



HR Tech  
Factory

FOR LARGE COMPANIES AND SMEs

# Talentum ATS

Talentum ATS is an innovative artificial intelligence-based Applicant Tracking System, winner of the 2023 HR Tech Awards for the Talent Acquisition category.

Front end developer



Natalie Schmid  
Front end developer

100% COMPATIBILITY



Matthias Hueber  
Front end developer

96% COMPATIBILITY



Tobias Brandt  
Web developer

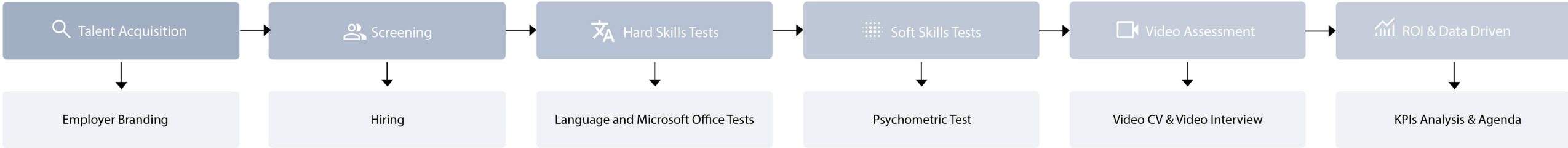
50%  
Recruiting time  
reduction



2:24 / 6:02

How long have you worked in the IT sector? (2 min)  
In which sector did you work before? (2 min)

## Talentum | Search & Selection



**Rena Johnston**  
Front end developer

**PROFILE COMPATIBILITY: 96%**

**semantic tags**

- web developer
- front ent developer
- HTML
- CSS
- ASP.NET
- Ruby
- SEO optimization

**International & business languages**

**Non-european languages**

**Microsoft Office 365**



**Question 1 - What are you looking for from a new position?**

6009 - Front ent developer Rating: ★★★★★



- Job posting on the website
- Referral link
- Bi-directional job multi-posting on more than 150 platform
- Talent pool
- Candidate's area

- CV matching with multilingual AI (6 languages available)
- Automatic candidate ranking
- Activities
- Assessment and profile sharing
- Hiring
- Staff request module

- Killer questions
- Adaptive tests (test's difficulty adjusts to the performance of the candidate):
- Language proficiency tests (international, non-European and business languages)
- Microsoft Office tests and accounting test for the Italian market (Italian accounting, system)

- Job Test
- Psychometric tests (soft skills, personality factors, cognitive skills and psychological typologies).

- Video CV
- Live video interview
- Deferred video interview
- On-demand video Interview

- Selection KPIs
- Traffic Source KPIs
- ROI Hiring
- Traffic Source Agenda

## Talent Acquisition

Creating job offers and increasing their visibility through multiposting.

## Screening

Automatic screening of CVs and assessment of candidates by tests.

## Hard Skills Tests

Adaptive testing of hard skills and multiple-choice questionnaires.

## Soft Skills Tests

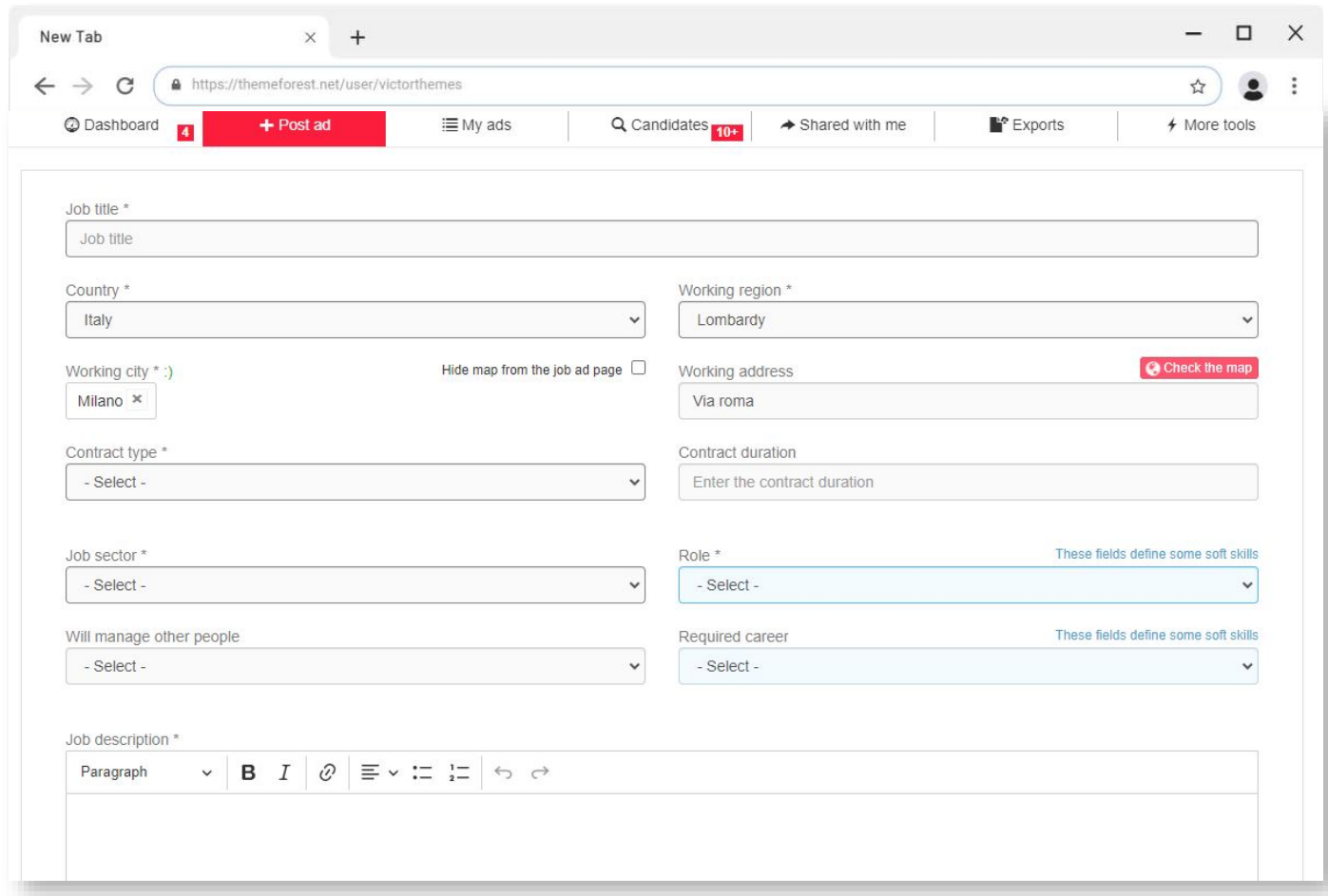
Psychometric tests to screen candidates.

## Video Assessment

Assessment of candidates through video recruiting tools.

## ROI & Data Driven

The software collects all recruiter activities and provides conversion and recruiting KPIs.



The screenshot shows a web browser window with the URL <https://themeforest.net/user/victorthemes>. The navigation bar includes links for Dashboard, Post ad, My ads, Candidates (10+), Shared with me, Exports, and More tools. The main form contains the following fields:

- Job title \*: Text input field with placeholder "Job title".
- Country \*: Dropdown menu with "Italy" selected.
- Working region \*: Dropdown menu with "Lombardy" selected.
- Working city \*: Text input field with "Milano" and a close button. Includes a checkbox for "Hide map from the job ad page" and a "Check the map" button.
- Contract type \*: Dropdown menu with "- Select -".
- Contract duration: Text input field with placeholder "Enter the contract duration".
- Job sector \*: Dropdown menu with "- Select -".
- Role \*: Dropdown menu with "- Select -". Includes a note: "These fields define some soft skills".
- Will manage other people: Dropdown menu with "- Select -".
- Required career: Dropdown menu with "- Select -". Includes a note: "These fields define some soft skills".
- Job description \*: Rich text editor with a toolbar containing Paragraph, Bold (B), Italic (I), Link, List, Unlist, Undo, and Redo.

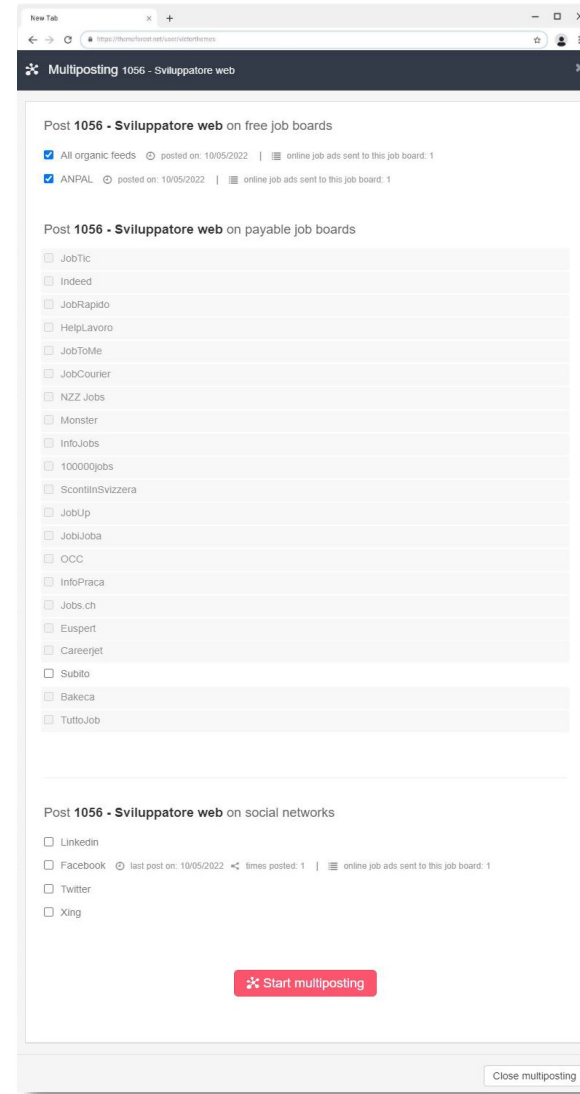
## Publishing a job offer

After you have filled in a very simple form, your job advertisement is automatically published on your company website.

## Multiposting

Thanks to an integrated multiposting system, job offers can be published on social networks and other recruiting platforms.

- All-in-one tool: in just one tool, you can create your job advertisement and post it simultaneously on multiple platforms with one click.
- Return of candidates within the ATS: applications from all organic and sponsored job advertisements are collected directly into the Applicant Tracking System
- Integrated ecosystem: more than 150 recruitment channels such as job portals, social networks and paid and free job aggregators are available.



# +150

integrated job boards and social networks








## Candidate's personal area

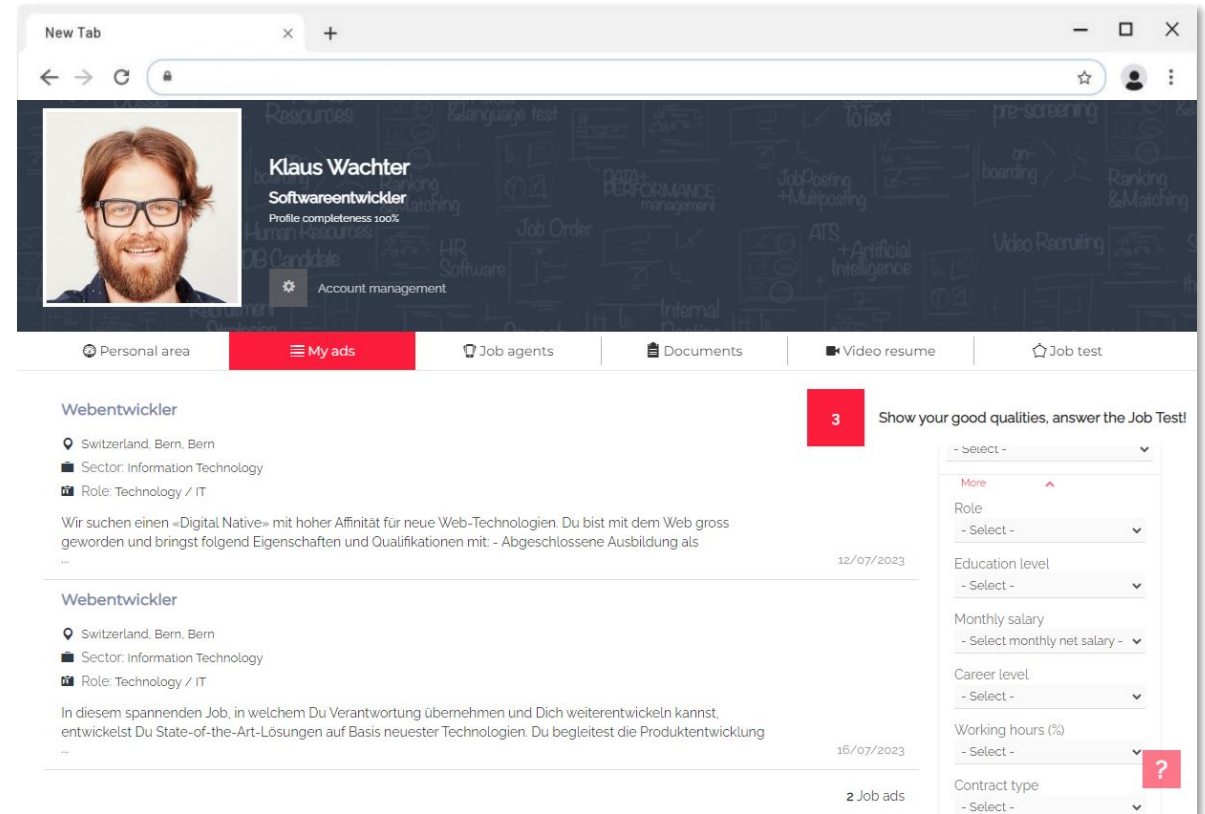
Within his/her personal area, the candidate can:

- edit his/her profile data (CV, cover letter, etc.)
- read notifications
- view jobs to which he/she has applied
- upload documents that he/she wishes to make visible in the profile
- take an aptitude test (Job Test)
- record a video CV (optional module)
- exercise his/her right to be forgotten and to data portability

## Job Agent

*Optional module*

Tool enabling the candidate to receive an automatic weekly e-mail containing job advertisements that are suitable to his/her profile or that might interest him/her.



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## Semantic compatibility

The semantic search engine highlights professional skills found within the text of the CV and matching the job offered, even if CV and offer are written in two different languages.

## Soft skills-based compatibility

The ATS includes a test to define candidates' psychological typologies, which was born from the collaboration with the Catholic University of Milan.

Soft skills compatibility is calculated based on the candidate's psychological typology and on that set in the job advertisement, in relation to the role and career level required

## Ranking of candidates

The system returns the candidate's overall percentage of compatibility with the job advertisement, which allows a ranking of candidates from most to least compatible.

The screenshot displays a web interface for AI CV Matching. On the left, there are filters for 'Order by' (set to 'compatibility'), 'Applicants' (set to 'All'), and 'Skills' (set to '- Select -'). The main area shows a list of candidates with their profiles and details. A detailed view of a candidate is shown on the right, including a 'Candidate details preview' section with a 100% compatibility score and an 'Experience preview' section with a grid of skills.

**17906 - Frontend developer** ★★★★★★  
 Name and surname: Valeria Rossi  
 Mobile phone: +39 12121212  
 email: io@arca24.com  
 Sector: Information Technology  
 Role: Technology / IT  
 Working status: Employed  
 Age: 38 (03/02/1985)  
 Gender: Female  
 Last update: 10/07/2023  
 Source: talentum.arca24

**18097 - Sviluppatore web** ★  
 Name and surname: Marina Verdi  
 Mobile phone: +41 23423423  
 email: m.verdi@muster.ch  
 Sector: Information Techno  
 Role: Technology / IT  
 Working status: Employed  
 Age: 33 (01/01/1990)  
 Gender: Female  
 Last update: 28/09/2022  
 Source: Registrato dall'utente

**18608 - Backend developer** ★  
 Name and surname: Daniele Cocci  
 Mobile phone: +41 3535353  
 email: @arca2  
 Sector: Information Techno  
 Role: Technology / IT  
 Working status: Employed  
 Age: 33 (07/11/1989)  
 Gender: Male  
 Last update: 03/08/2023  
 Source: talentum.arca24

**18620 - sviluppatore web** ★  
 Name and surname: Manuela Bianchi  
 Mobile phone: +39 555888999  
 email: manuela@arca.com  
 Sector: Real Estate  
 Role: Purchasing / Procurement  
 Working status: Employed  
 Age: 23 (01/01/2000)  
 Gender: Female  
 Last update: 06/02/2023  
 Source: REFERRAL-ARCA24[test.arca24+1@gmail.com]

**Candidate details preview**  
 Distance: 19.38 km  
 Language: Italian - Native Speaker  
 Compatibility: 100%

**Experience preview** [Matching tasks](#) [Parsed CV](#) [CV extraction](#)

**Matching tasks**

- sviluppare php
- linguaggio php
- sviluppare web php
- lamp php
- mysql php
- programmatore php
- java j2ee
- linguaggio java
- jsp
- jquery
- json
- programmatore java
- html5
- ajax
- server web
- web developer
- sviluppo web
- standard w3c
- programmatore web
- sviluppare applicazioni web
- web architect
- sviluppatore sql
- progettazione siti web
- web master
- sviluppo front end
- sviluppatore front end
- sviluppatore j2ee
- dbms
- programmatore navision

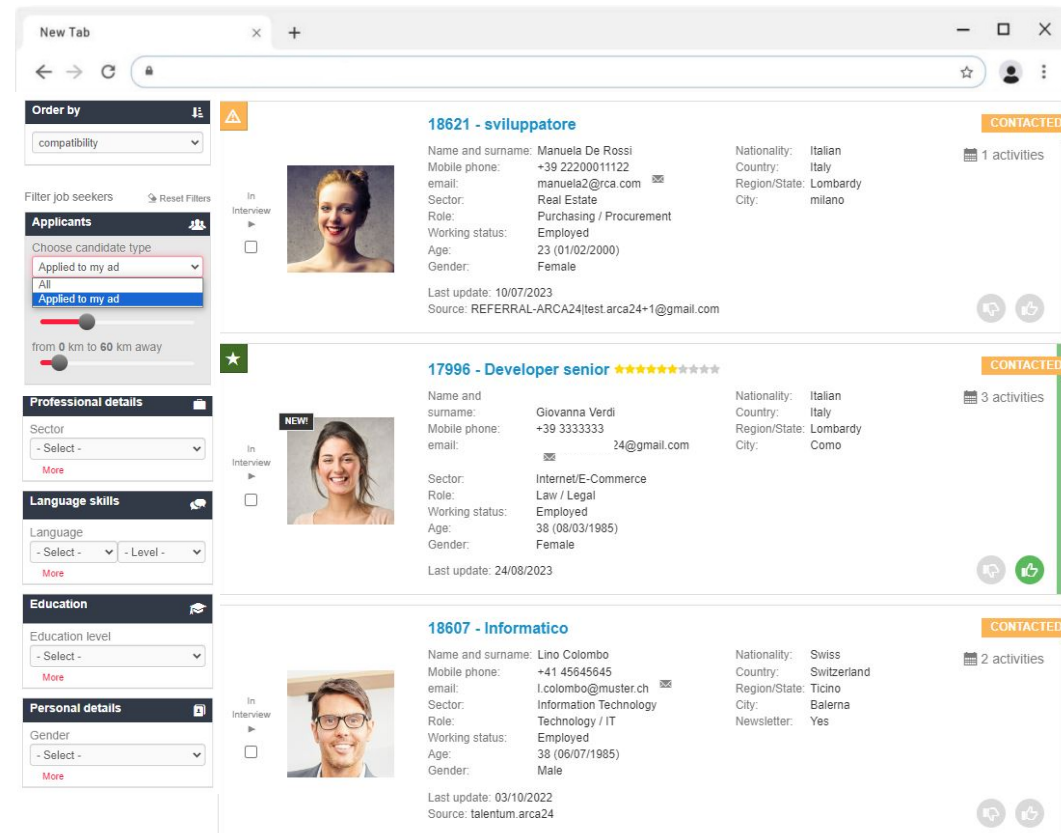


## Unique talent pool

Thanks to our AI CV Matching technology, the software sorts by competence both the candidates already in the database, i.e. passive candidates, and those who have applied directly to the job, i.e. active candidates.

## Primary filters

The system provides more than 50 filters that allow screening, selecting the requirements on the job position and/or viewing candidates on whom activities/assessments have already been carried out.



The screenshot shows a web browser window with a candidate search interface. On the left, there are several filter panels: 'Order by' (set to 'compatibility'), 'Applicants' (with a dropdown for 'Applied to my ad'), 'Professional details' (Sector: '- Select -'), 'Language skills' (Language: '- Select -', Level: '- Level -'), 'Education' (Education level: '- Select -'), and 'Personal details' (Gender: '- Select -').

The main area displays three candidate profiles:

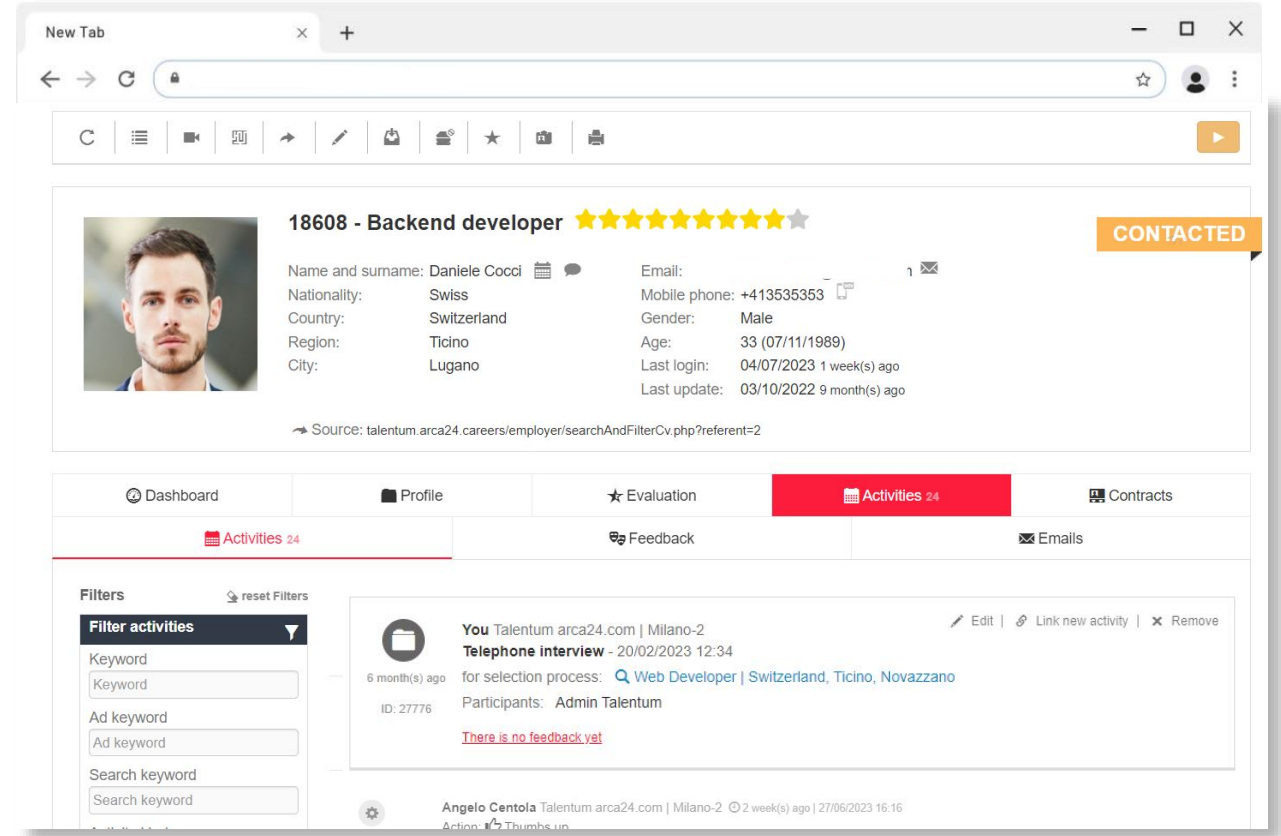
- 18621 - sviluppatore** (CONTACTED):
  - Name and surname: Manuela De Rossi
  - Mobile phone: +39 22200011122
  - email: manuela2@rca.com
  - Sector: Real Estate
  - Role: Purchasing / Procurement
  - Working status: Employed
  - Age: 23 (01/02/2000)
  - Gender: Female
  - Nationality: Italian
  - Country: Italy
  - Region/State: Lombardy
  - City: milano
  - Last update: 10/07/2023
  - Source: REFERRAL-ARCA24@test.arca24+1@gmail.com
  - 1 activities
- 17996 - Developer senior** (CONTACTED):
  - Name and surname: Giovanna Verdi
  - Mobile phone: +39 3333333
  - email: ?4@gmail.com
  - Sector: Internet/E-Commerce
  - Role: Law / Legal
  - Working status: Employed
  - Age: 38 (08/03/1985)
  - Gender: Female
  - Nationality: Italian
  - Country: Italy
  - Region/State: Lombardy
  - City: Como
  - Last update: 24/08/2023
  - 3 activities
- 18607 - Informatico** (CONTACTED):
  - Name and surname: Lino Colombo
  - Mobile phone: +41 45645645
  - email: l.colombo@muster.ch
  - Sector: Information Technology
  - Role: Technology / IT
  - Working status: Employed
  - Age: 38 (06/07/1985)
  - Gender: Male
  - Nationality: Swiss
  - Country: Switzerland
  - Region/State: Ticino
  - City: Balerna
  - Newsletter: Yes
  - Last update: 03/10/2022
  - Source: talentum.arca24
  - 2 activities

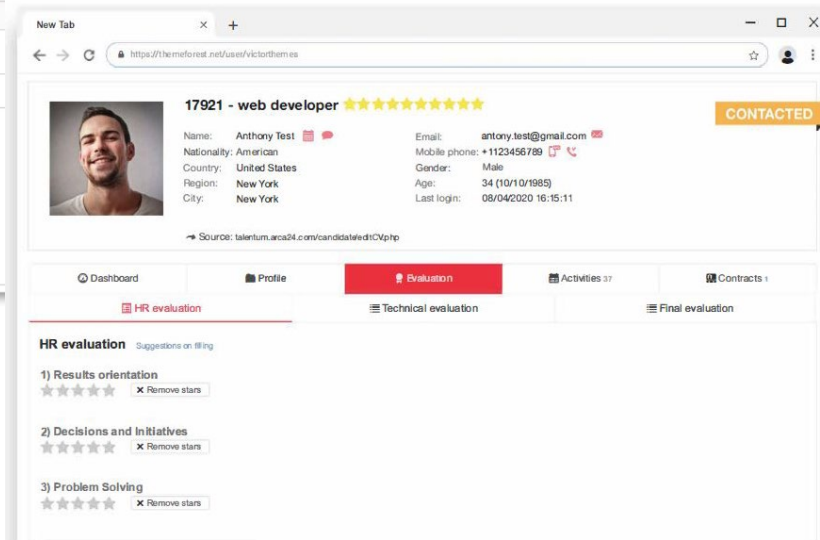
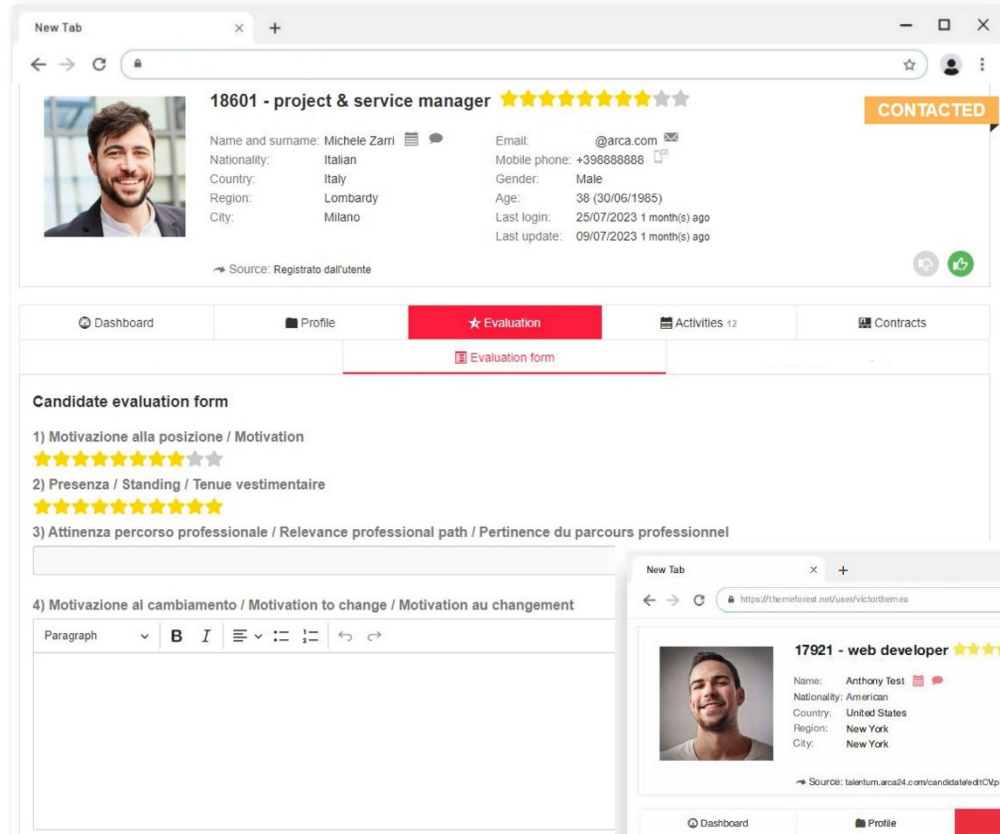
## Activity history

It is possible to record references, interviews, feedback and events concerning the candidate as well as the selection processes in which he/she is involved, generating a history of activities.

## Sending of e-mails, multi-emails or SMSs

The software allows the sending of e-mails and SMSs, both bulk and to the individual candidate. All communications are archived in the activity section.





## Assess candidates

It is possible to assess a candidate directly within his/her profile through a customizable form for various types of evaluation (textual, numerical, stars, yes/no options).

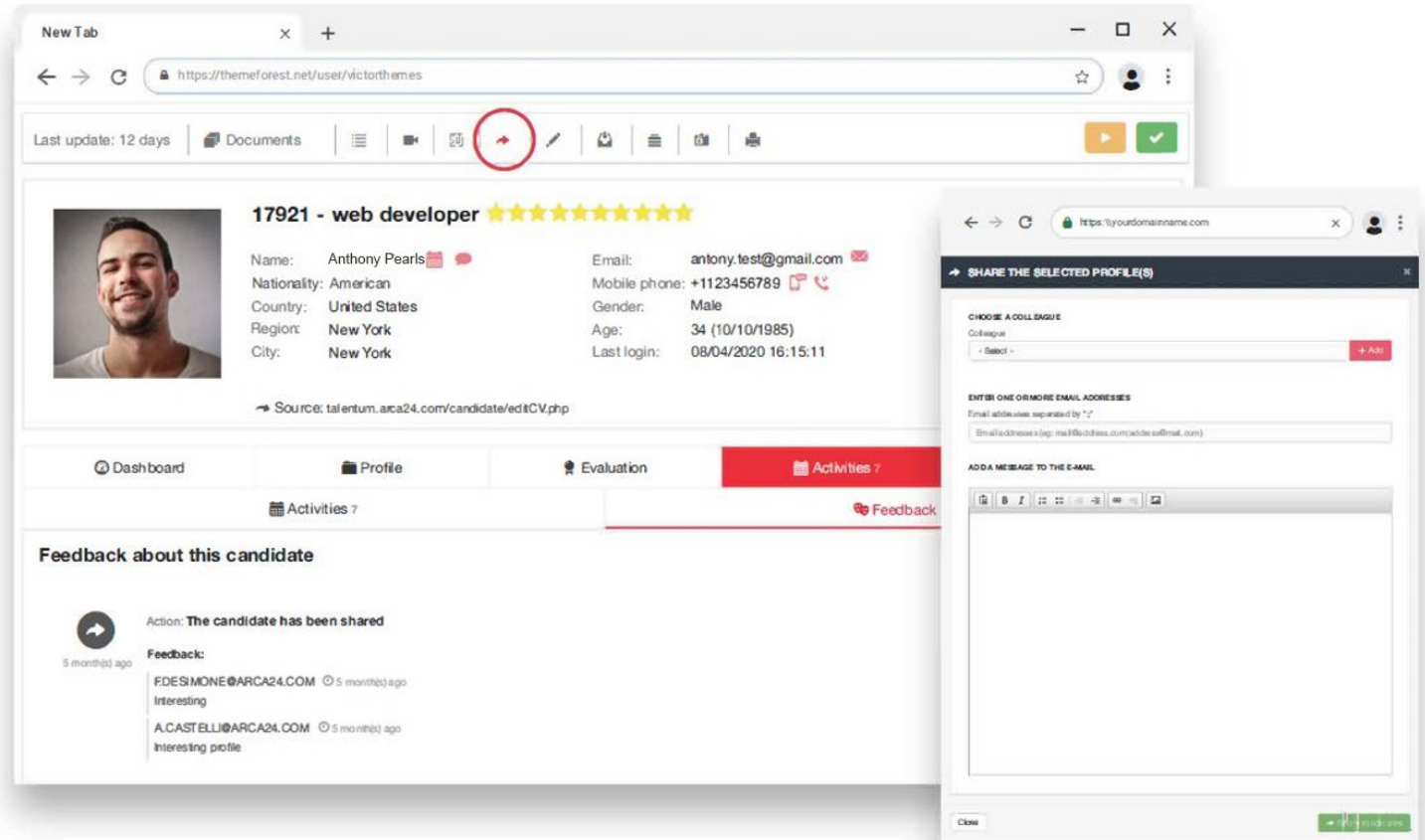
## Multiple assessments

*Optional module*

In addition to the evaluation form already available, additional preset evaluation forms can be added, which can be filled in by different types of evaluators.

## Sharing candidates

- It is possible to share candidates' profiles individually or in bulk.
- Sharing can be done to colleagues, whether they have access to the system or not.
- The recipient can enter his/her feedback, which will be saved in the candidate's profile.



## Hiring candidates

By clicking on the hiring button, the label will change to "hired".

In the "Contracts" section in the candidate tab, you can view and manage a range of contract information.

The screenshot shows a web application interface with two browser windows. The top window displays a candidate profile for Michele Zarri, a project & service manager, with a rating of 9 stars and a status of 'INTERVIEWED'. The bottom window shows a candidate profile for Federica Rosa, a back end developer, with a rating of 10 stars and a status of 'HIRED'. Below the profiles is a 'Contracts' section showing a contract for Michele Zarri, dated 19/08/2022, with an active status.

**Candidate Profile 1: Michele Zarri**

- 18601 - project & service manager** (9 stars)
- INTERVIEWED**
- Name and surname: Michele Zarri
- Nationality: Italian
- Country: Italy
- Region: Lombardy
- City: Milano
- Email: cv8@arca.com
- Mobile phone: +398888888
- Gender: Male
- Age: 38 (30/06/1985)
- Last login: 25/07/2023 1 month(s) ago
- Source: Registrato dall'utente

**Candidate Profile 2: Federica Rosa**

- 6454 - Back end developer** (10 stars)
- HIRED**
- Name and surname: Federica Rosa
- Nationality: Italian
- Country: Italy
- Region: Lombardy
- City: Parabiago
- Email: +1@gmail.com
- Mobile phone: +39111111111
- Gender: Female
- Visa status: EU citizen
- Age: 35 (16/01/1988)
- Newsletter: Yes
- Last login: 31/01/2023 6 month(s) ago
- Last update: 07/07/2023 1 month(s) ago

**Contracts Section**

- Dashboard** | Profile
- SEMANTIC READING TAGS**
  - technical services management
  - head of technical department
  - administration manager
- WORK EXPERIENCE TIMELINE** not always perfectly extractable
- Contracts 1**

**Contract Details:**

- 19/08/2022** Active
- Role: commesso
- Searching: web developer | Italy, Lombardy, milano
- Site: Italy, Lombardy - Milano, 20124, Via Don Luigi Minzoni, 15
- Personnel planning: 339 - commesso (19/08/2022)

## Store sheet

The staff request module is suitable for companies with multiple stores and allows:

- entering all store information (area manager, address, etc.)
- adding new staff requests
- managing activities
- viewing documents and contracts.

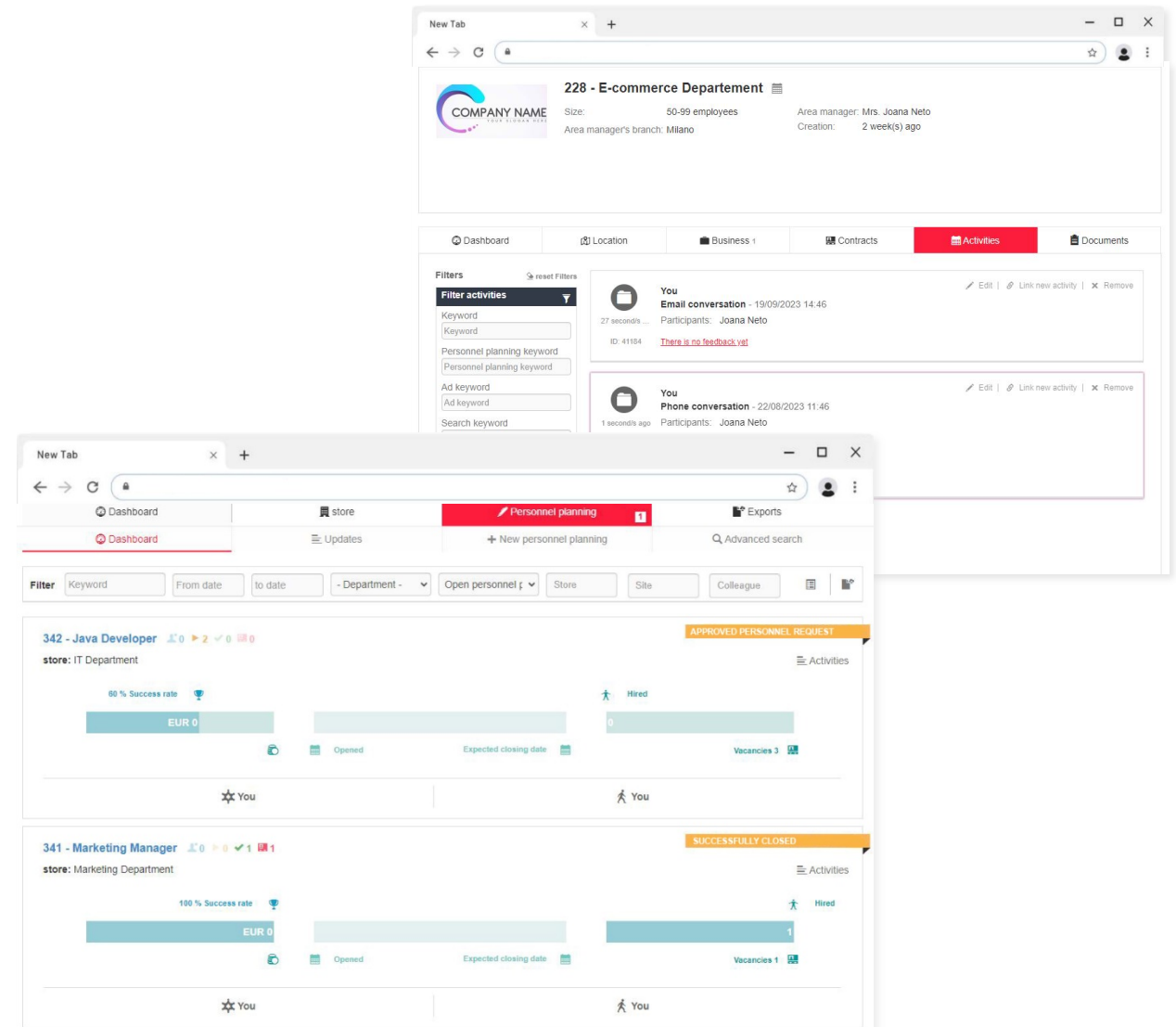
## New staff request

The tool allows entering new staff requests by filling in a simple form.

## Request dashboard

It is possible to use the recruiting funnel, assigning a status to each step of the selection process (Request approved, “Successfully closed”, etc.), to which the system matches a success rate in order to obtain predictive indicators for closing the process.

All active requests can be monitored and the related information can be exported to csv for further analysis.



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## Video Assessment

Assessment of candidates through video recruiting tools.

## ROI & Data Driven

The software collects all recruiter activities and provides conversion and recruiting KPIs.

## Multiple-choice questionnaire

It is possible to ask candidates to complete a questionnaire with customized multiple choice questions aimed at assessing technical skills or requirements needed to move to the next step.

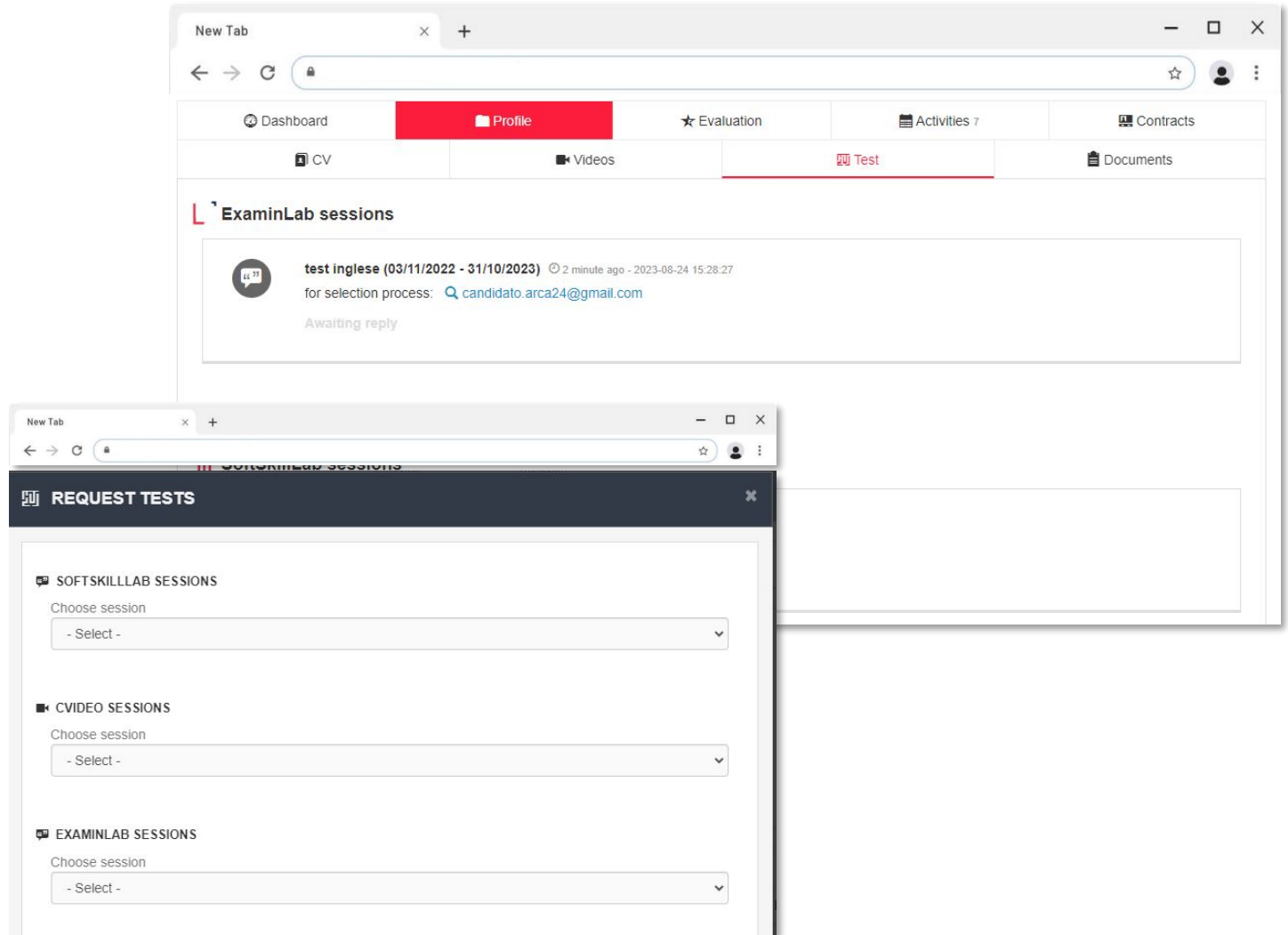
## Hard skills test - ExaminLab

*Optional module*

We offer computerized adapting testing for candidate assessment: computer-based tests tailoring the question difficulty levels to the individual test taker.

The library includes language proficiency tests (international, non-European and business languages), Microsoft Office tests and an accounting test for the Italian market (Italian accounting system).

All tests are stored in the candidate's profile.





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## Psychological aptitude test

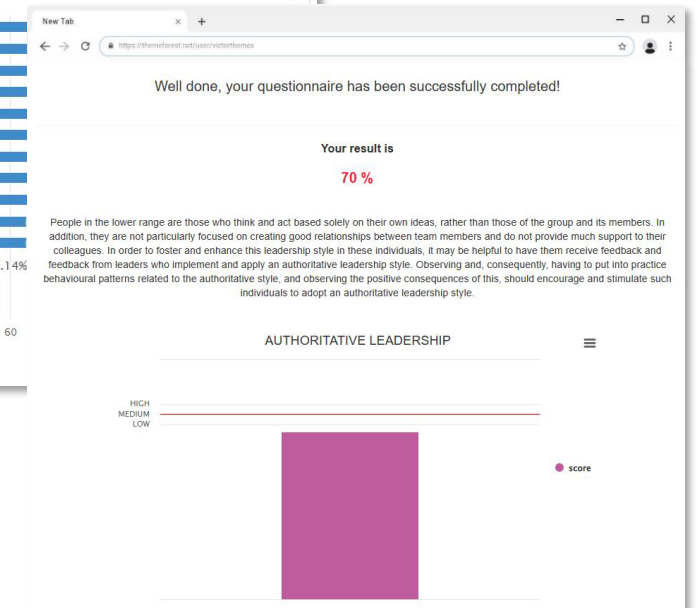
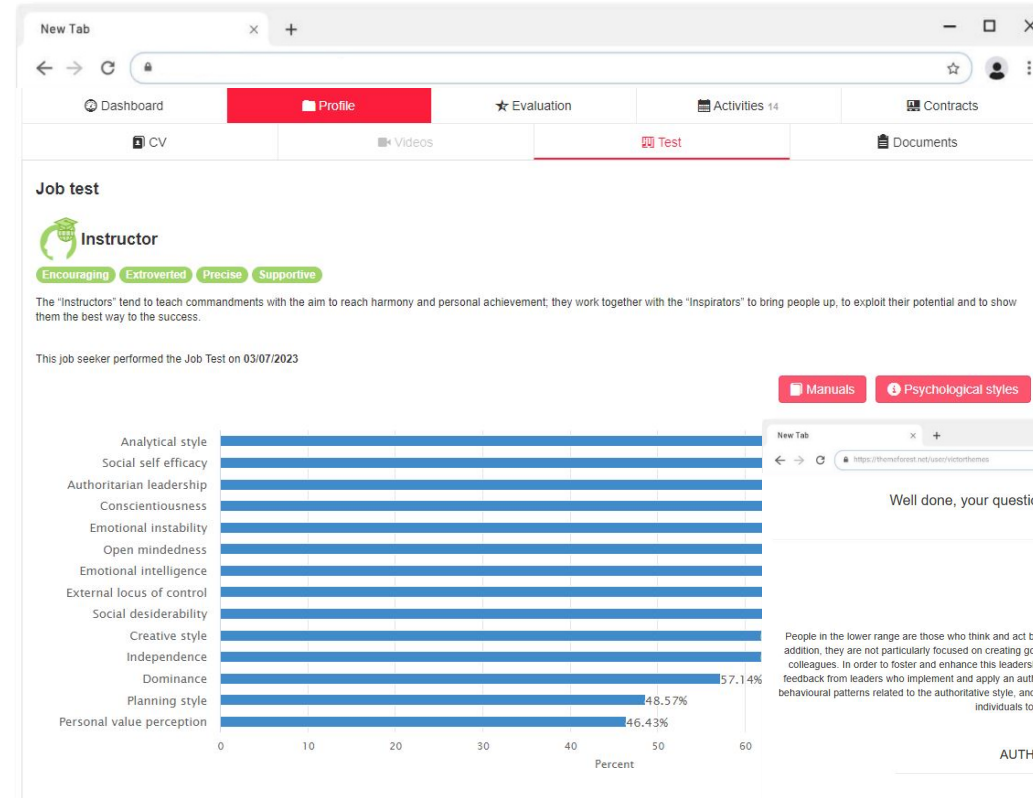
It is possible to ask the candidate to take a psychological aptitude test, which we define Job Test, to assess his/her soft skills. This is a set of 51 questions that provides a preview of the candidate's psychological profile.

## Soft skills test - SoftskillLab

*Optional module*

A library of psychometric tests is available for candidate assessment. It includes tests to measure soft skills, personality factors, cognitive skills and to define psychological typologies.

All tests are stored in the candidate's profile.



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## Management control

The software collects all recruiter activities and provides conversion and recruiting KPIs.

## Video CV and deferred video interview

A simple click allows to request a video presentation from the candidate or invite him/her to record a video interview by answering some predefined questions.

## Live chats and video calls

*Optional module*

We offer a collaborative video communication system, 2Chat, which enables real-time chats and live video interviews directly from the software.

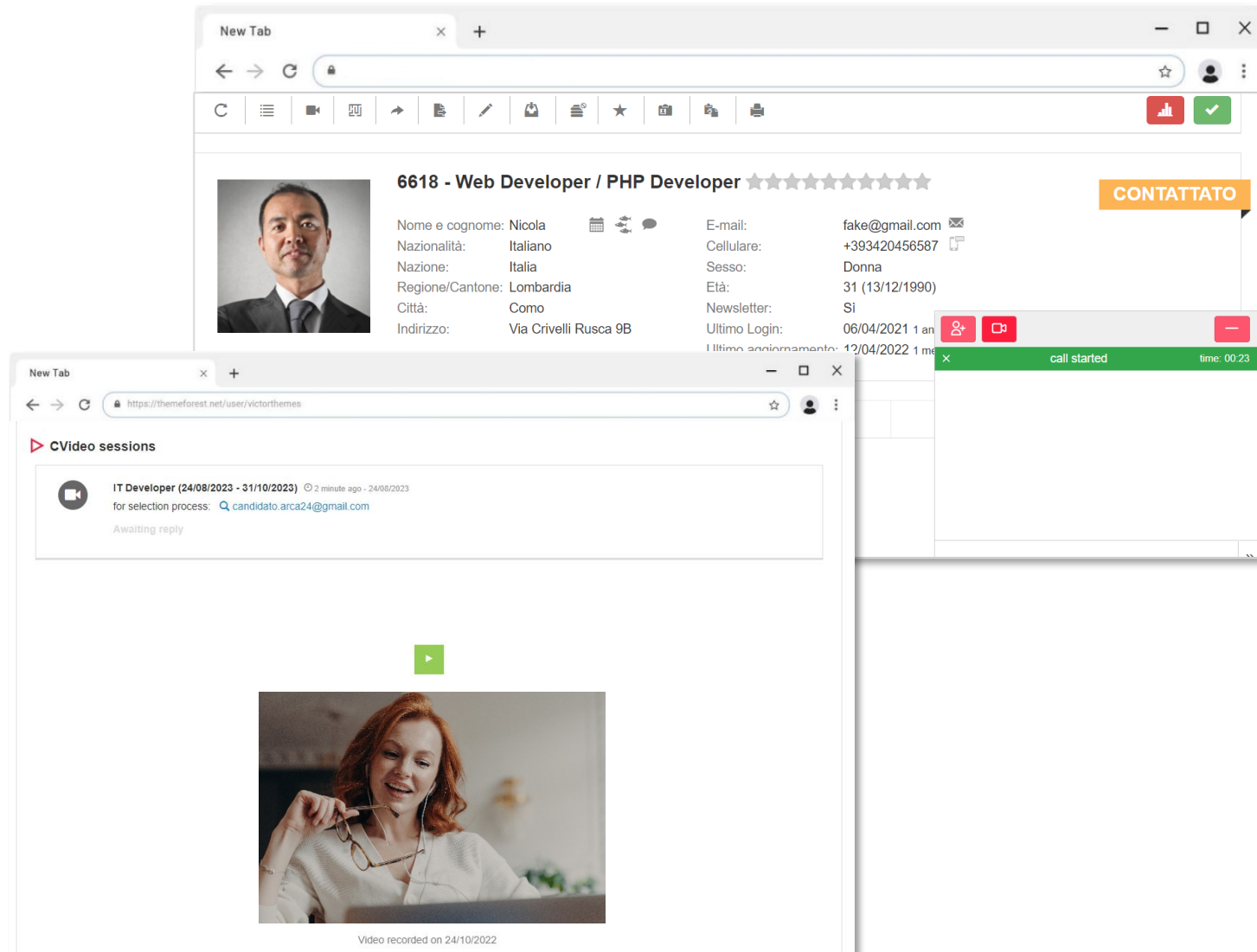
## On-demand videos - CVideo

*Optional module*

It is possible to create deferred video interview sessions that are transversal to the selection process.

Sessions can be created from templates preset by users.

All videos are stored in the candidate's profile.



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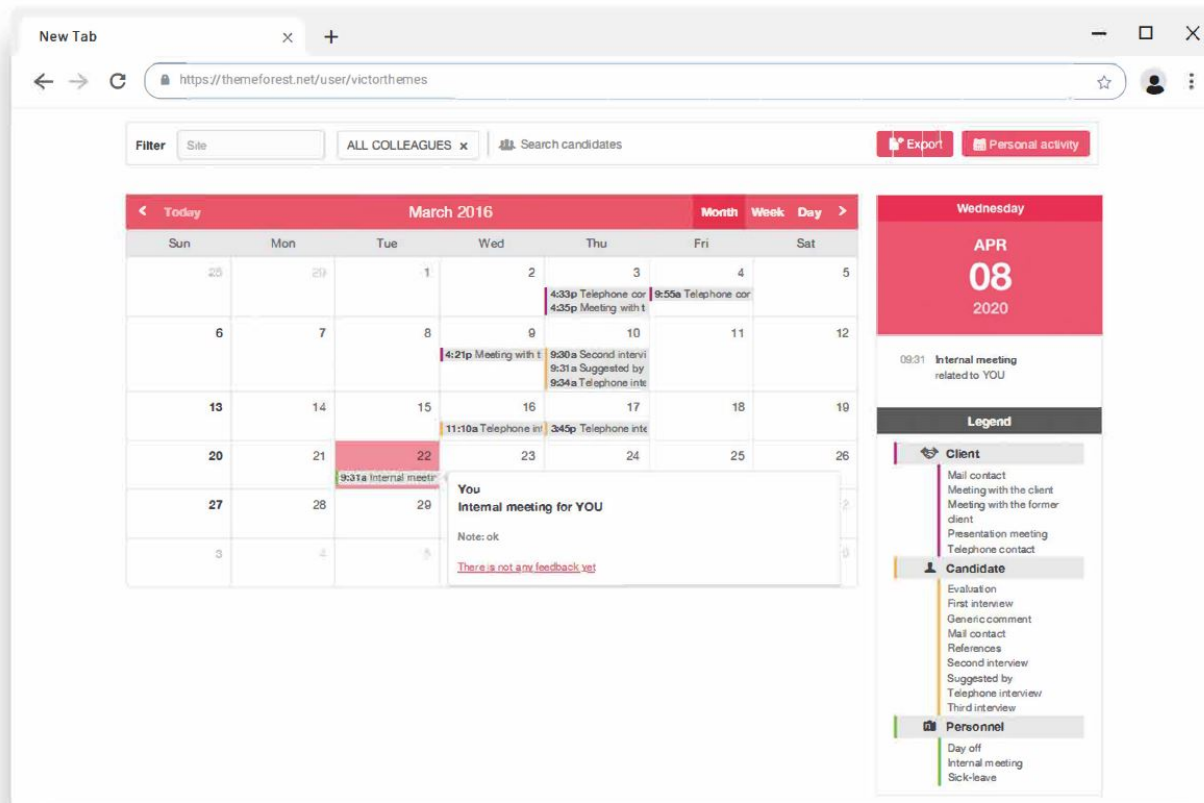
Psychometric tests to screen candidates.

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## Agenda

All activities created during the selection process are saved within the software.

Agenda is a calendar, i.e. a sharing tool, which can be easily linked with third-party tools such as: Google Calendar, Outlook, etc.

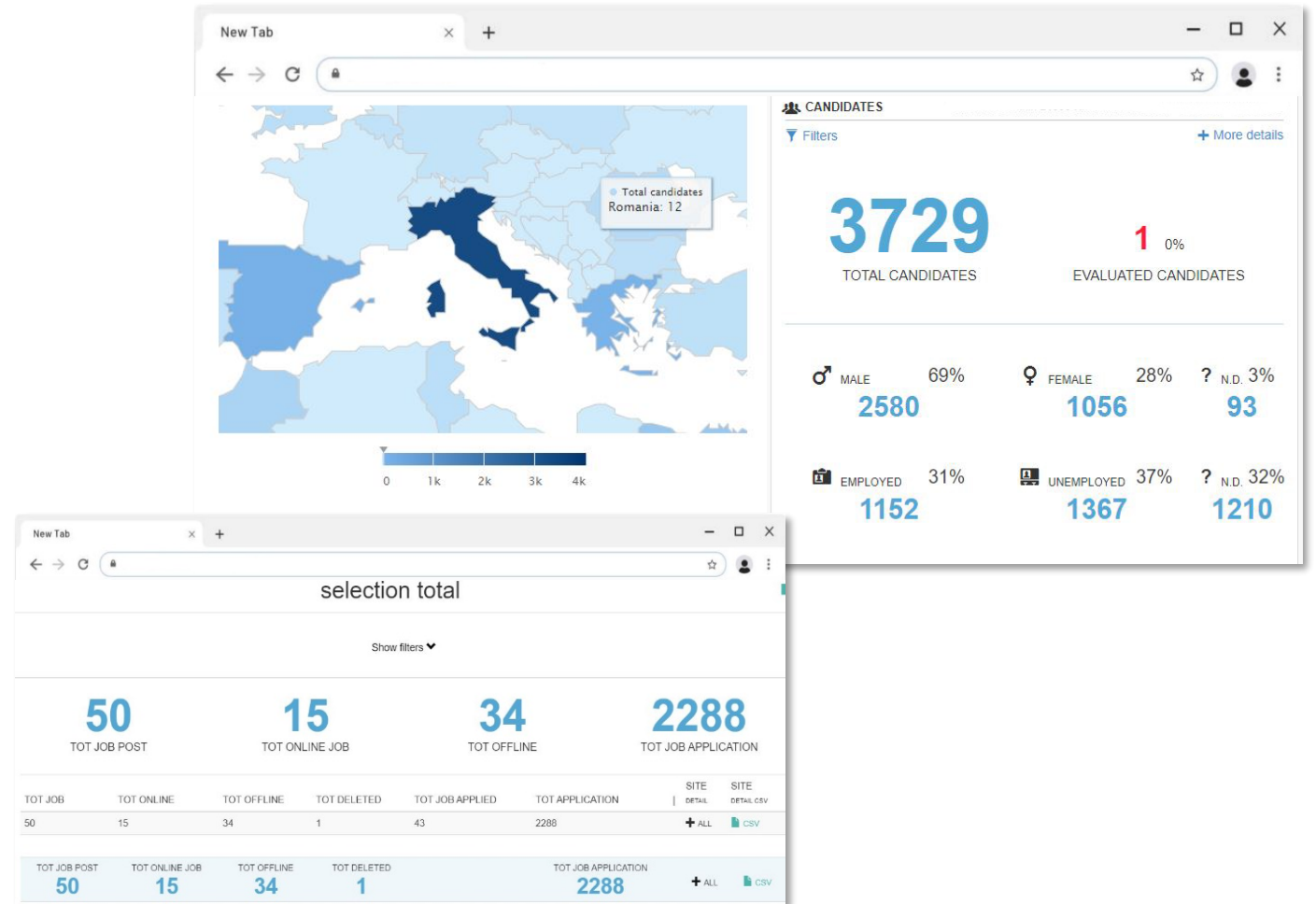
If provided for in the user configurations, it is possible to make colleagues' calendars searchable by users.

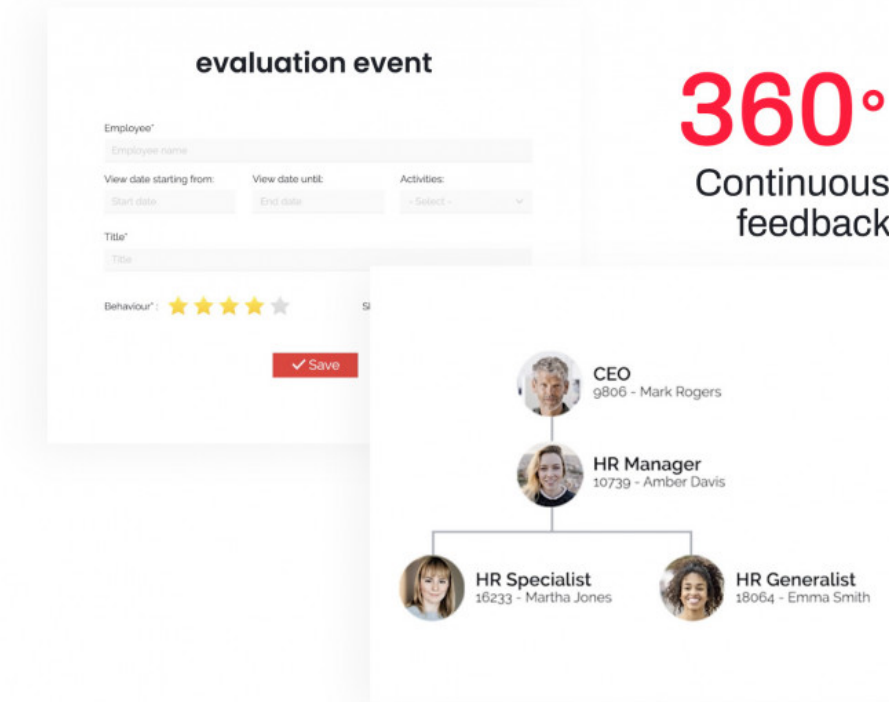
## Reporting

A reporting system allows for data-driven evaluations at the different stages of the selection process.

In addition to classic master data, it is possible to display the number of candidates by geographic area and origin, their profile status and the number of hiring processes by recruitment source. A complete analysis of all recruiting activities carried out by each recruiter towards candidates is also available.

It is possible to analyze the details of all published jobs and all searches, both those saved and those available in the history, carried out within the ATS.





**360°**  
Continuous  
feedback

# Integrate your ATS with Talentum HCM

Talentum HCM is a Talent Management Software that enables companies to manage the entire employee lifecycle: onboarding, posting of internal vacancies and performance management within a single application.

Within the software it is possible to manage employees' master data, define the organisational structure of a company, collect continuous 360-degree feedback on employee performance to monitor progress.

## DISCOVER TALENTUM HCM





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Factory



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