



HR Tech  
Factory

FOR PERMANENT STAFFING ORGANIZATIONS

# Ngage Perm Front & Back Office

Ngage Perm is an all-in-one HR software that allows recruiting and executive search firms to manage job orders and the search and selection steps up to shortlist submission.

Front end developer



Natalie Schmid  
Front end developer

100% COMPATIBILITY



Matthias Hueber  
Front end developer

96% COMPATIBILITY



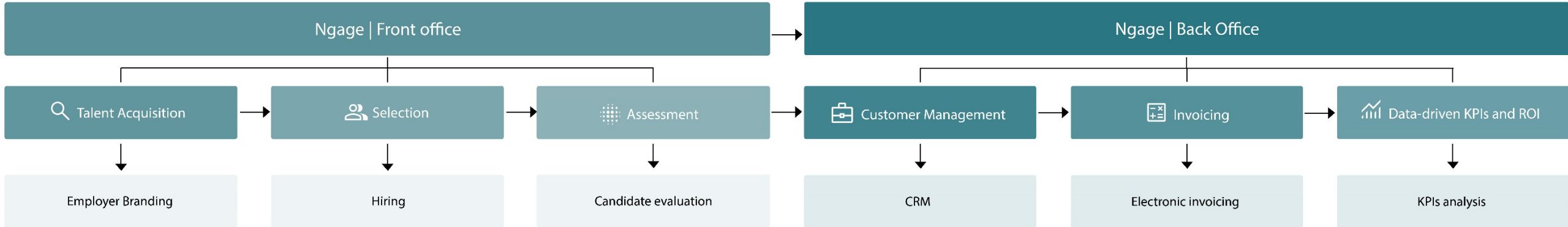
Tobias Brandt  
Web developer

50%  
Recruiting time  
reduction



How long have you worked in the IT sector? (2 min)

In which sector did you work before? (2 min)



**+150 job boards**

**PROFILE COMPATIBILITY: 96%**

**semantic tags**

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

**International & business languages**

**Non-european languages**

**Microsoft Office 365**

**Welch Inc. ACTIVE CLIENT**

Sector: Energy  
Company size: 100-249  
Assigned site: New York

Number of sites: 2  
Total opportunities: 14  
Assigned colleague: Mr. Smith

Web Developer | United States, New York, New York

Account Manager | United States, New York, New York

F0008 - 08/2022

issue date: 30/08/2022  
Expiring date: 31/07/2022  
Payment condition: RIBA 30 days

Confidential  
Fuhrmann GmbH  
Strickstrasse 38  
8088 Zürich  
Alexander Frueh

Description	Qty	Price	Net amount	VAT(%)	Total amount
Sales Account					
Ordinary hours	180,00	35,37 CHF	6368,60 CHF	7,70 %	6856,83 CHF
Ordinary hours	180,00	35,37 CHF	6368,60 CHF	7,70 %	6856,83 CHF
<b>TOTAL</b>			<b>12733,20 CHF</b>	<b>7,70 %</b>	<b>13'713,86 CHF</b>



- Job posting on the website
- Bi-directional job multi-posting on more than 150 platforms
- Talent pool
- Candidate's area
- Job Agent
- Privacy consent management

- CV matching with multilingual AI (6 languages available)
- Automatic candidate ranking
- Assessment

- Hard Skills Tests
- Soft Skills Tests
- Killer Questions
- Video Recruiting

- Master data and contact people
- Job orders and sales funnel
- Job Radar (search for vacancies)
- Alerts
- Activities
- Candidate's summary, candidate's profile sharing and multimailing

- Administrative data
- Quotations
- Invoicing by cost centre
- Client's personal area

- Recruiting KPIs (Hiring / traffic source ROI)
- Sales and recruiting KPIs
- Conversion KPIs
- Calendar

## Front Office

## Back Office

### Talent Acquisition

Acquisition of new talents.

### Selection

Automatic screening of CVs.

### Assessment

Evaluation of candidates with hard skills tests and soft skills tests

### Customer relationship management

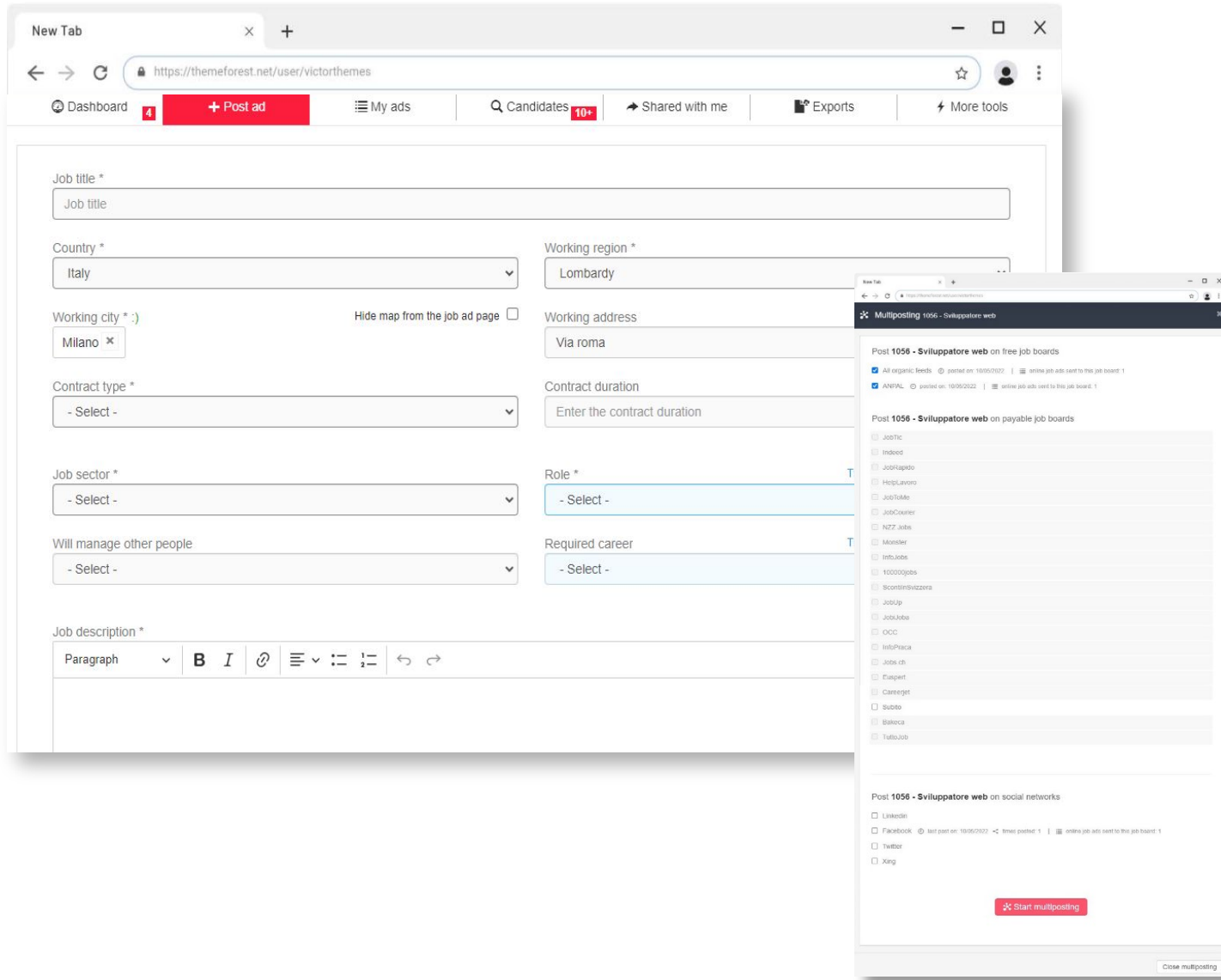
Management of all customer information on a single platform.

### Invoicing

Preparation of quotations and invoices for clients.

### Data-driven KPIs and ROI

Monitoring of activities of consultants (staffing agency), clients and candidates.



## Publishing a job offer

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

## Multiposting

With an integrated multiposting system, job offers can be posted on social and other recruiting platforms with just one click. The software is integrated with over 150 free and paid job boards and social media.



## Candidate's personal area

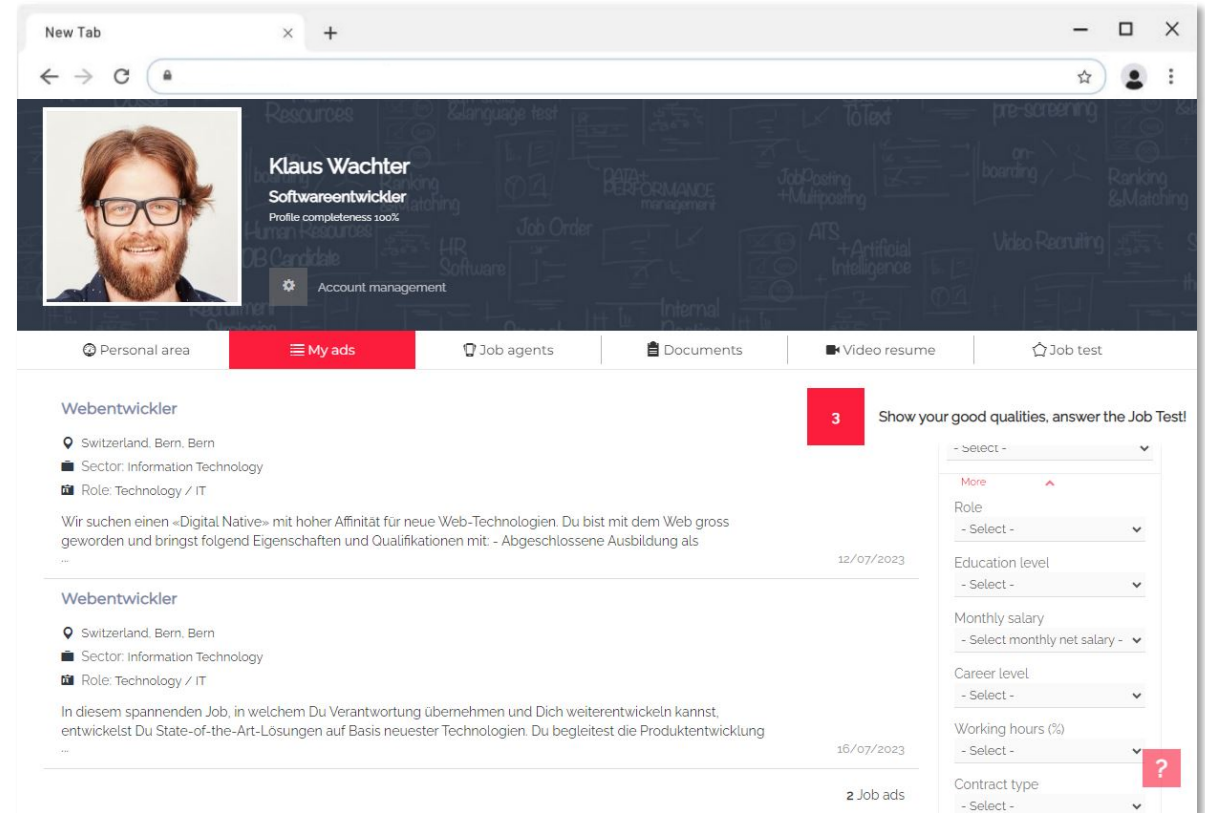
Within his/her personal area, the candidate can:

- 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 recruitment application interface with several candidate profiles and a detailed view of a candidate's skills.

**Candidate Profiles:**

- 17906 - Frontend developer** (5 stars): Valeria Rossi, Nationality: Italian, Country: Italy, Region/State: Lombardy, City: como. Role: Technology / IT. Working status: Employed. Age: 38 (03/02/1985). Gender: Female. Last update: 10/07/2023. Source: talentum.arca24.
- 18097 - Sviluppatore web** (4 stars): Marina Verdi, Nationality: Italian, Country: Italy, Region/State: Lombardy, City: varese. Role: Technology / IT. Working status: Employed. Age: 33 (01/01/1990). Gender: Female. Last update: 28/09/2022. Source: Registrato dall'utente. Status: CONTACTED.
- 18608 - Backend developer** (4 stars): Daniele Cocci, Nationality: Italian, Country: Italy, Region/State: Lombardy, City: varese. Role: Technology / IT. Working status: Employed. Age: 33 (07/11/1989). Gender: Male. Last update: 03/08/2023. Source: talentum.arca24.
- 18620 - sviluppatore web** (4 stars): Manuela Bianchi, Nationality: Italian, Country: Italy, Region/State: Lombardy, City: varese. 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. Status: CONTACTED.

**Skills Matching Task (Candidate: 18620):**

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

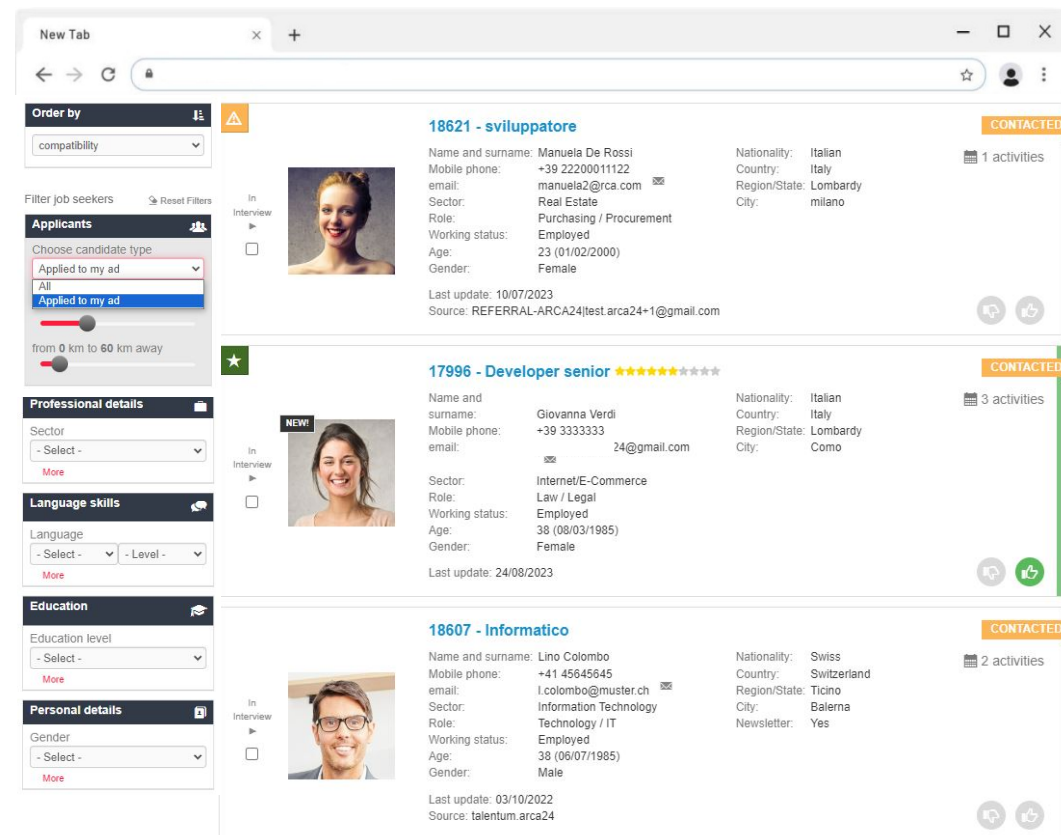


## Unique talent pool

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 selection 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: 24@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



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Management of all customer information on a single platform.

### Invoicing

Preparation of quotations and invoices for clients.

### Data-driven KPIs and ROI

Monitoring of activities of consultants (staffing agency), clients and candidates.

## Video recruiting

The software includes:

- Video CV
  - Deferred video interview
- Optional modules*
- On-demand video
  - Live video interview and chat

## Hard skills tests

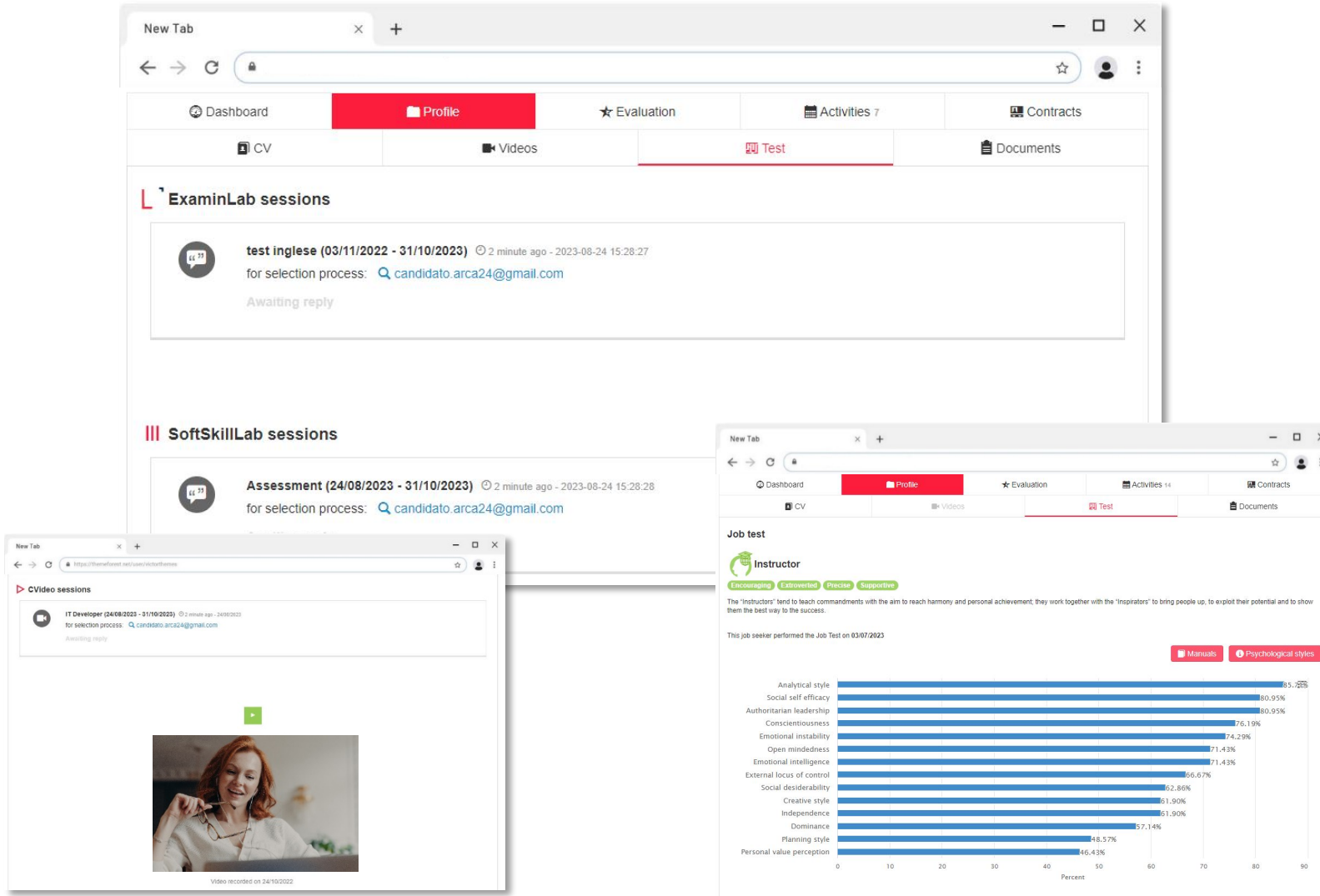
The software includes:

- Customizable multiple-choice questionnaires
- Optional module*
- Adaptive tests for the assessment of language and vocational skills (test's difficulty adjusts to the performance of the candidate)

## Soft skills tests and questionnaires

The software includes:

- Job aptitude test (Job Test)
- Optional modules*
- Psychometric tests (soft skills, personality factors, cognitive skills and psychological typologies).



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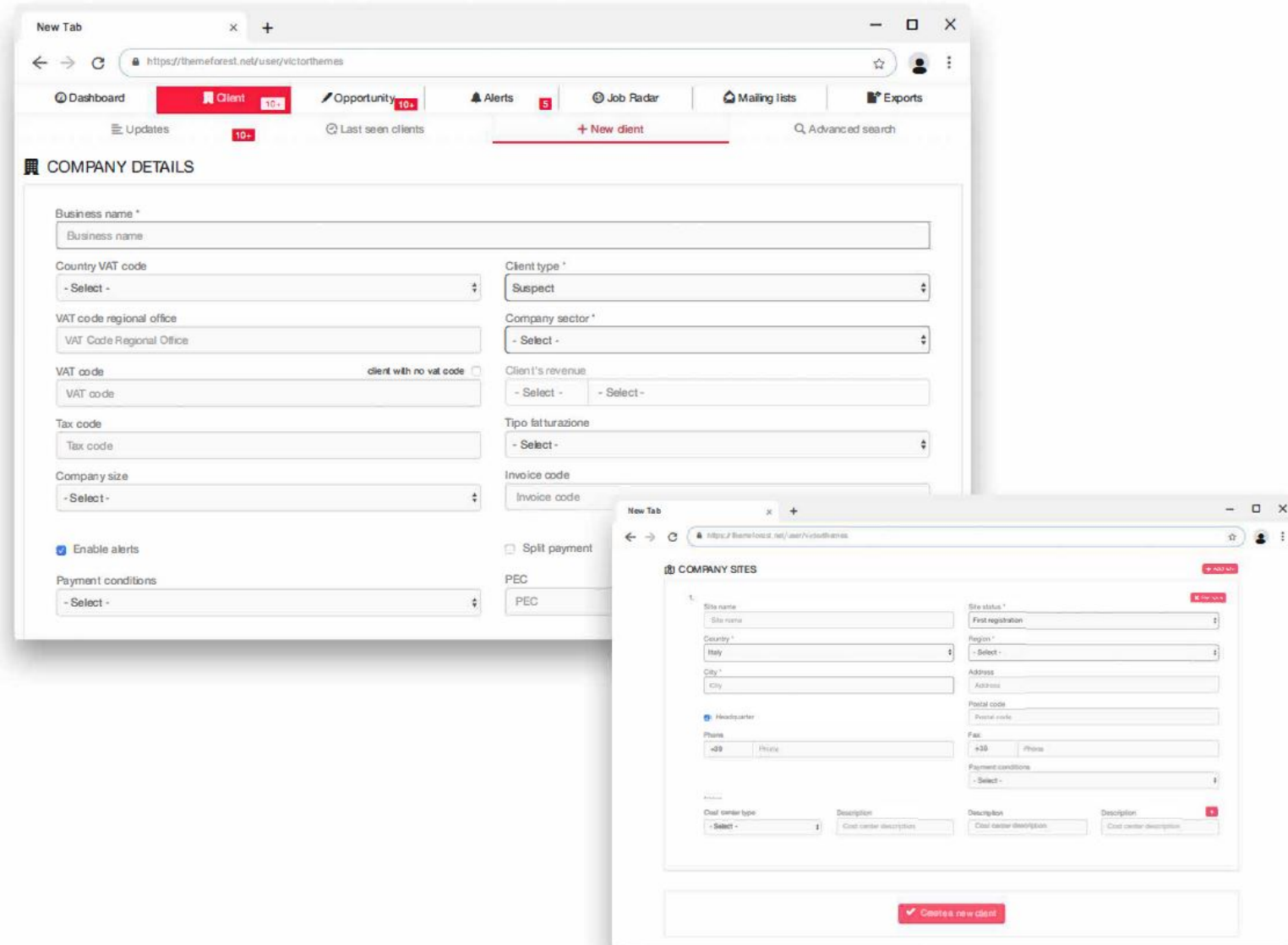
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## Management of client's master data, sites and contact people

The CRM tool makes it possible to manage all information relating to clients, which are categorized as "active" clients, "prospects" and "suspects", from a single application, keeping all data relating to the company, its size, its sites and the contact people for each of them.

## Client's profile

In the client's profile, you can define a status label ("client", "suspect", "prospect", "ex-client") and choose a date range in which to display opportunities (job orders) and the pipeline of projects (monthly and incremental reports).

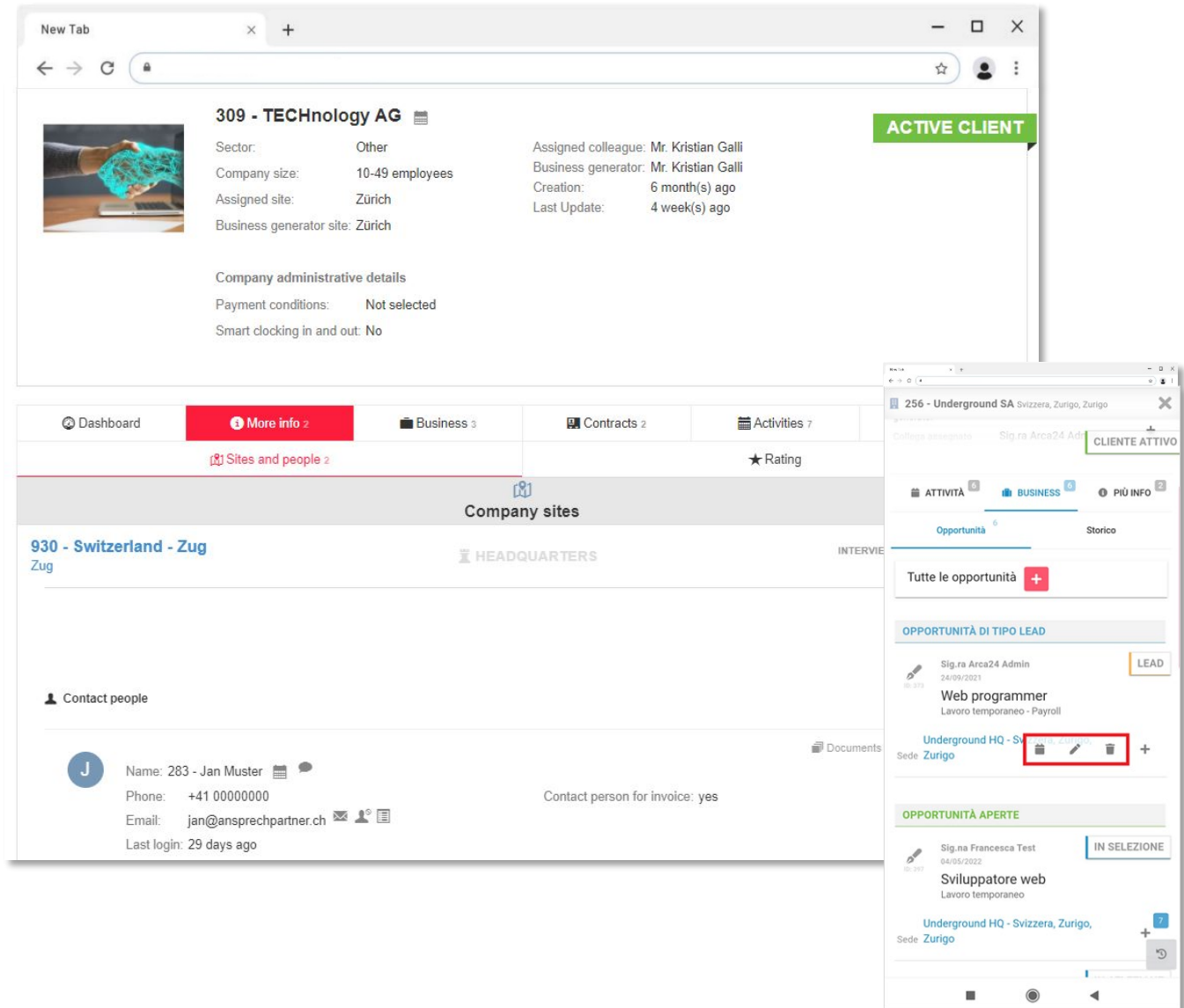
The tool also enables to:

- view details of the company's sites and contacts
- create new opportunities (job orders, projects)
- monitor potential clients and competitors
- manage activities and provide feedback
- check invoices and contracts.

## CRM application

Here are the main functions of the CRM application:

- updating diary activities in real time
- viewing clients' database, editing data and registering new companies
- working on opportunities (entry or modification of new projects and job orders).

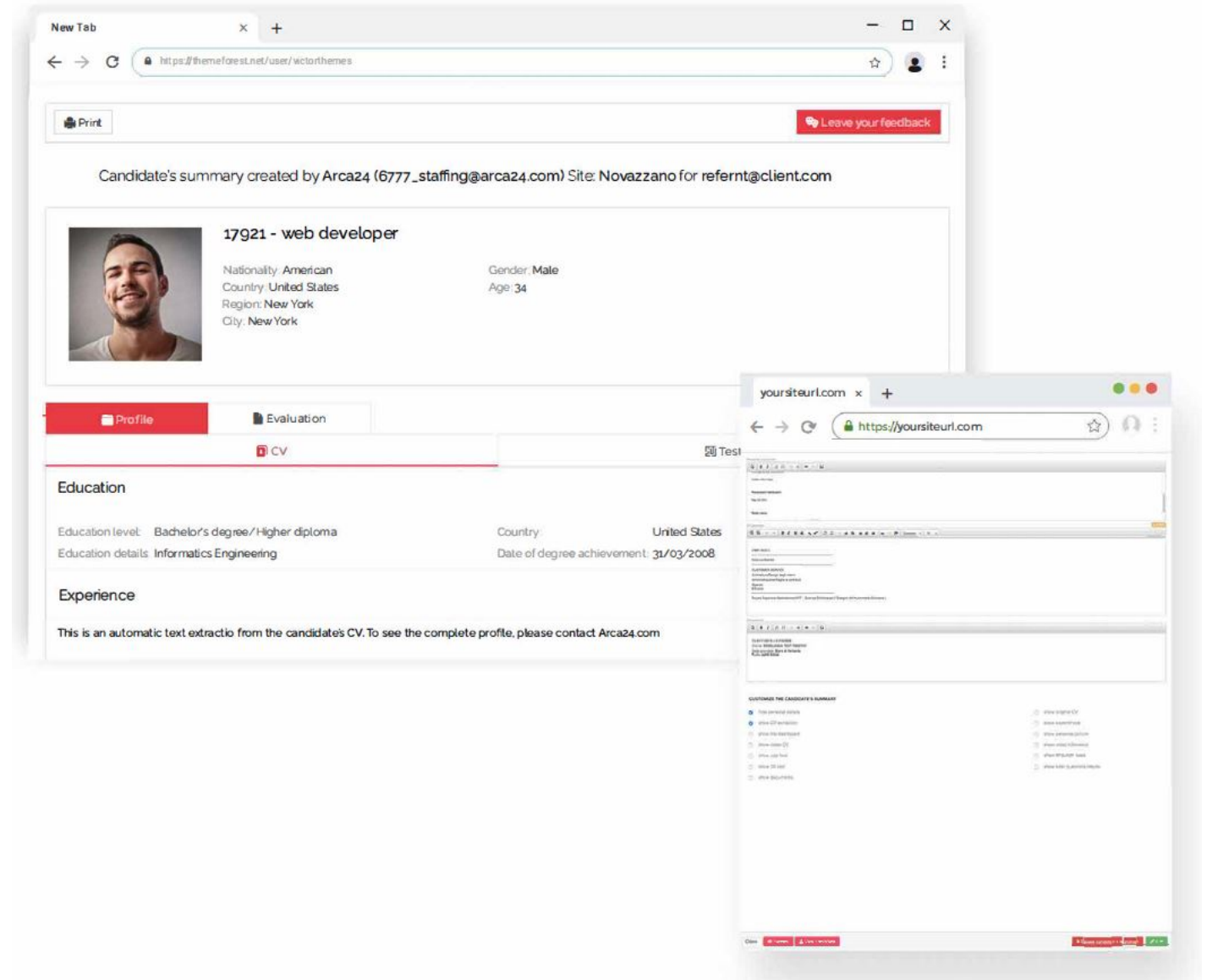


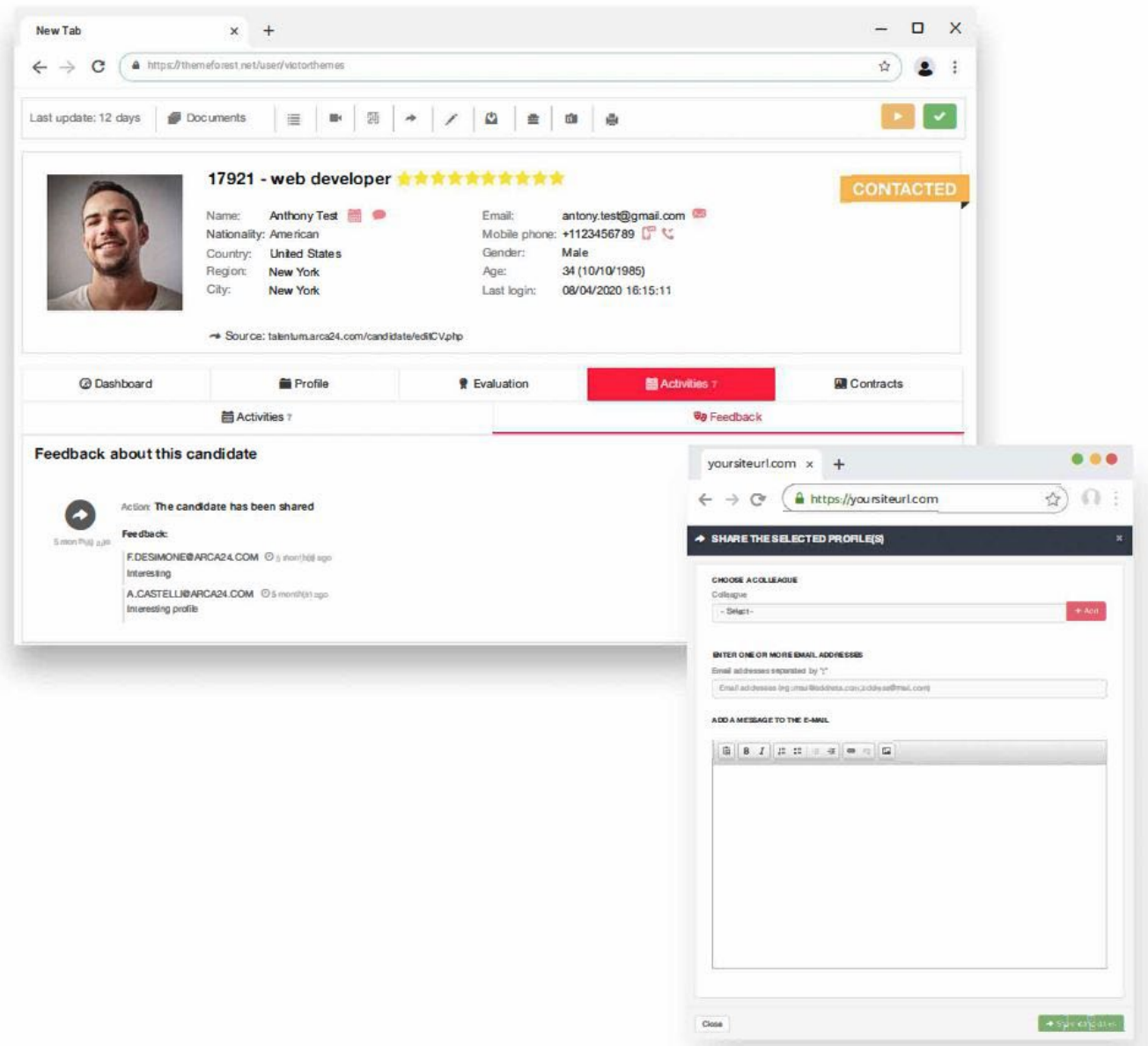
## Candidate's summary

The candidate's profile can be sent to the client directly from the candidate's sheet. Using the profile configurator, it is possible to decide what should be visible to the client: photos, videos, tests, professional and personal assessments and CV (with personal data visible or hidden).

The client receives an email containing one or more links, which are activated by an automatic connection, enabling him/her to access the profiles they have received.

Direct comments on the profile sent can be added to the file.





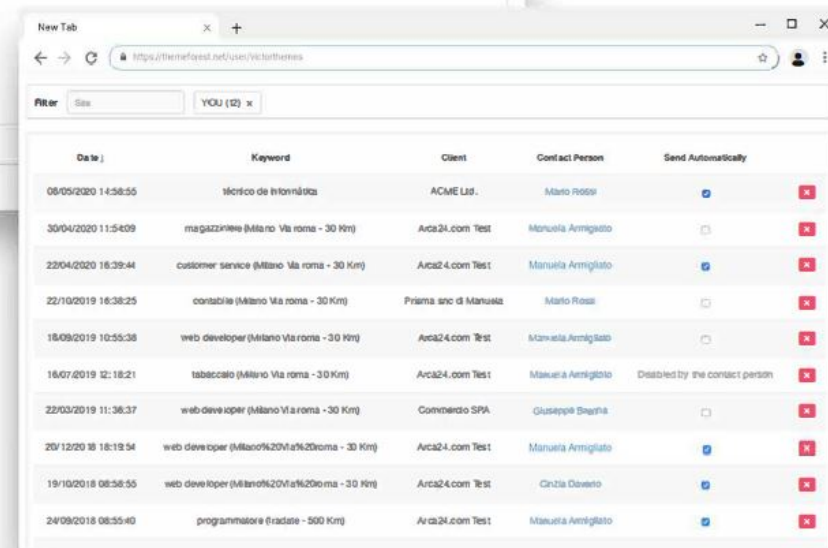
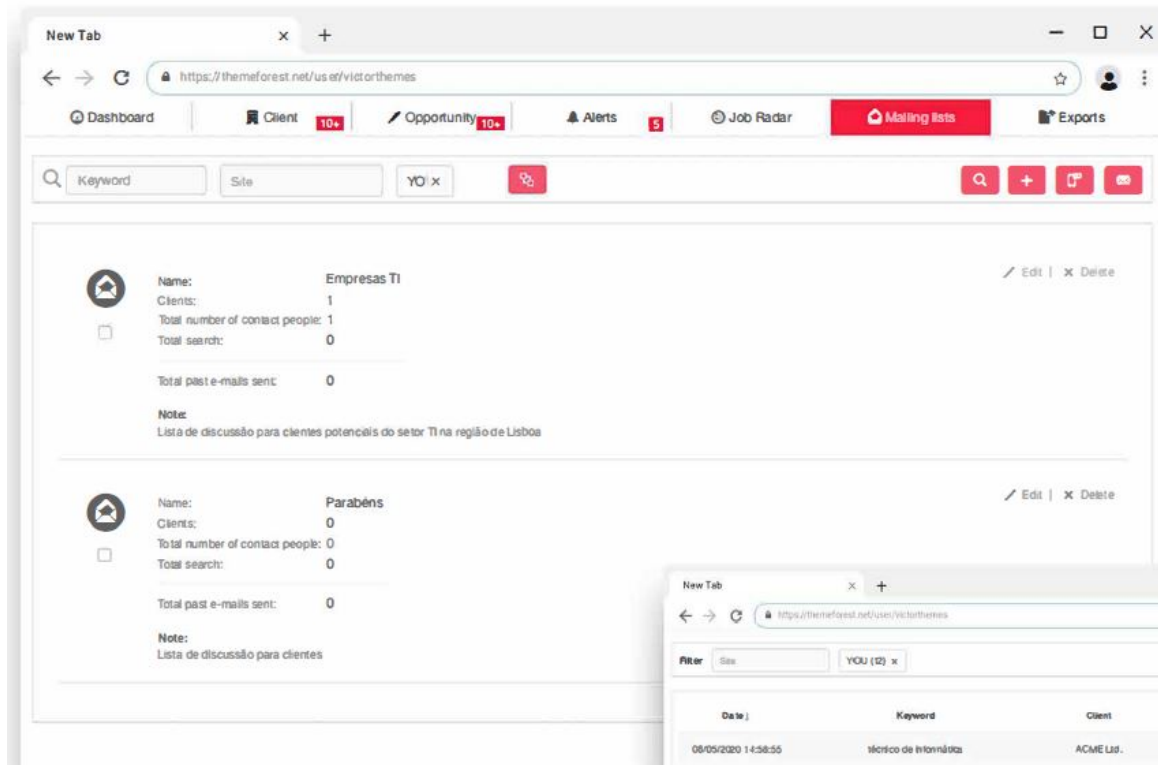
## Share

Consultants can assess a candidate from a personal and professional point of view and share his/her profile by clicking on the "Share" button.

The tool keeps a record of the sharing action as well as of the comments received.

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





## Multimailing

Individual and mass emails can be sent to clients through the software; once the list of recipients has been defined, it is possible to enter a text, attach any type of document and set the sending time.

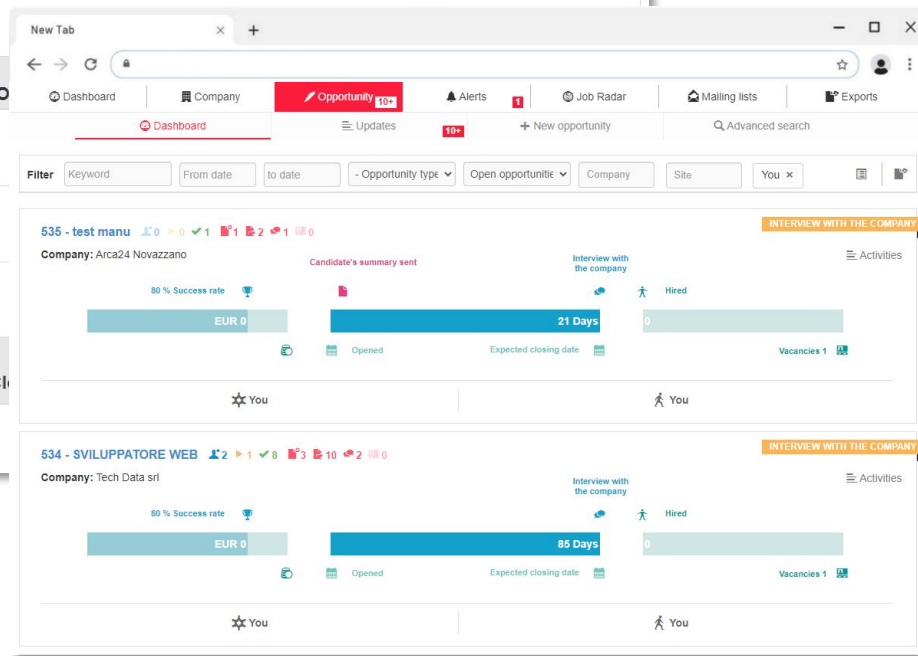
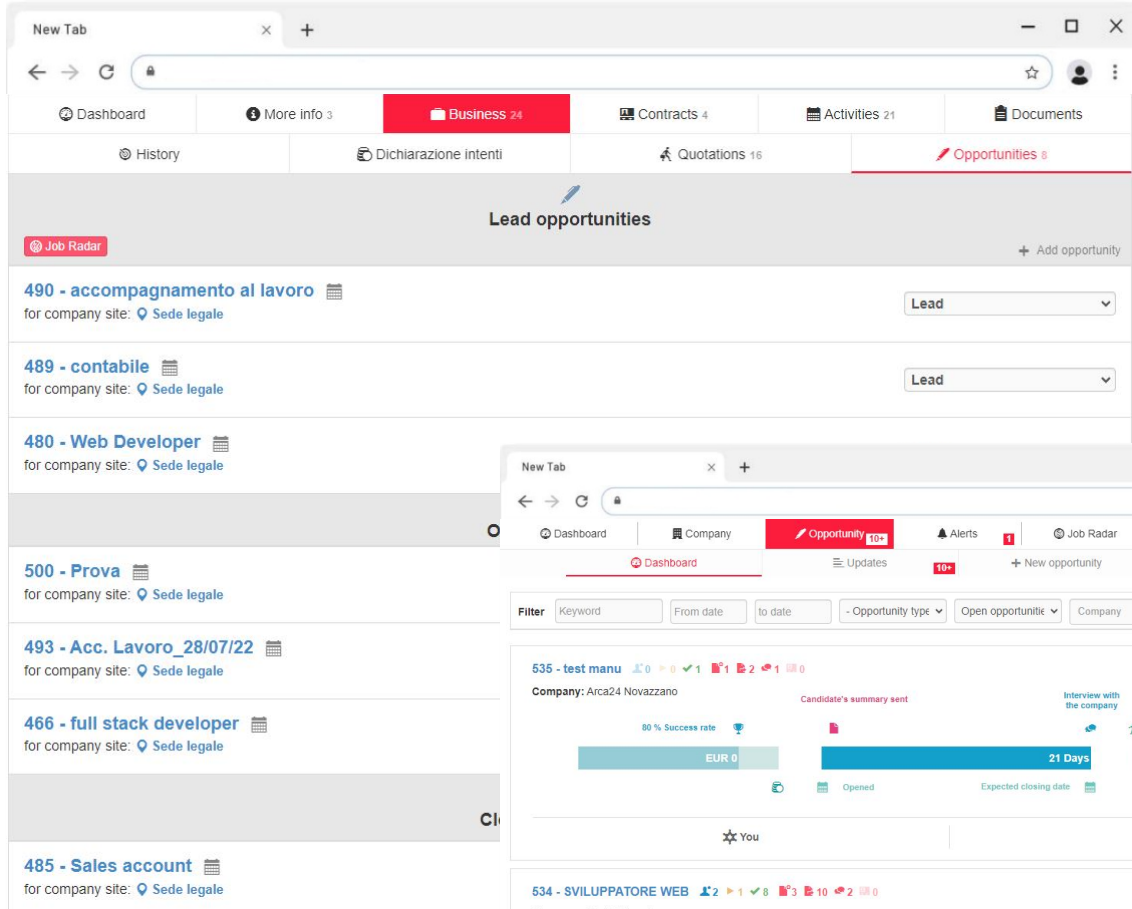
The tool can also be used to send lists of CV previews of candidates in the database as "suggestions" and "sales proposals".

## Proposals of candidates

*Optional module*

Within the client's profile it is possible to create target lists of candidates corresponding to the client's database search criteria and send them to the client on a weekly basis, also in an automated form.

A drop-down selector can be used to decide whether new candidates should be notified directly to the client or whether the consultant should be notified first.



## New opportunity

The tool allows to enter new opportunities (job orders) by filling in a simple form and to manage all clients' orders in a single section.

Competitors (optional module)

It is also possible to identify competitors working on the same project.

## Sales funnel

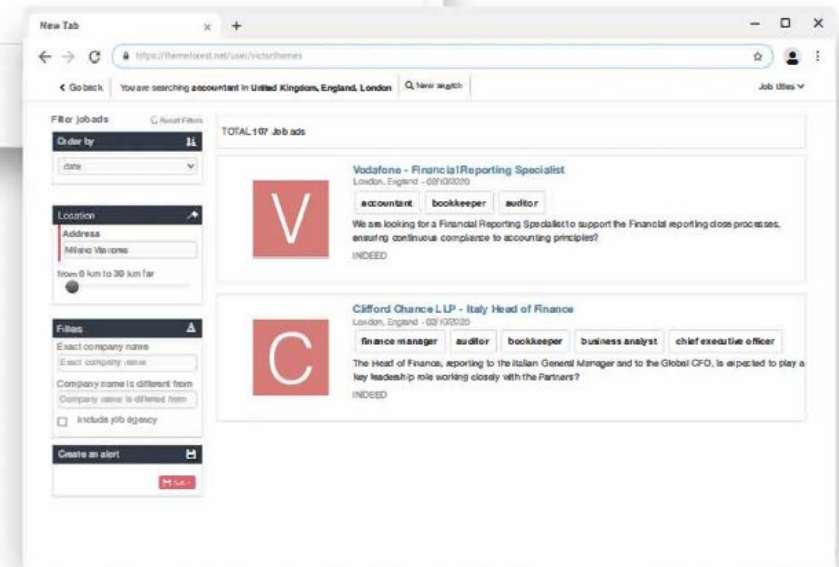
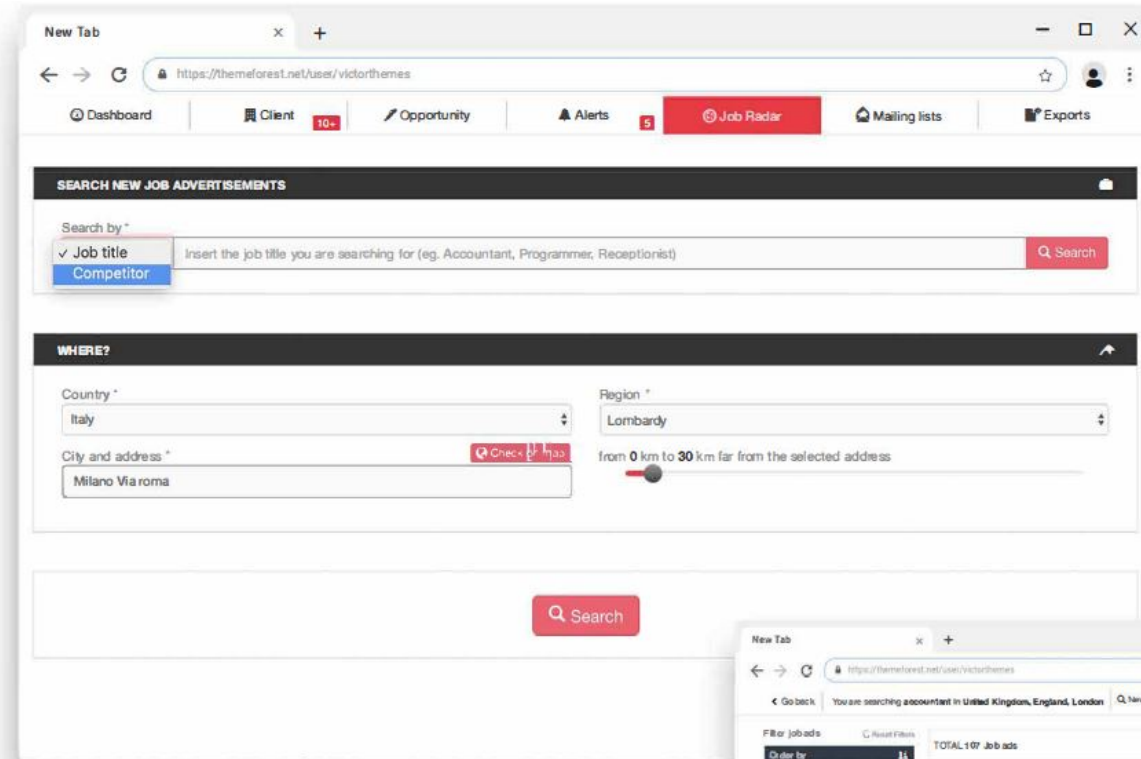
In the client's profile, it is possible to use the sales funnel, assigning a status to each stage of the recruiting process, which are as follows: "In selection", "Candidate's summary sent", "Successfully closed", etc.). The system relates a success rate to each of those in order to obtain sales forecast indicators.

All active projects can be checked by site and consultant in a dashboard and exported in csv format for further analysis.

## Job radar

The system collects the job offers published on the main job portals and stores them for 90 days.

In this way, consultants can see, almost in real time, both the latest job offers that correspond to their own search (and which therefore target the same talent pool) and the searches that competitors are working on.



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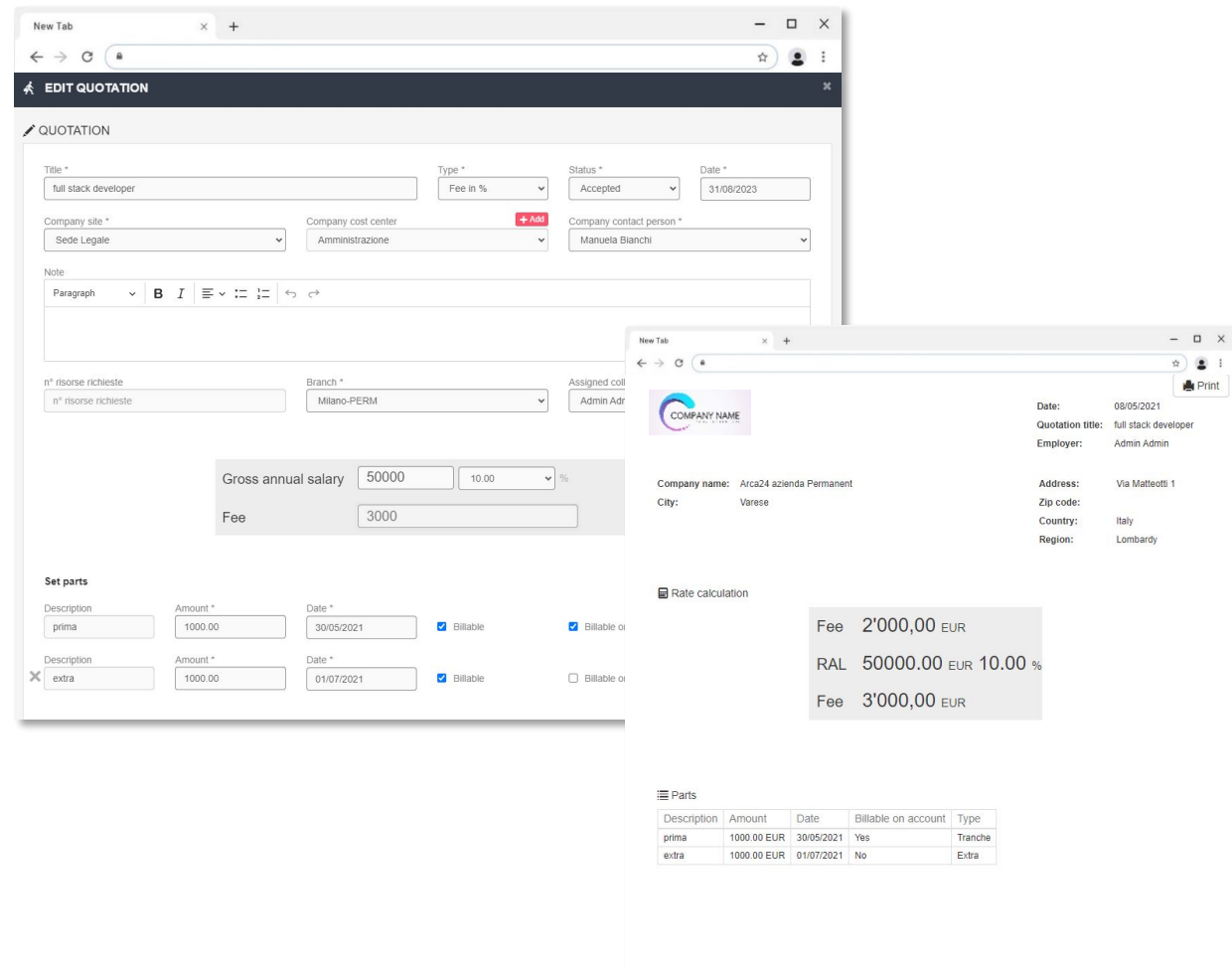
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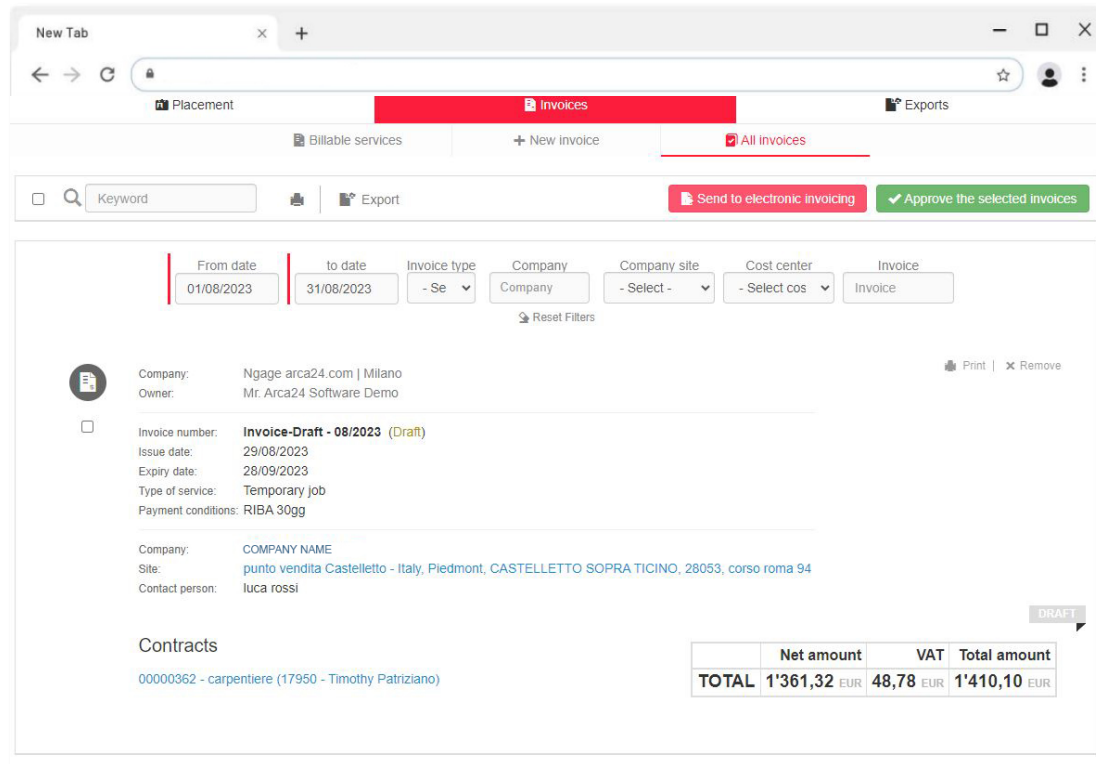
### Data-driven KPIs and ROI

Monitoring of activities of consultants (staffing agency), clients and candidates.

## Quotation

The software allows consultants to create quotations based on the client's requirements. It is also possible to specify whether the quotation includes a fixed amount or a percentage.





The screenshot shows a web browser window with a navigation bar containing 'Placement', 'Invoices', and 'Exports'. Below the navigation bar are buttons for 'Billable services', '+ New invoice', and 'All Invoices'. A search bar with 'Keyword' and an 'Export' button are also present. Two main action buttons are visible: 'Send to electronic invoicing' and 'Approve the selected invoices'.

Filter fields include: From date (01/08/2023), to date (31/08/2023), Invoice type (- Se), Company (Company), Company site (- Select -), Cost center (- Select cos), and Invoice (Invoice). A 'Reset Filters' button is located below these fields.

Company information: Ngage arca24.com | Milano, Owner: Mr. Arca24 Software Demo. Print and Remove options are available.

Invoice details: Invoice number: Invoice-Draft - 08/2023 (Draft), Issue date: 29/08/2023, Expiry date: 28/09/2023, Type of service: Temporary job, Payment conditions: RIBA 30gg.

Company details: COMPANY NAME, Site: punto vendita Castelletto - Italy, Piedmont, CASTELLETTO SOPRA TICINO, 28053, corso roma 94, Contact person: luca rossi.

Contracts: 00000362 - carpentiere (17950 - Timothy Patriziano).

	Net amount	VAT	Total amount
<b>TOTAL</b>	<b>1'361,32</b> EUR	<b>48,78</b> EUR	<b>1'410,10</b> EUR

## Invoice

The software automatically creates invoices from quotations.

After entering the employee's working hours, the invoice can be generated.

Before the invoice is numbered, the system generates a draft so that it can be checked and, if necessary, corrected or amended.

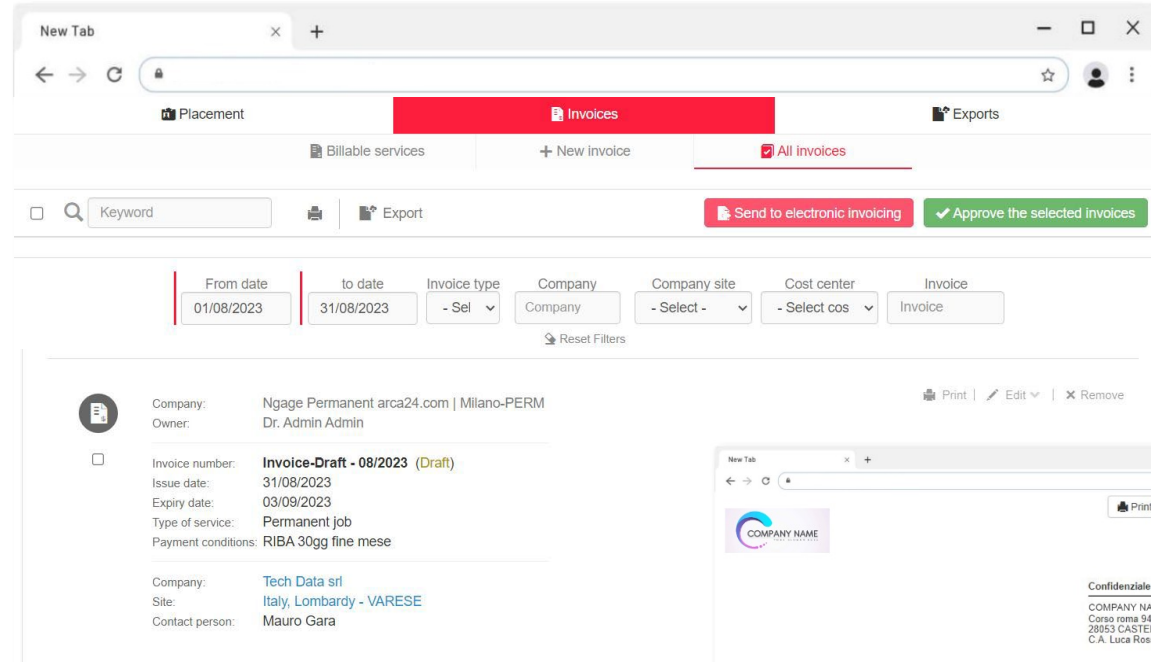
It is also possible to manage invoicing by cost centre.

## Printing and editing of invoices

Once the invoices have been created, it is possible to edit the header, add lines and then print them.

Once approved, invoices are numbered and XMLs can be generated to be sent to the interchange system.

Once the invoice is created, it can be delivered to the client via link to the client's personal area or via attachment.

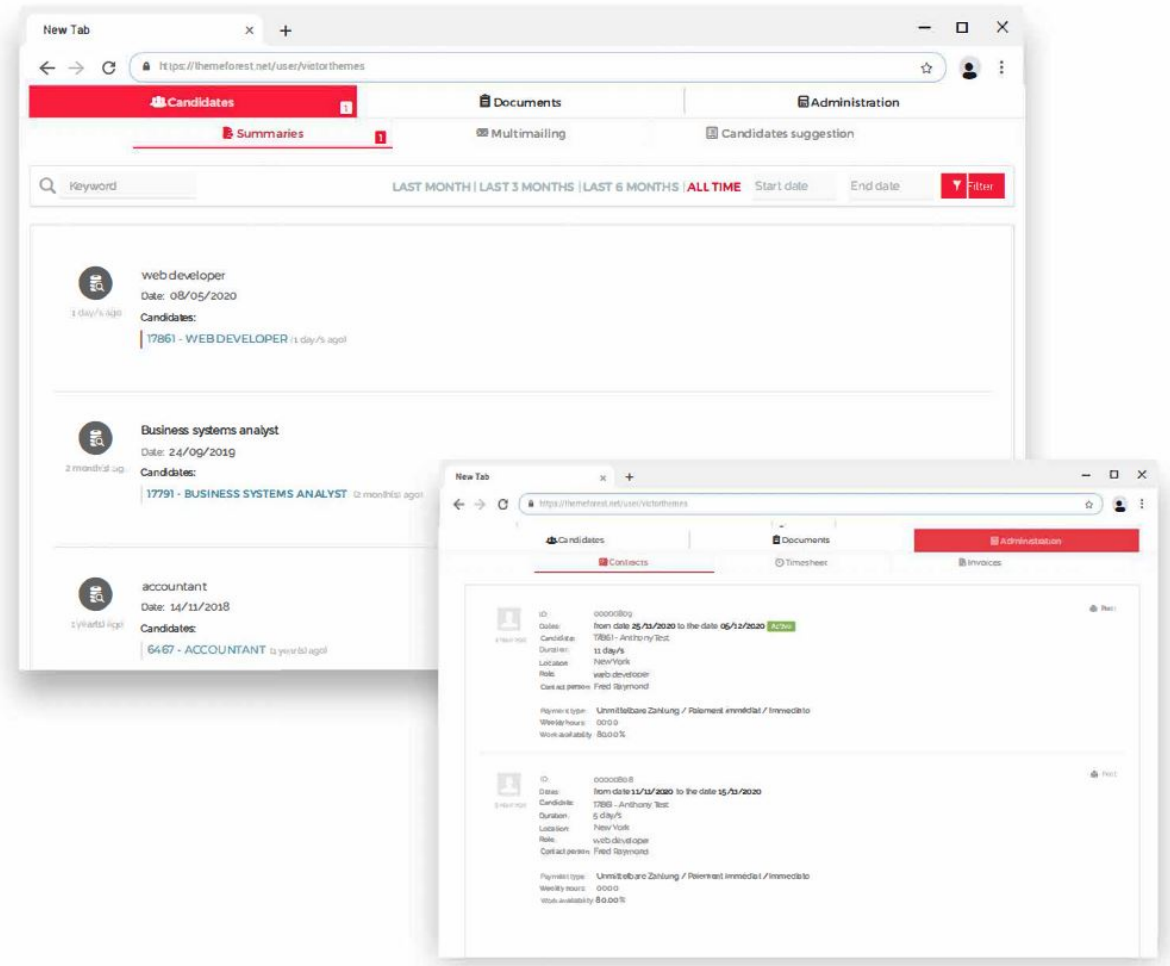




## Client's personal area

Clients have a personal area from which they can view the following documents:

- The candidates' profiles received via the mailing lists and the modes "candidate's summary" and "proposals for candidates" (feedback can be given on the profiles received)
- Shared documents that can be downloaded at any time
- Documents such as contracts and invoices.



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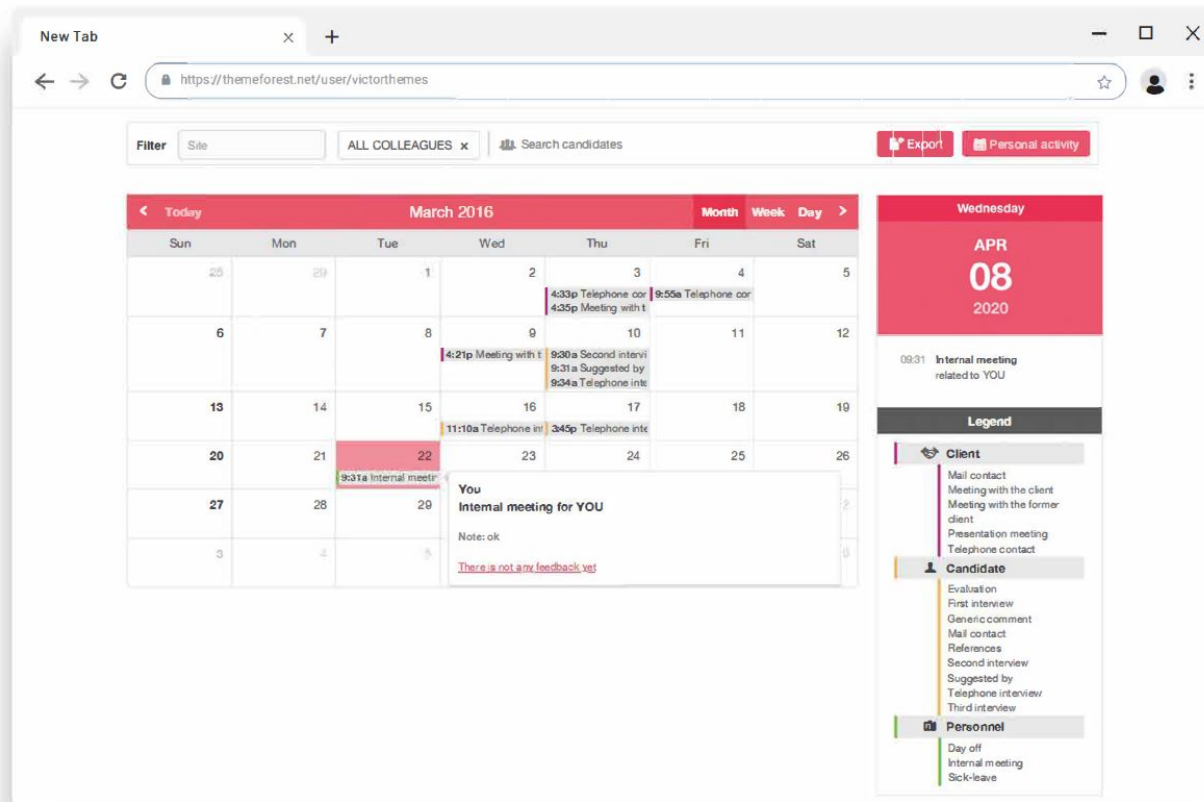
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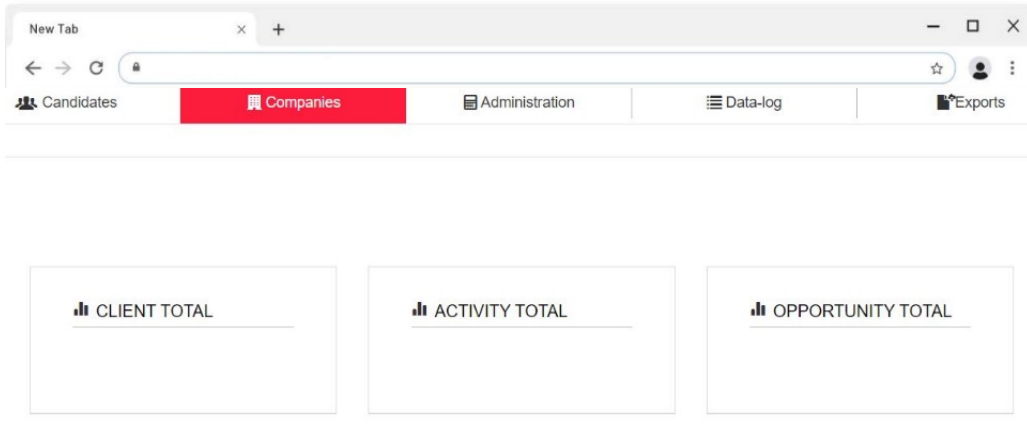


## Agenda

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.



selection total

Show filters

<b>50</b>	<b>15</b>	<b>34</b>	<b>2288</b>				
TOT JOB POST	TOT ONLINE JOB	TOT OFFLINE	TOT JOB APPLICATION				
TOT JOB	TOT ONLINE	TOT OFFLINE	TOT DELETED	TOT JOB APPLIED	TOT APPLICATION	SITE DETAIL	SITE DETAIL CSV
50	15	34	1	43	2288	+ ALL	CSV

<b>50</b>	<b>15</b>	<b>34</b>	<b>1</b>	<b>2288</b>	+ ALL	CSV
TOT JOB POST	TOT ONLINE JOB	TOT OFFLINE	TOT DELETED	TOT JOB APPLICATION		

## Sales KPIs

It is possible to extrapolate all clients' data, the activities carried out with each client and the opportunities handled by each company, site and consultant over a given period.

## Recruiting KPIs

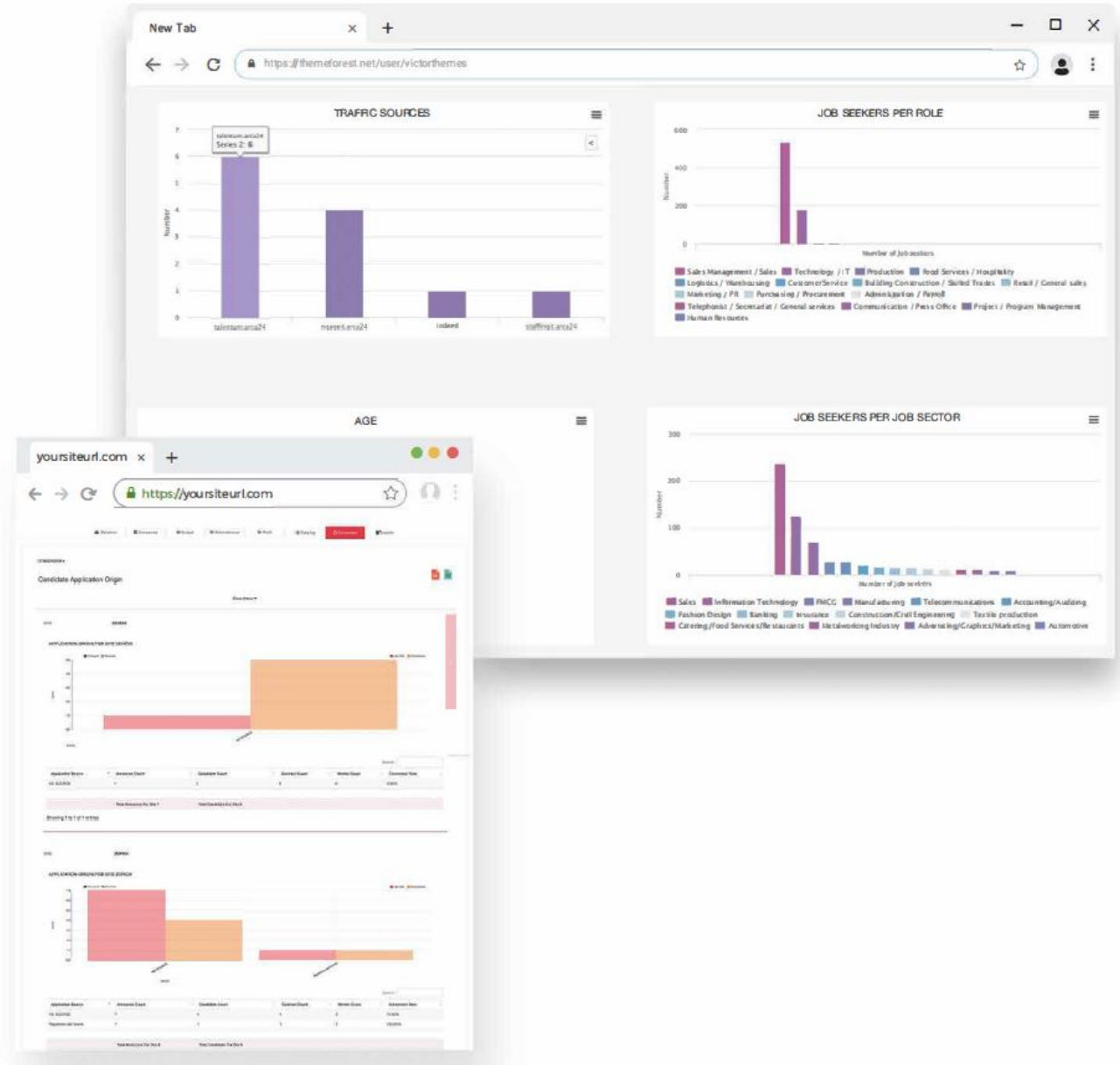
It is possible to analyze the details of the job offers published and all searches (saved or not) carried out in the software.

The tool also provides with statistics on activities carried out with candidates, on candidates' summaries and profiles shared with clients. It is also possible to analyze applications by recruitment channel.

## Conversion KPIs

The report shows the origin and number of applications registered in the system as well as the candidates who applied during the selected period.

It also provides information on the performance of the channels used in multiposting.





HR Tech  
Factory



+41 91 210 89 31



Arca24.com SA  
CH-6883 Novazzano



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



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