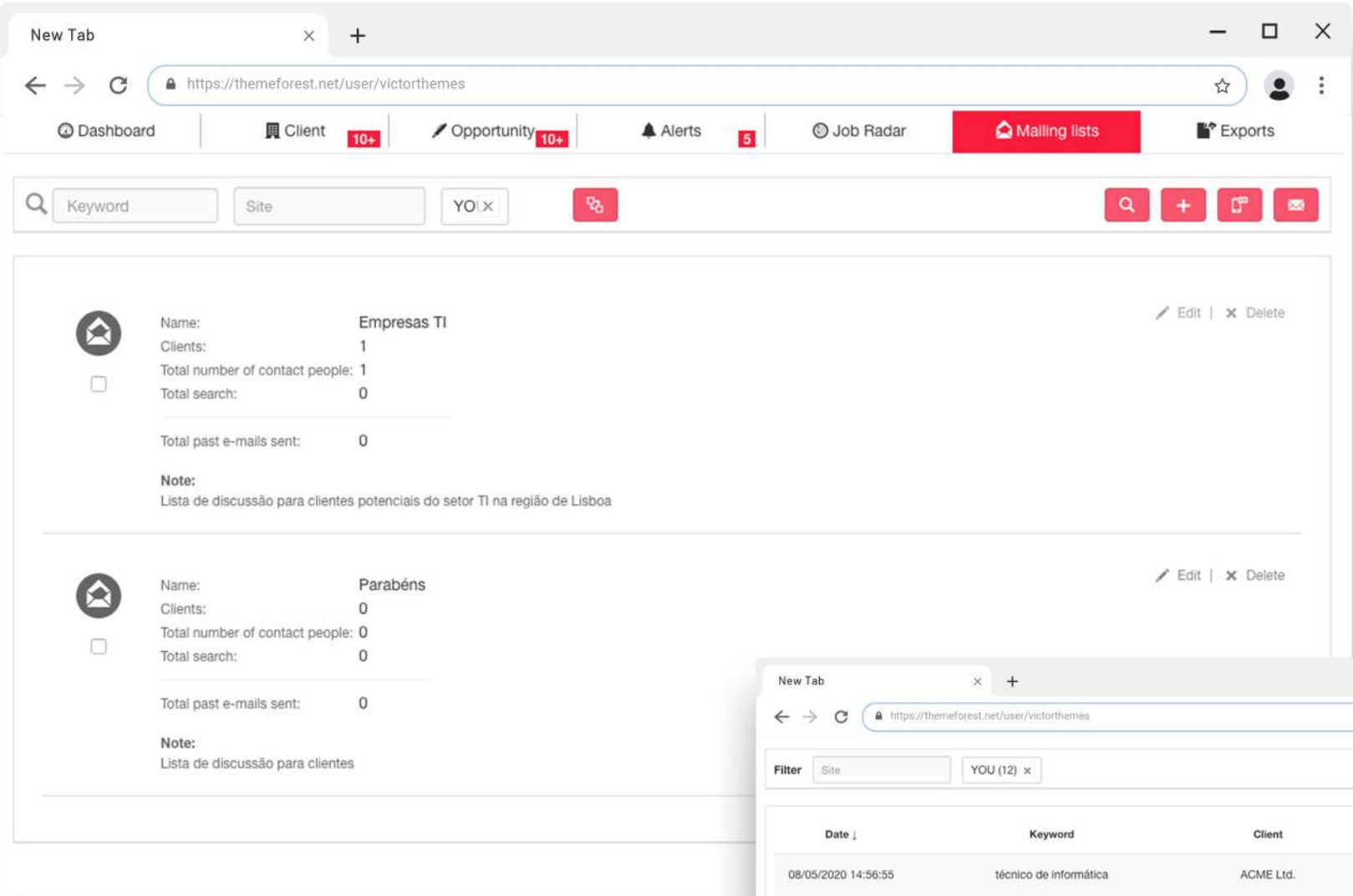
## share

It is possible to give your professional and personal evaluation of the profile and share the candidate's record with the "share" button.

The system keeps track of the sharing and feedback received.

It is also possible to share the candidate's record with people outside the organization.





Filter Site YOU (12) x				
Date	Keyword	Client	Contact Person	Send Automatically
08/05/2020 14:56:55	técnico de informática	ACME Ltd.	Mario Rossi	<input checked="" type="checkbox"/>
30/04/2020 11:54:09	magazziniere (Milano Via roma - 30 Km)	Arca24.com Test	Manuela Armigliato	<input type="checkbox"/>
22/04/2020 16:39:44	customer service (Milano Via roma - 30 Km)	Arca24.com Test	Manuela Armigliato	<input checked="" type="checkbox"/>
22/10/2019 16:38:25	contabile (Milano Via roma - 30 Km)	Prisma snc di Manuela	Mario Rossi	<input type="checkbox"/>
18/09/2019 10:55:38	web developer (Milano Via roma - 30 Km)	Arca24.com Test	Manuela Armigliato	<input type="checkbox"/>
16/07/2019 12:18:21	tabaccaio (Milano Via roma - 30 Km)	Arca24.com Test	Manuela Armigliato	Disabled by the contact person
22/03/2019 11:36:37	web developer (Milano Via roma - 30 Km)	Commercio SPA	Giuseppe Brenna	<input type="checkbox"/>
20/12/2018 18:19:54	web developer (Milano%20Via%20roma - 30 Km)	Arca24.com Test	Manuela Armigliato	<input checked="" type="checkbox"/>
19/10/2018 08:58:55	web developer (Milano%20Via%20roma - 30 Km)	Arca24.com Test	Cinzia Daverio	<input checked="" type="checkbox"/>
24/09/2018 08:55:40	programmatore (tradate - 500 Km)	Arca24.com Test	Manuela Armigliato	<input checked="" type="checkbox"/>

**multimailing**

It is possible to send individual emails to customers or mass emails. Once the list of recipients has been defined, you can start creating a message, inserting text and any attachments and defining the sending time.

The system also allows sending CV preview lists of the candidates available in the database as a suggestion and commercial proposal.

**proposed candidate**

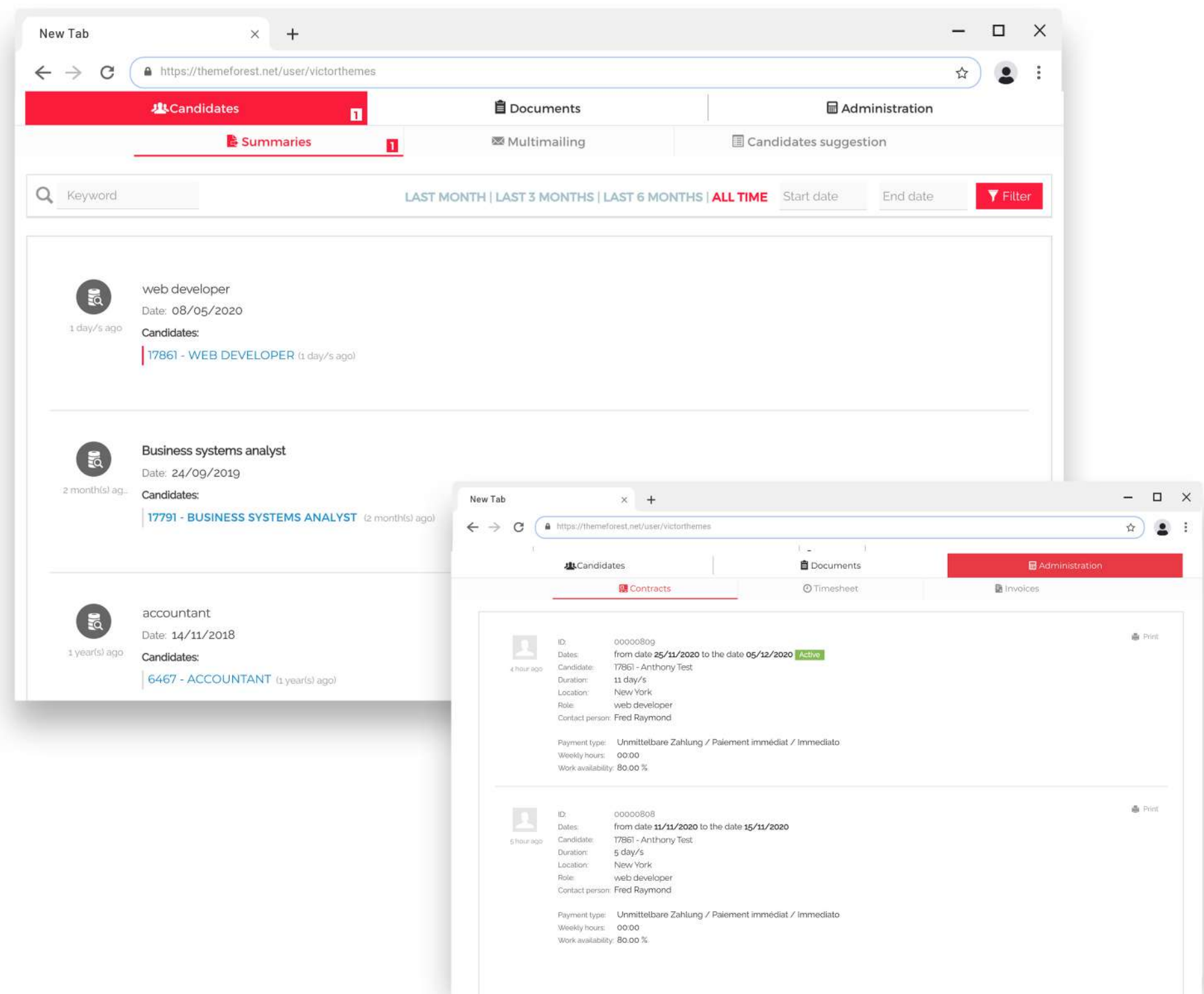
Within the customer profile it is possible to create automated candidate lists.

A "flag system" allows you to decide whether to notify new candidates directly to the client or whether to send a communication to the recruiter first.

## customer personal area

A personal area can be created for each customer where all the profiles received through: multimailing, sending the dossier and "proposed candidate" methods are always available.

There is a dedicated section where all the shared documents are available and can be consulted, which can be downloaded at any time.



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The module includes: automatic screening of CVs, tools for multiposting, video interviews (automated and in real-time) and video CVs, hard and soft skills assessment tests of the candidate.

## analytics

### Reporting

An integrated agenda allows the monitoring of all the activities of recruiters, clients and candidates. A reporting module provides recruiting, selection and sales KPIs.



The image shows a web browser window displaying the 'Post a job ad' form. 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 of the form.

Overlaid on the bottom right is a 'MULTIPOSTING' modal window. It lists various job boards and social networks where the ad can be posted. The modal is divided into three sections: 'Post on free job boards', 'Post on payable job boards', and 'Post on social networks'. A 'Start multiposting' button is at the bottom.

**Post on free job boards:**

- jobico.ch
- Indeed.com
- jobrapido.com
- Neptuno.it
- jobzone.it
- Contentorato.ch
- joba.nzz.ch
- Mundio.it
- Infopba.it
- 10000jobs.ch
- Scout24Jobs.com
- jobup.ch
- jobupha.com
- Doc.com.mx
- InfoPraca.pl
- joba.ch
- Bakula.it

**Post on social networks:**

- LinkedIn
- Facebook
- Google+
- Twitter
- Xing

## 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:



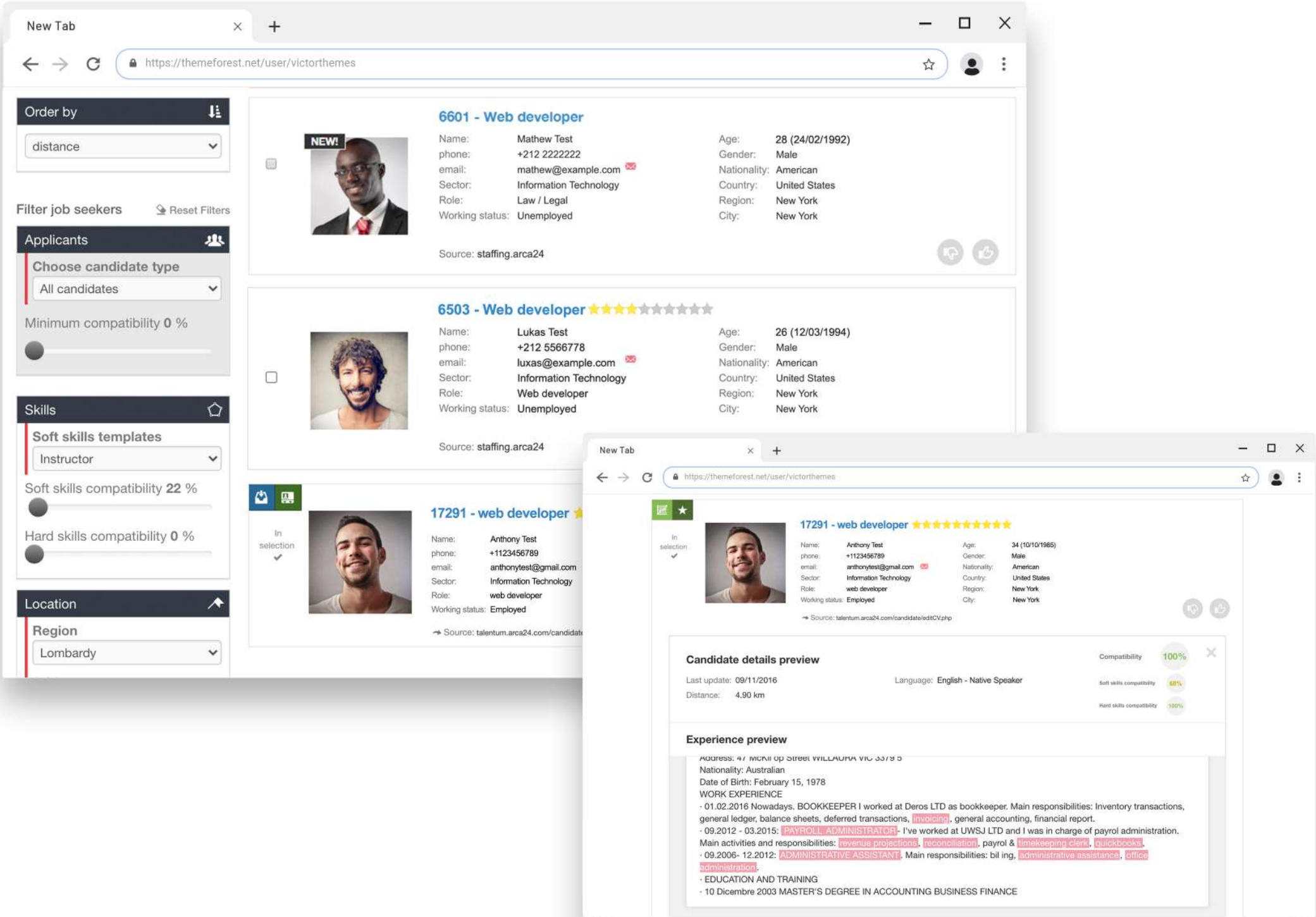
## main filters

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

Dashboard Profile Evaluation Activities 10+ Contracts

CV Videos Test

**KILLER QUESTIONS SETUP**

CREATE QUESTIONS

**Job test**

**Guardian**

The "Sentinels" are not discouraged in face of anything. They are firmly convinced that everything that revolves around them needs to be constantly monitored and they are able to do it on behalf of others as well. The Vigilantes are active defenders of harmony, order, and mutual respect within a group.

This job seeker performed the Job Test on 12/11/2020

**Psychological styles**

Psychological Style	Percent
Authoritarian leadership	71.43%
Dominance	65.71%
Planning style	48.57%
Creative style	42.86%
External locus of control	42.86%
Social self efficacy	42.86%
Emotional instability	31.43%
Personal value perception	14.29%
Independence	14.29%
Open mindedness	14.29%
Emotional intelligence	14.29%
Analytical style	14.29%
Conscientiousness	14.29%
Social desirability	14.29%

The test was developed by an Italian certified work psychologist. The test result is in no way intended to express judgements and will not have any prejudicial consequences. It only has information purposes. The results are calculated through an anonymous algorithm statistically determining potential attitudes and behaviours in the workplace. As it is only a questionnaire, and not a complete and detailed analysis, the results might be non-exhaustive and only indicative; for that reason they must be considered as purely indicative. The percentages shown are only aimed at sorting the potential attitudes, but they are not a measuring element. The test has no legal value and can in no way replace a professional certification.

## candidate's profile

Within the candidate's profile you can:

- attach documents
- request tests
- video interviews and CV videos
- communicate via e-mail, SMS and chat
- express direct assessments on the profile
- share the profile with colleagues.

All activities of the candidate are mapped.



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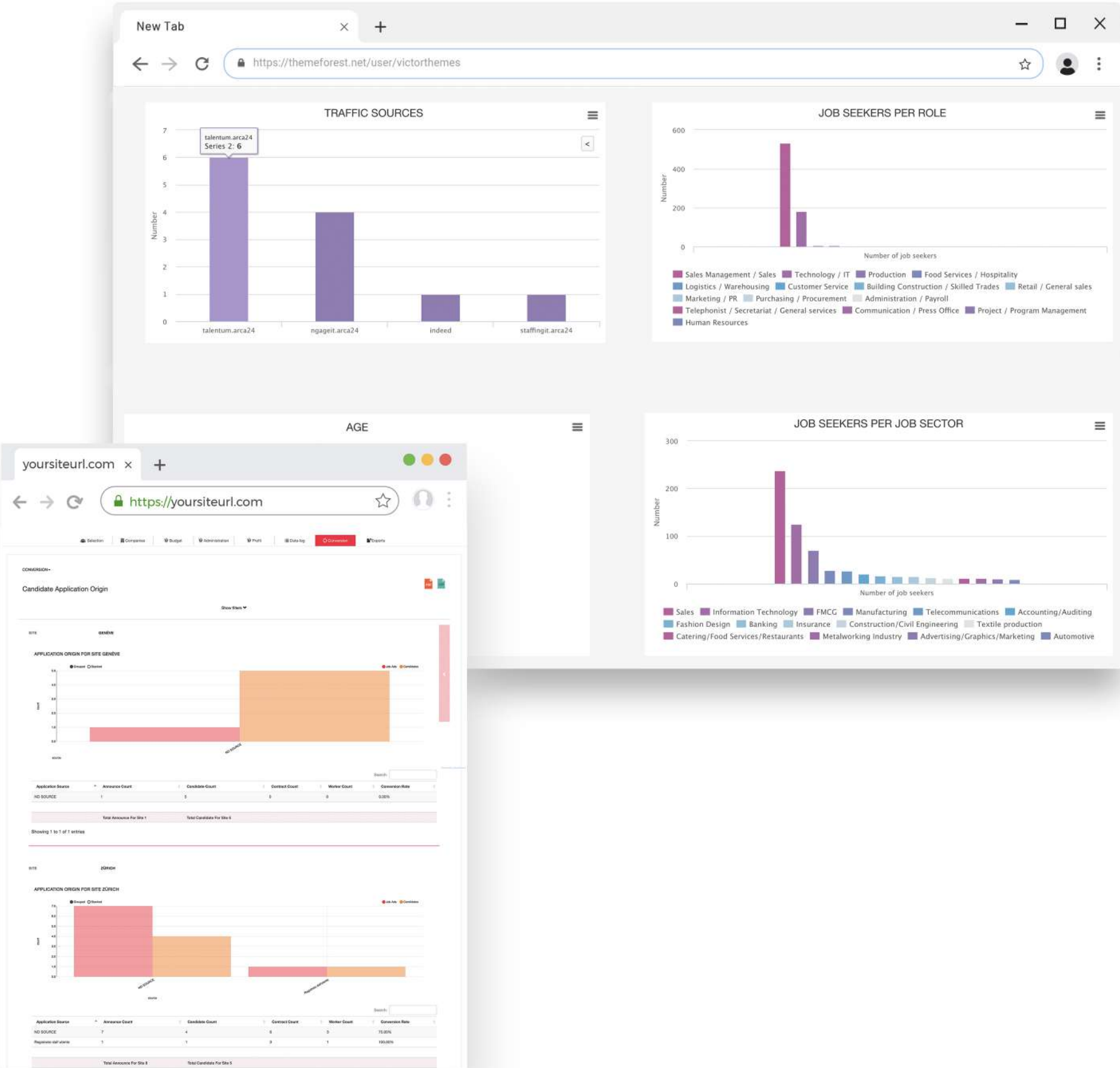
## analytics

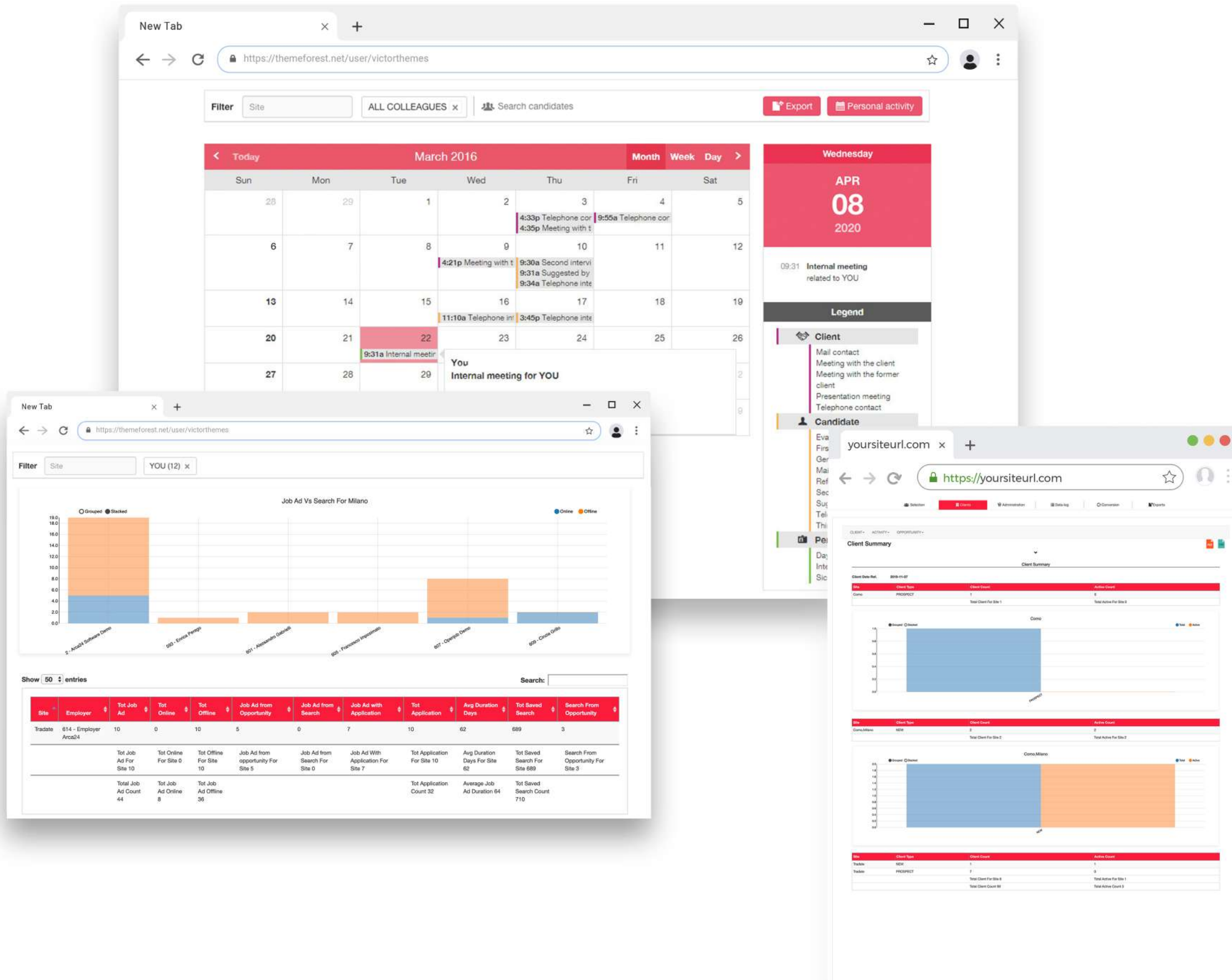
### Reporting

An integrated agenda allows the monitoring of all the activities of recruiters, clients and candidates. A reporting module provides recruiting, selection and sales KPIs.

### conversion KPIs

The report shows the origin and number of applications registered in the system up to today's date, the number of candidates who have applied and how many have / have had contracts on the dates indicated in the filters.





## agenda

The agenda shows the activities with customers, candidates and internal staff and is integrated in the other software modules.

All company activities and appointments are tracked within a single tool.

## commercial KPIs

It is possible to extract all the detailed data of the customers (prospects and assets), the activities carried out with each of them and the opportunities managed, querying the database for: period, headquarters and company.

## selection KPIs

It is possible to analyze all the details of each individual process by cross-referencing the data for recruiters, locations and time periods.

Statistics are also available on the activities carried out with the candidate, on the dossiers and profiles shared with the client and it is possible to analyze the candidates by recruitment channel.

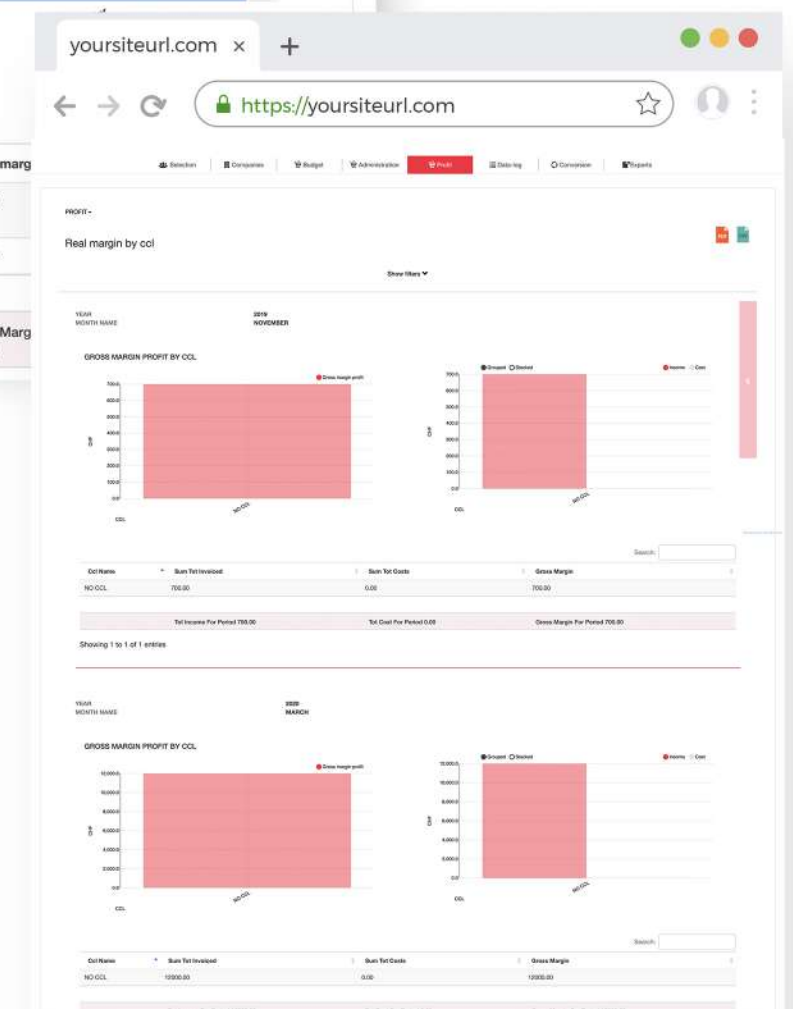
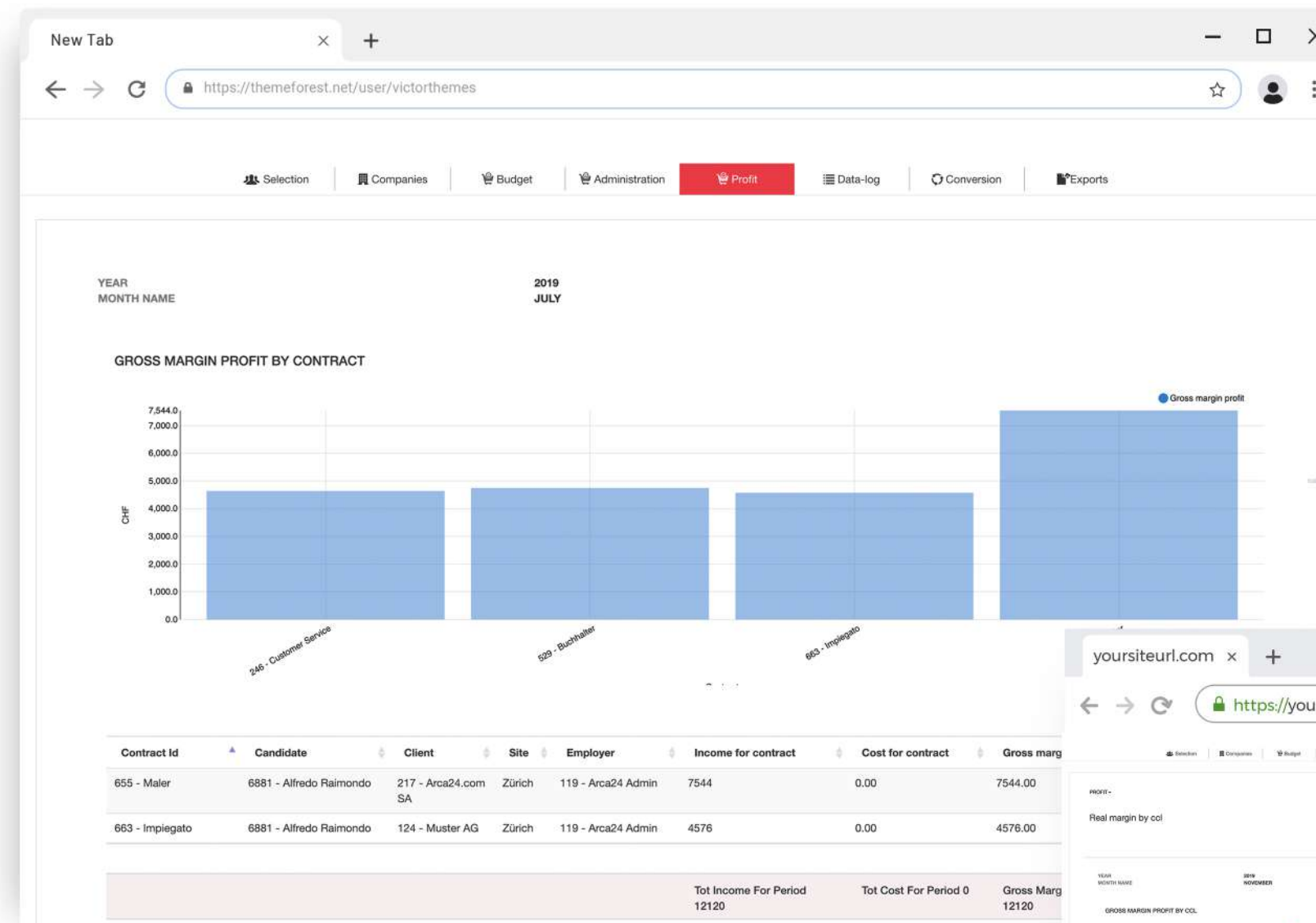


## margin analysis

You can extract reports for:

- customer
- contract
- contact person
- branch / employer

The system also allows you to compare the theoretical and real margin analyzes for check the agency's progress.





HR Tech  
Factory



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