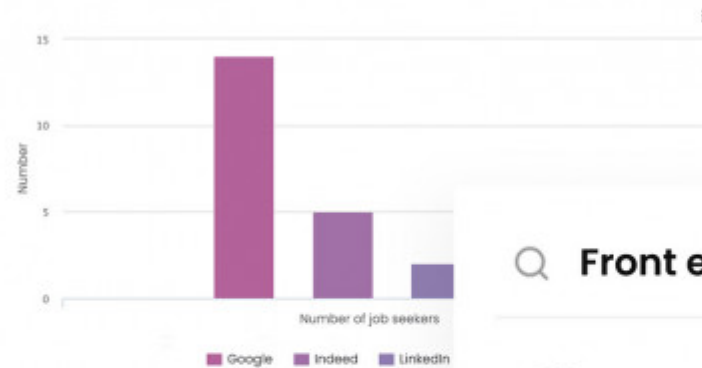**HR Tech Factory**

FOR TEMPORARY STAFFING ORGANIZATIONS

Ngage Temp Front Office

The Front Office module of Ngage Temp includes innovative ATS and CRM designed for temporary staffing organizations.

applicant traffic sources

Number of job seekers

Google   Indeed   LinkedIn

50%
Recruiting time reduction
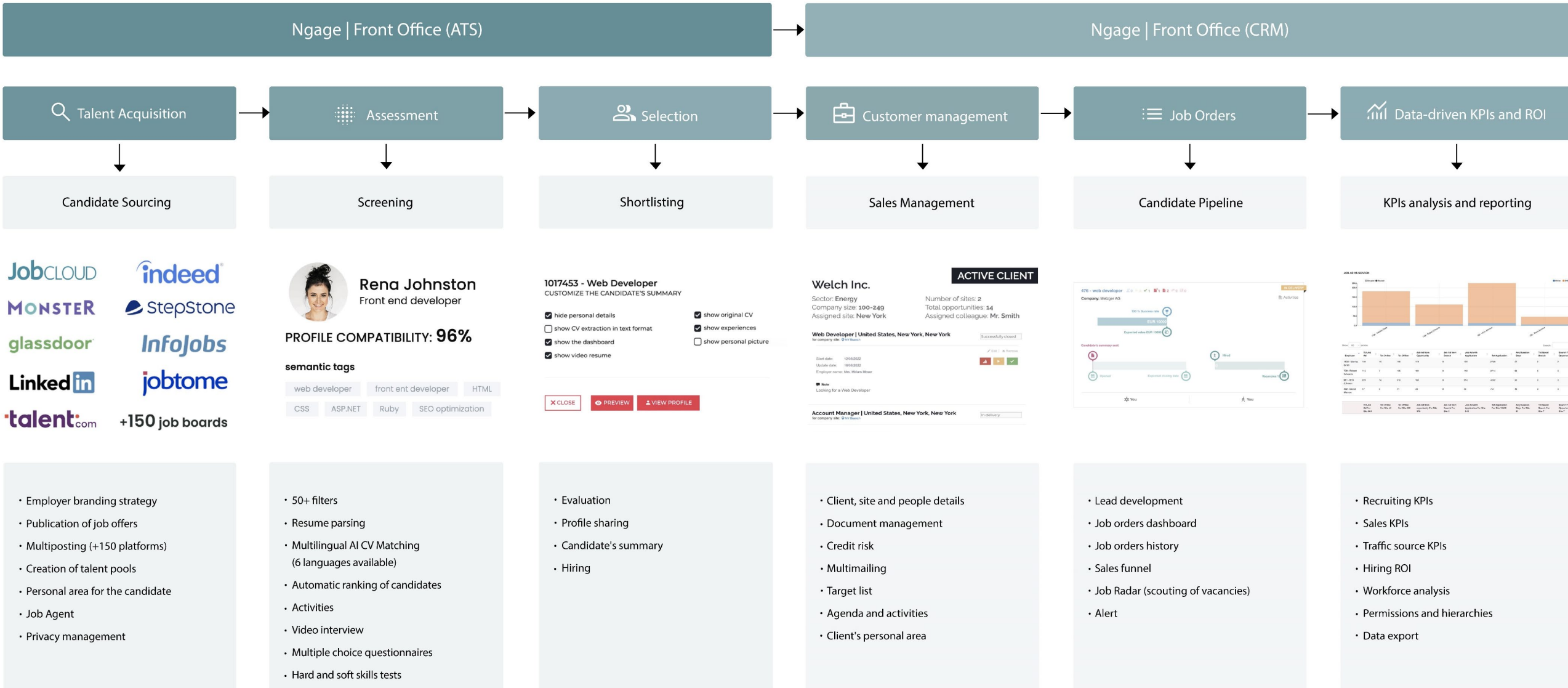
🔍 **Front end developer** ✕

Natalie Schmid
Front end developer — **100%** COMPATIBILITY

Matthias Hueber
Front end developer — **96%** COMPATIBILITY

Tobias Brandt
Web developer — **95%** COMPATIBILITY

Ngage Temp Front Office | ERP Software for temporary staffing organizations

ARCA 24 — HR Tech Factory

Ngage	Front Office (ATS)	→	Ngage	Front Office (CRM)

🔍 Talent Acquisition	⋯ Assessment	👥 Selection	💼 Customer management	☰ Job Orders	📈 Data-driven KPIs and ROI
Candidate Sourcing	Screening	Shortlisting	Sales Management	Candidate Pipeline	KPIs analysis and reporting

Candidate Sourcing:
JobCLOUD, indeed, MONSTER, StepStone, glassdoor, InfoJobs, Linked in, jobtome, talent.com, +150 job boards

Screening:
Rena Johnston — Front end developer
PROFILE COMPATIBILITY: 96%
semantic tags: web developer, front ent developer, HTML, CSS, ASP.NET, Ruby, SEO optimization

Shortlisting:
1017453 - Web Developer
CUSTOMIZE THE CANDIDATE'S SUMMARY
- ☑ hide personal details
- ☐ show CV extraction in text format
- ☑ show the dashboard
- ☑ show video resume
- ☑ show original CV
- ☑ show experiences
- ☐ show personal picture

CLOSE | PREVIEW | VIEW PROFILE

Sales Management:
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
for company site: HR Branch — Successfully closed
Start date: 12/07/2022
Update date: 19/08/2022
Employer name: Mrs. Miriam Moser

Note: Looking for a Web Developer

Account Manager | United States, New York, New York
for company site: HR Branch — in delivery

Candidate Pipeline:
476 - web developer
Company: Metzger AG

KPIs analysis and reporting:
JOB AD VS SEARCH

Talent Acquisition	Assessment	Selection	Customer management	Job Orders	Data-driven KPIs and ROI
• Employer branding strategy	• 50+ filters	• Evaluation	• Client, site and people details	• Lead development	• Recruiting KPIs
• Publication of job offers	• Resume parsing	• Profile sharing	• Document management	• Job orders dashboard	• Sales KPIs
• Multiposting (+150 platforms)	• Multilingual AI CV Matching (6 languages available)	• Candidate's summary	• Credit risk	• Job orders history	• Traffic source KPIs
• Creation of talent pools	• Automatic ranking of candidates	• Hiring	• Multimailing	• Sales funnel	• Hiring ROI
• Personal area for the candidate	• Activities		• Target list	• Job Radar (scouting of vacancies)	• Workforce analysis
• Job Agent	• Video interview		• Agenda and activities	• Alert	• Permissions and hierarchies
• Privacy management	• Multiple choice questionnaires		• Client's personal area		• Data export
	• Hard and soft skills tests				

ATS

CRM

Talent Acquisition

Managing the acquisition of candidates.

Assessment

Automatic screening of CVs and evaluation of candidates by tests.

Selection

Shortlisting of candidates and sending of profiles to the final client.
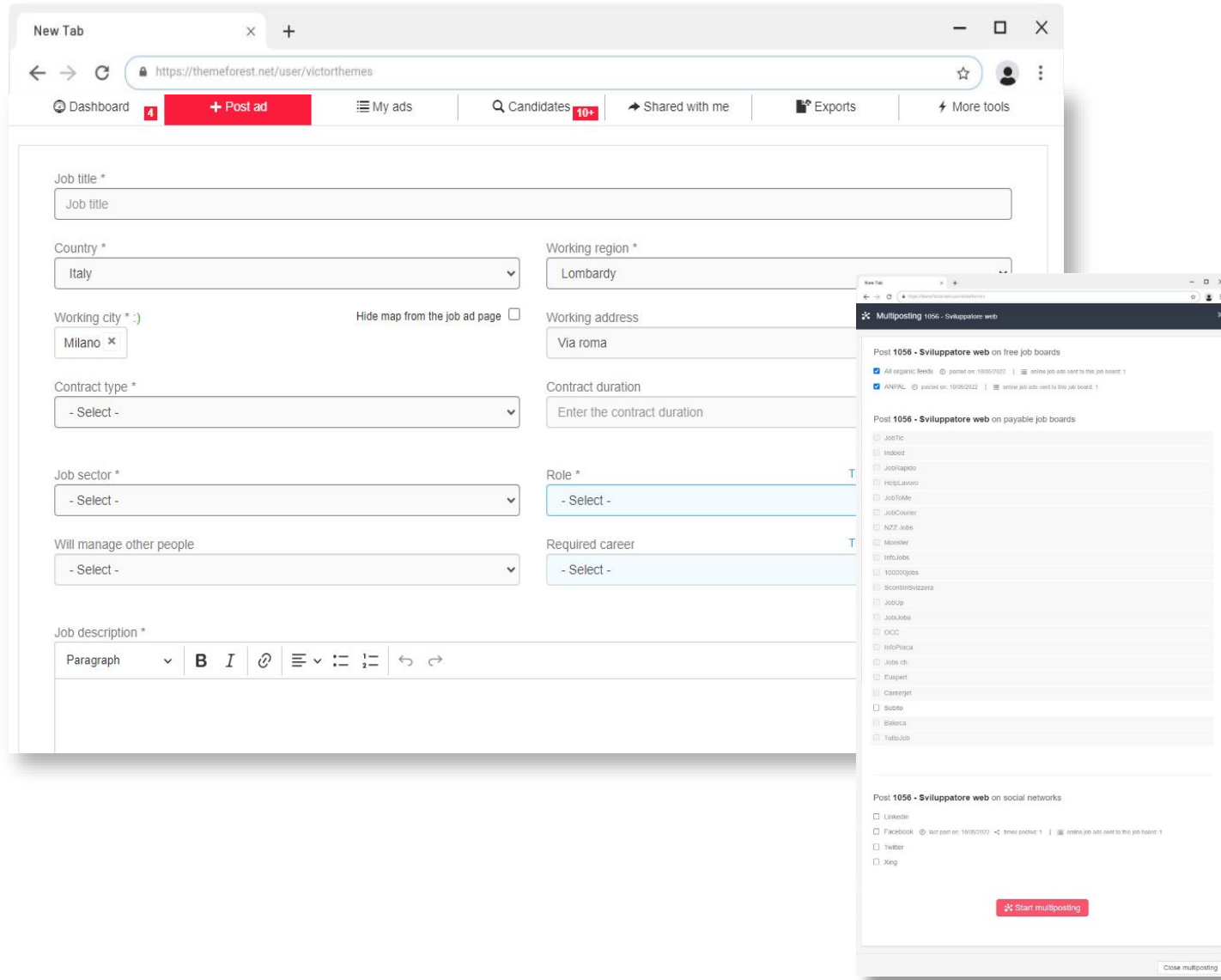
Customer management

Management of all customer information within a single platform.

Job Orders

Creation of job orders and monitoring the status of all selection processes.

Data-driven KPIs and ROI

Monitoring of activities carried out by recruiters, 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.
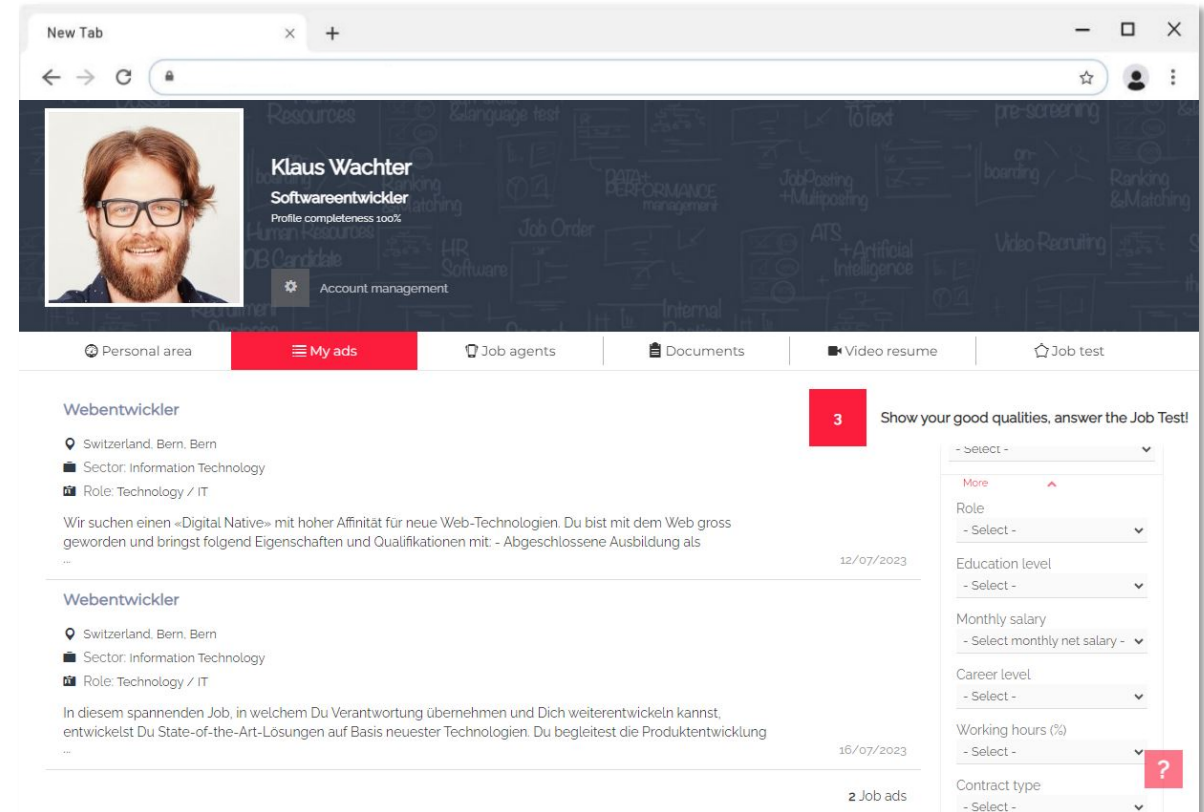
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Semantic compatibility

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.
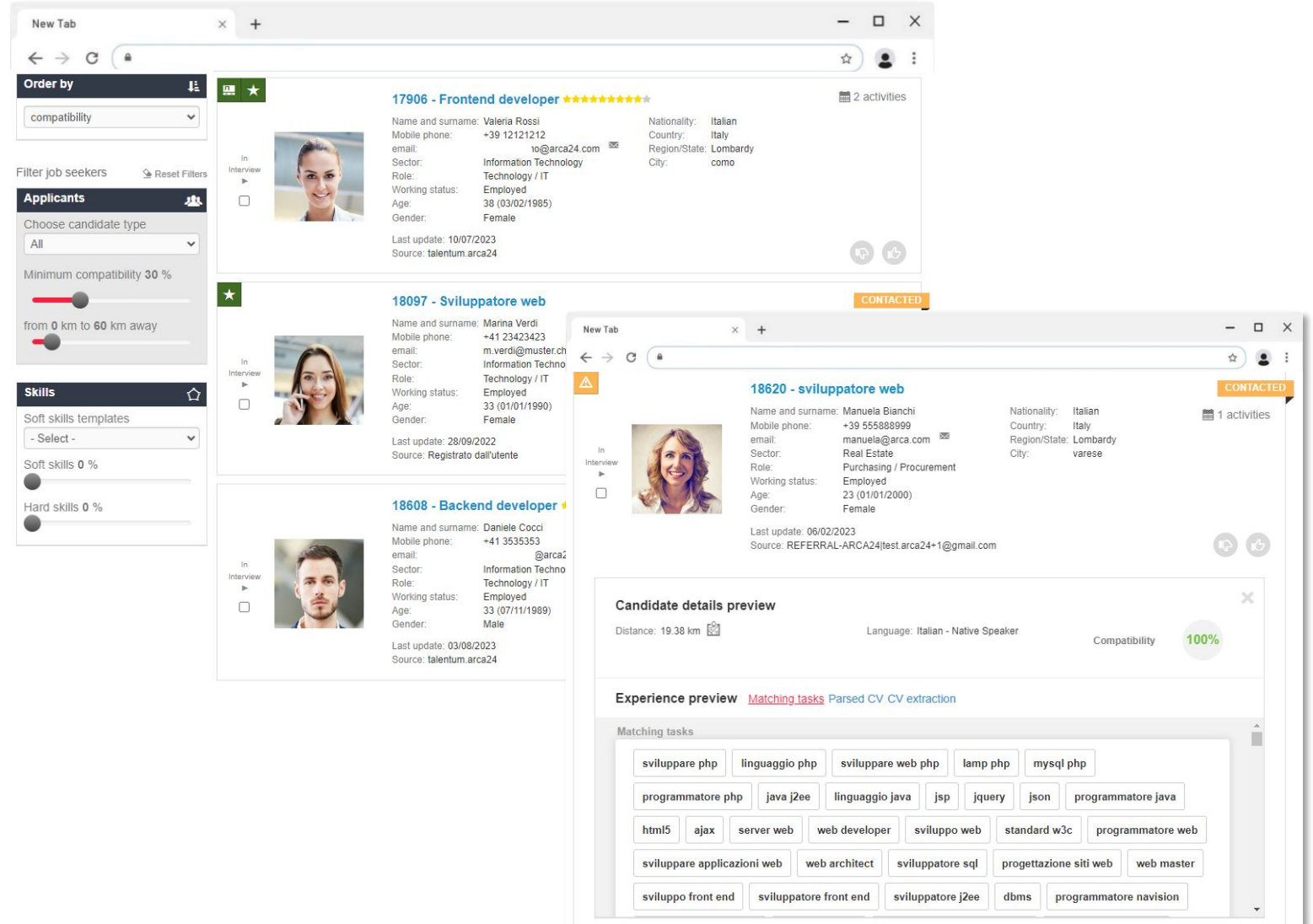
Soft skills-based compatibility

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.

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.

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)
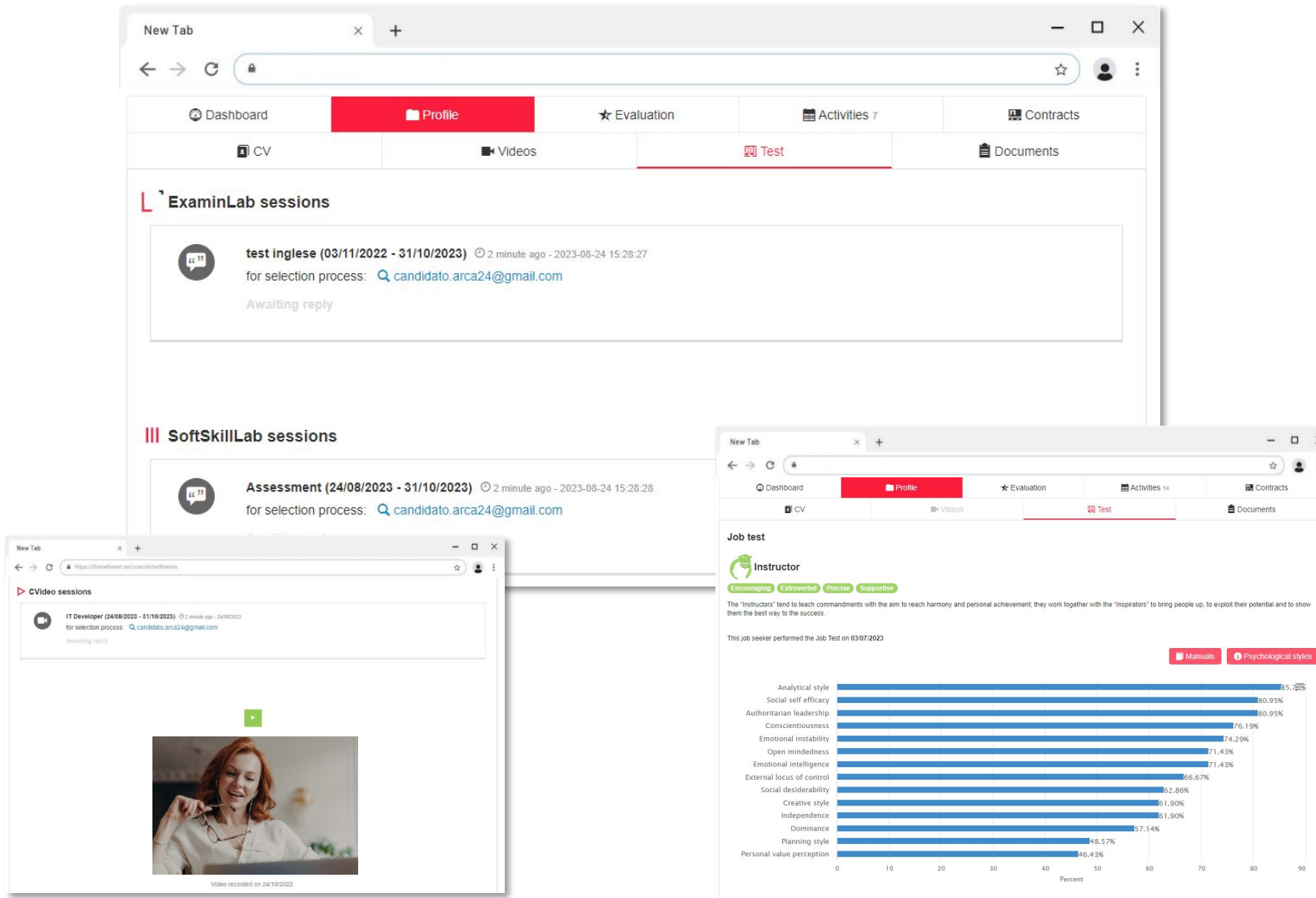
Soft skills tests and questionnaires

The software includes:

- Job aptitude test (Job Test)

Optional modules

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

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.
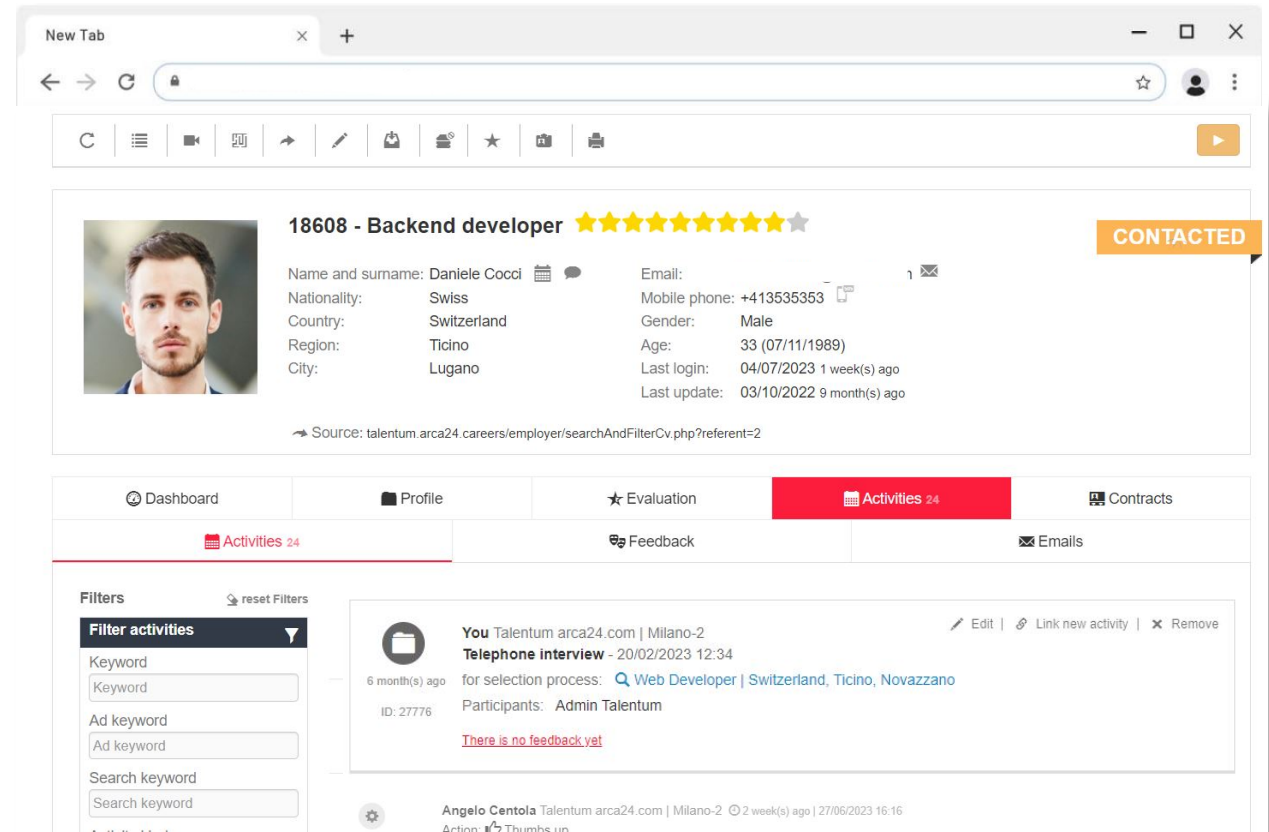
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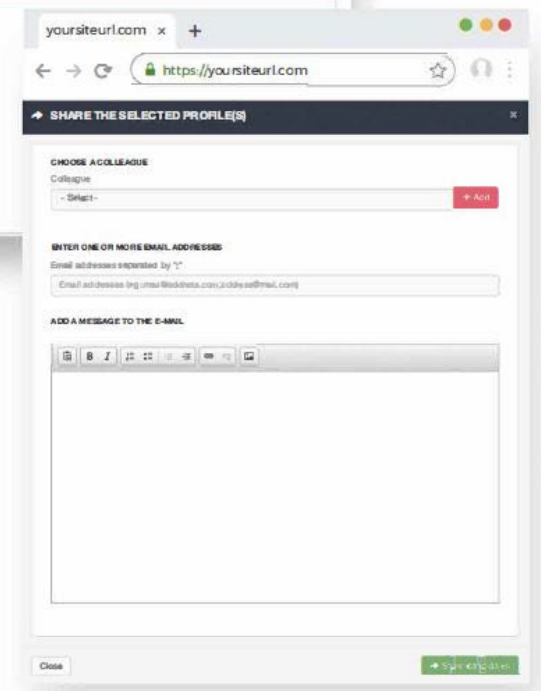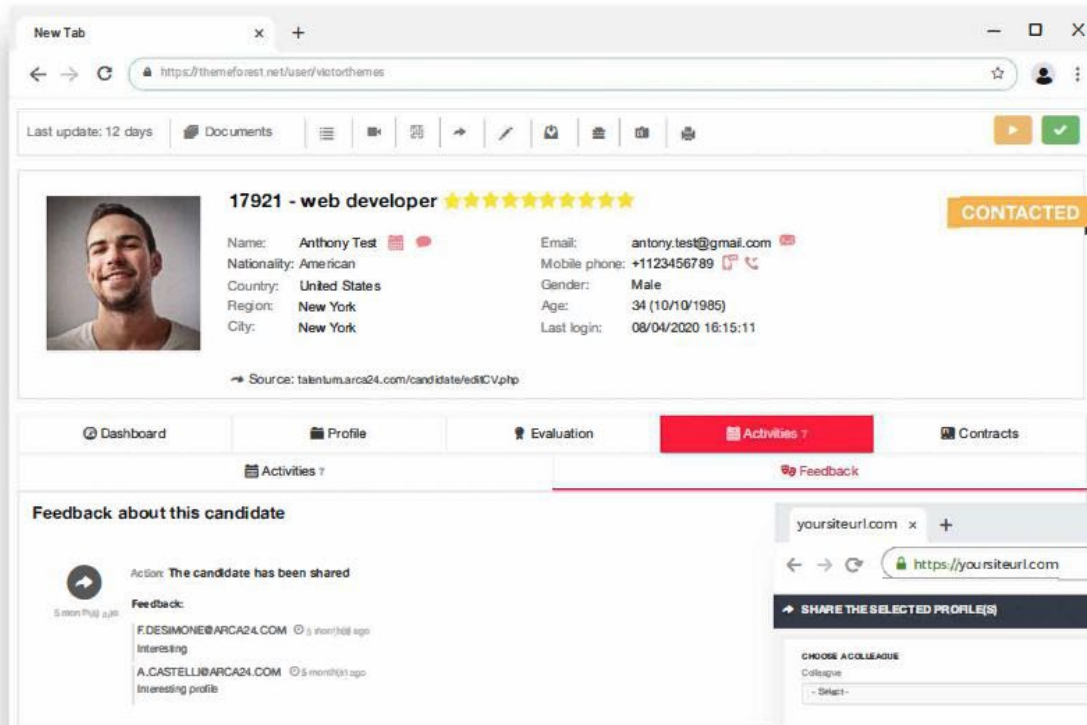
Assess candidates

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).

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.

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.
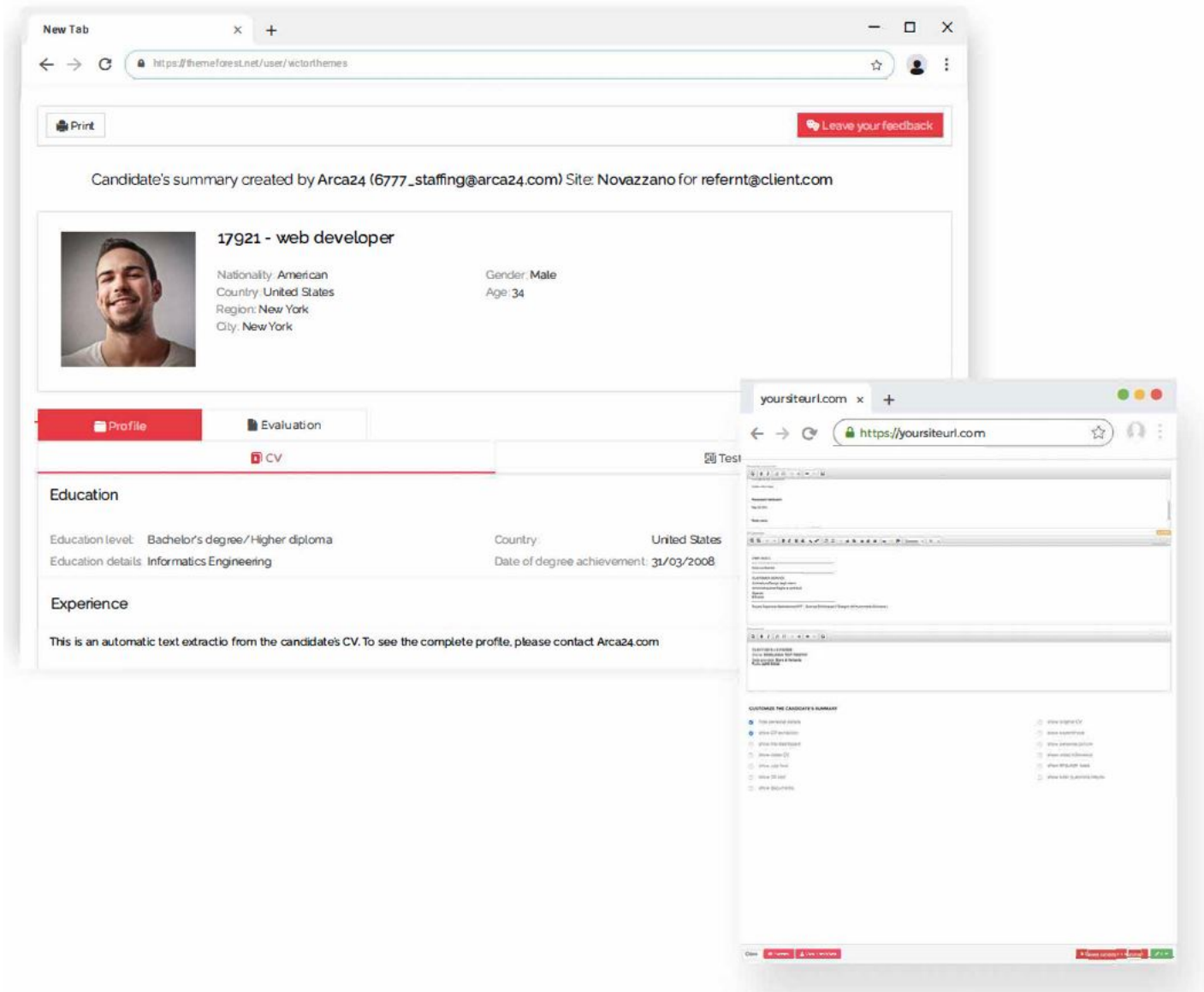
Hiring candidates

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.

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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.

16

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).
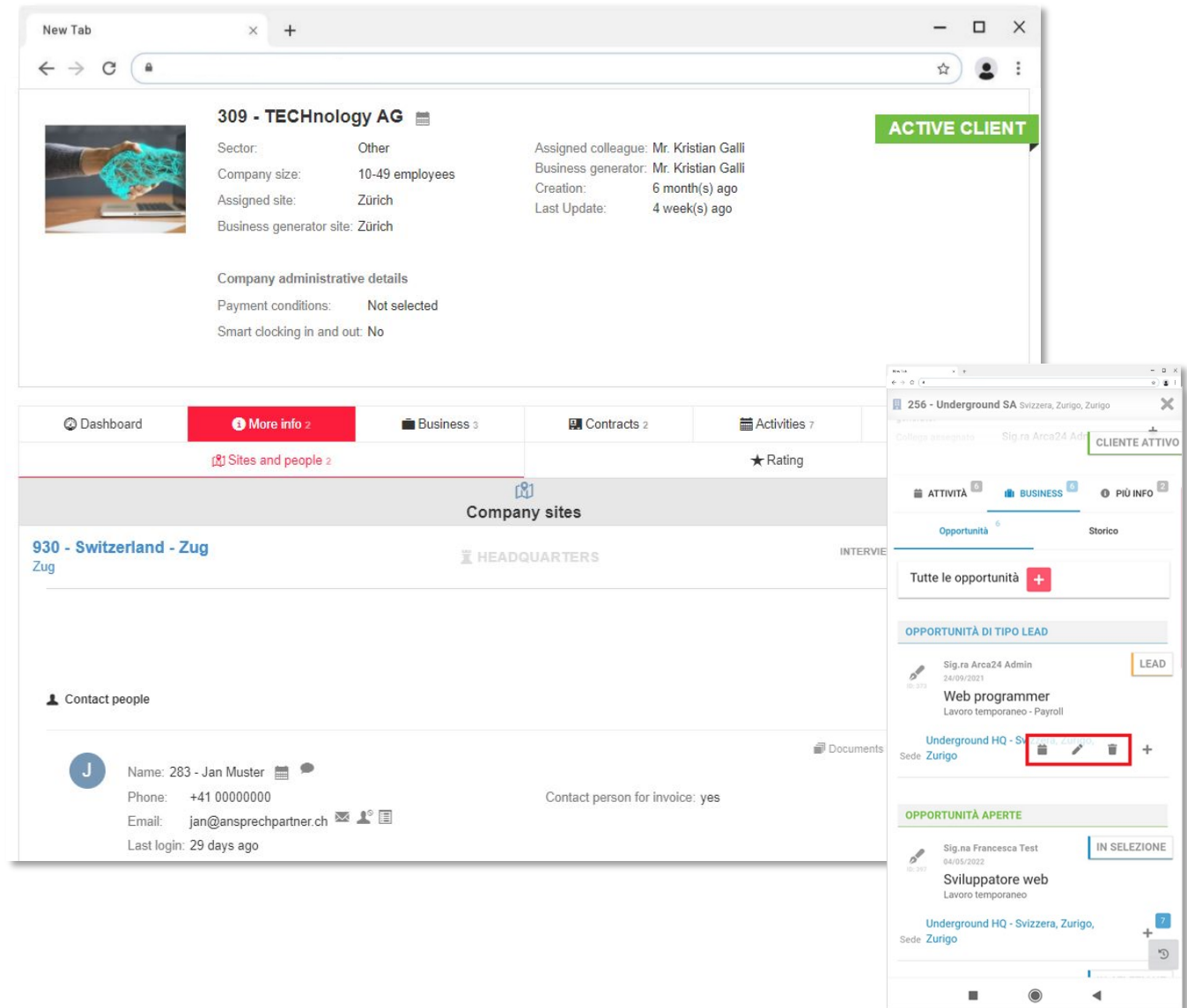
Multimailing

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.
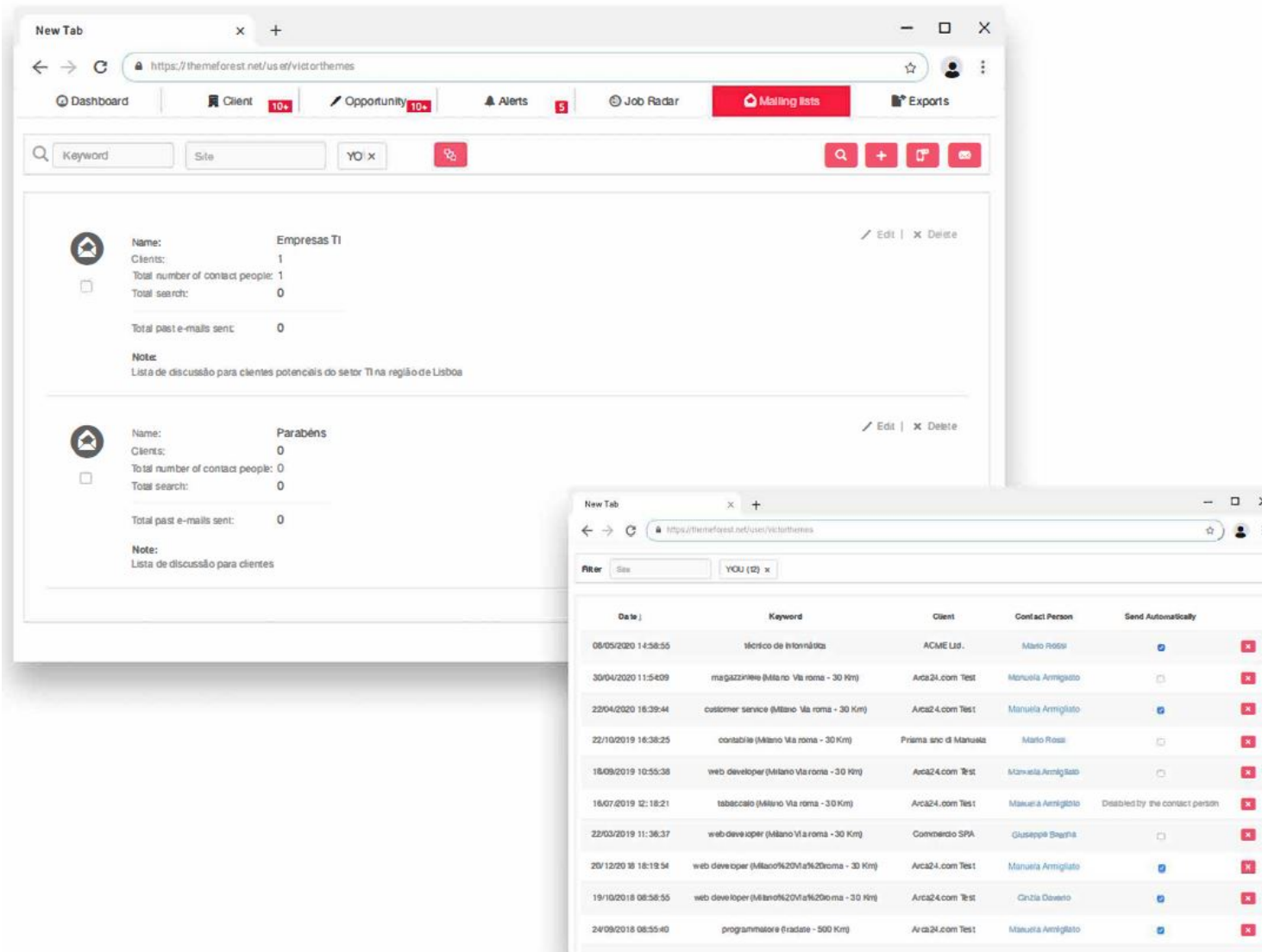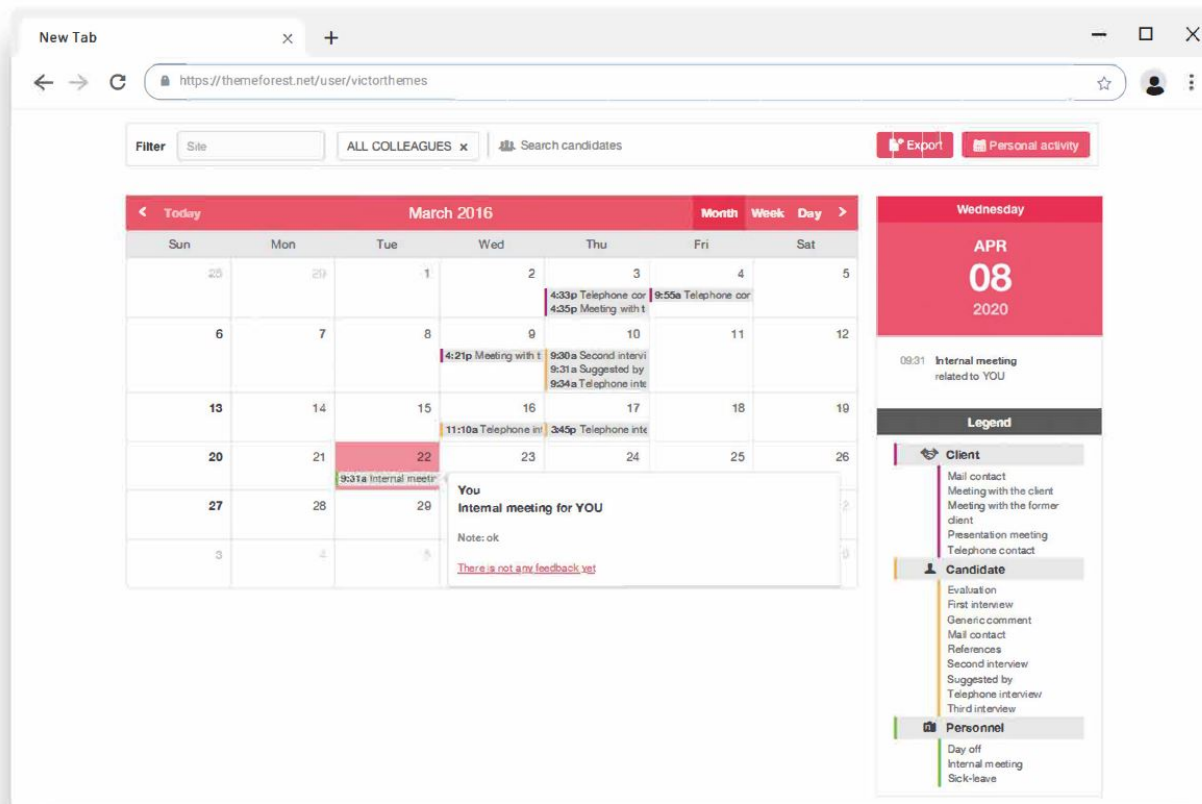
Agenda

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.

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.
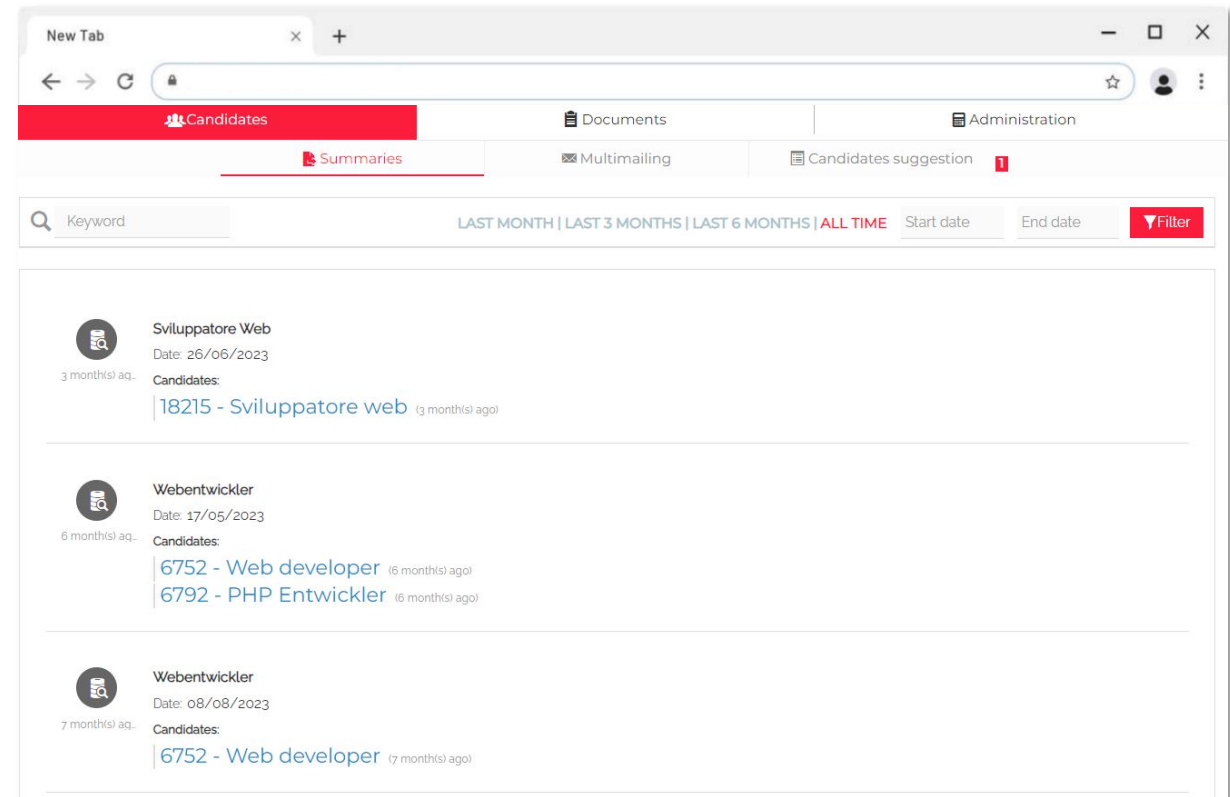
20

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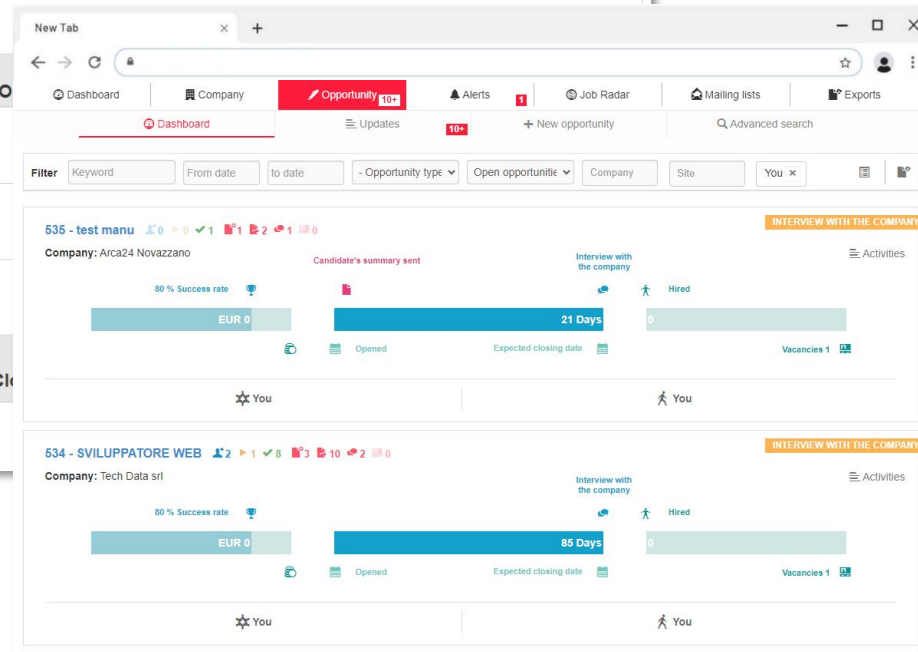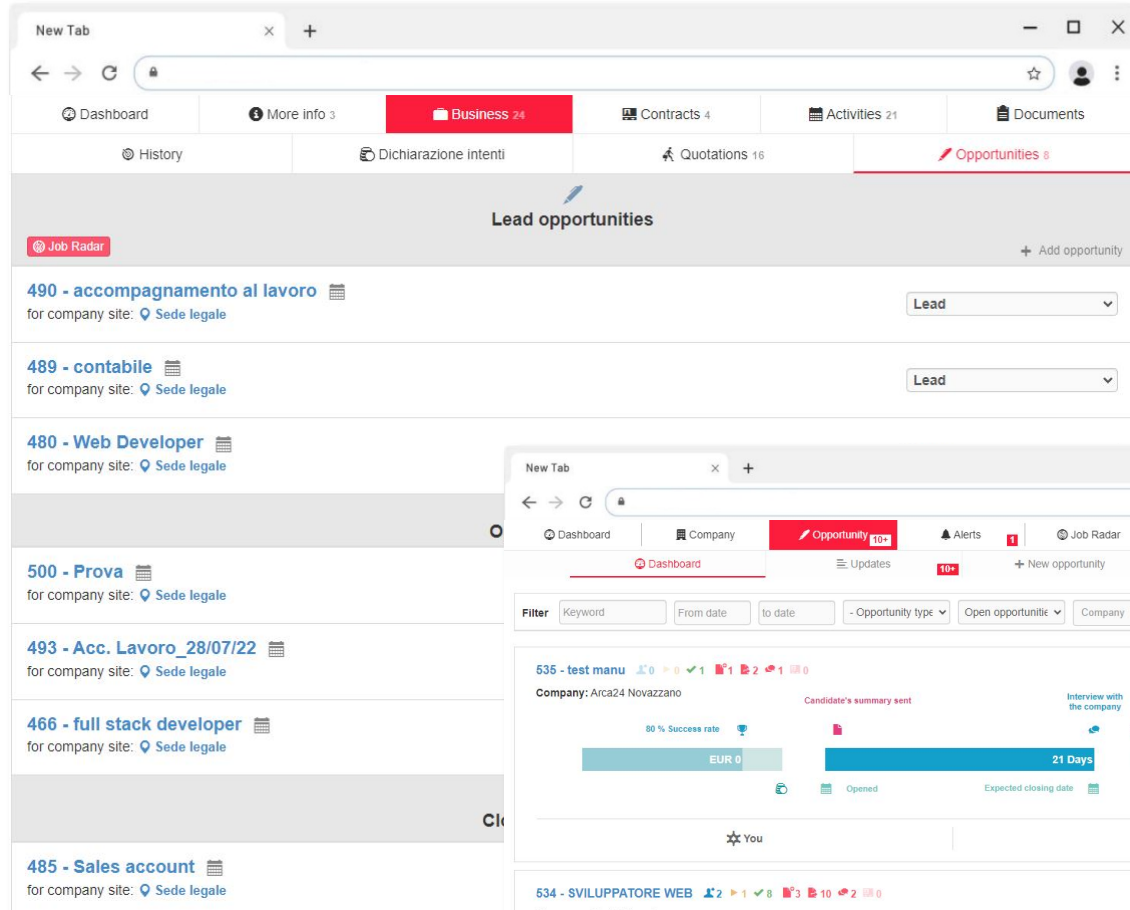
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New opportunity

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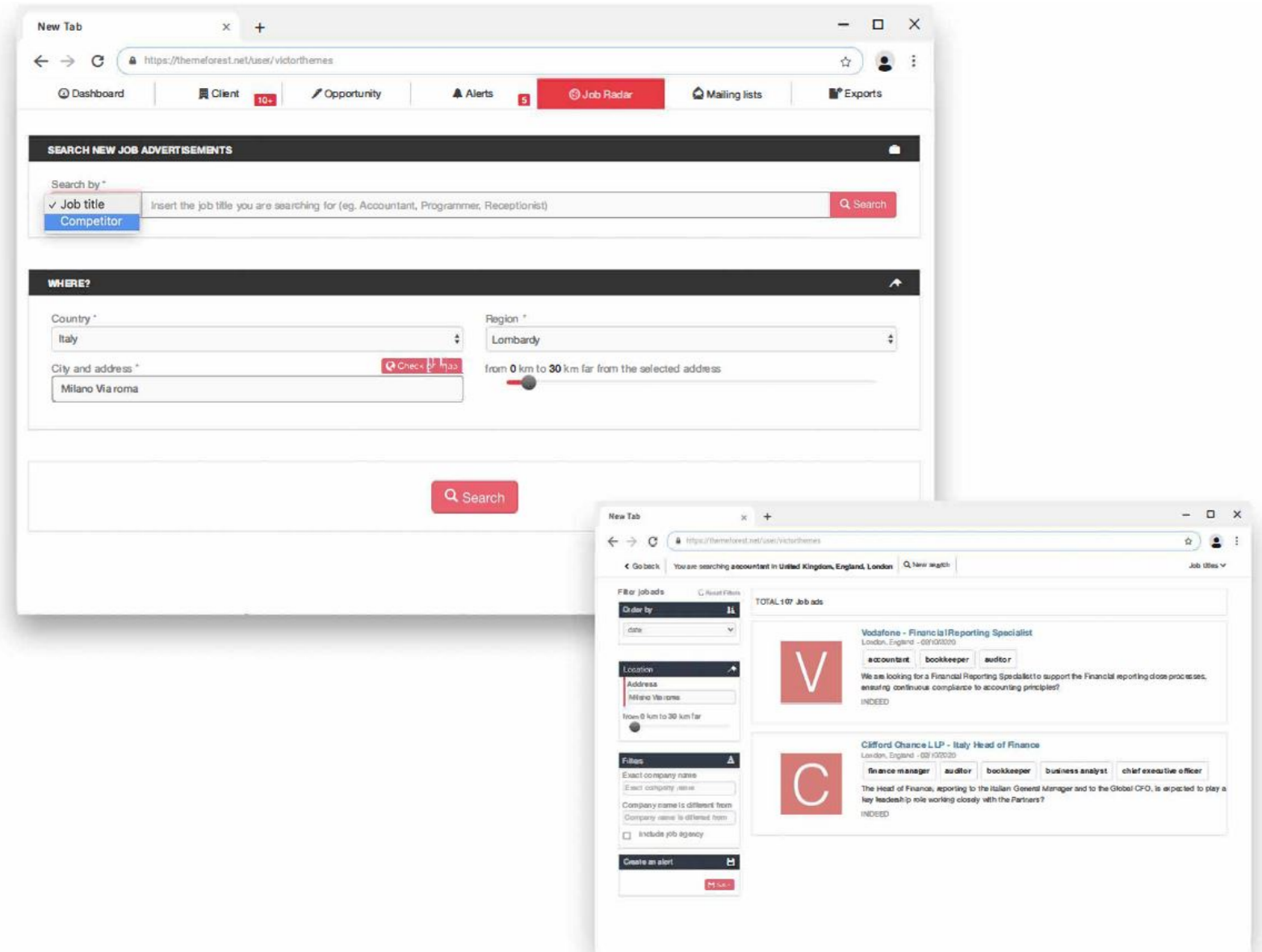All active projects can be checked by site and consultant in a dashboard and exported in csv format for further analysis.

22

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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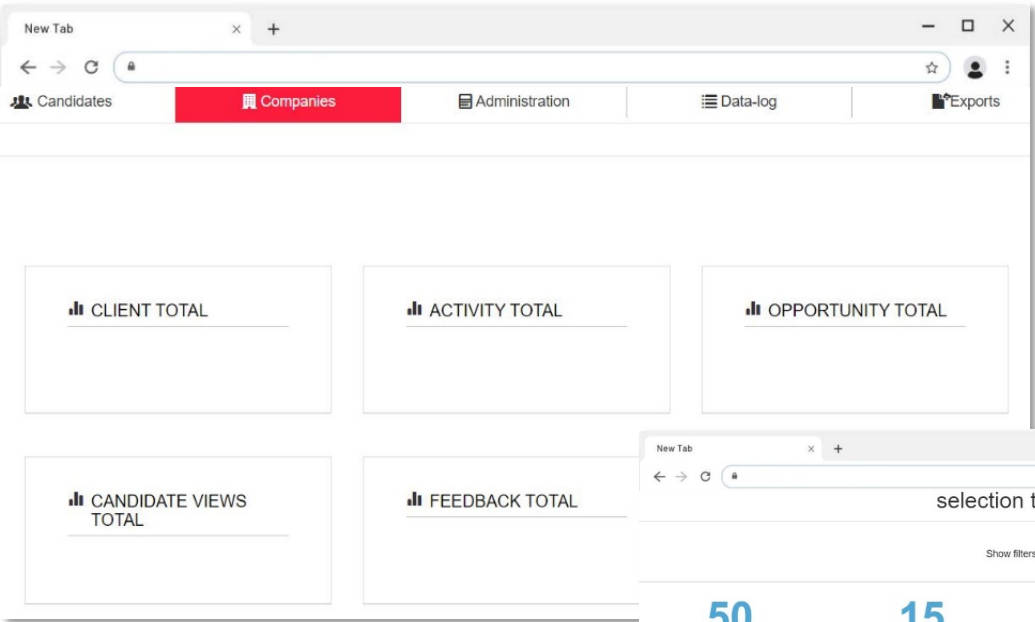
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Sales KPIs

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.

26
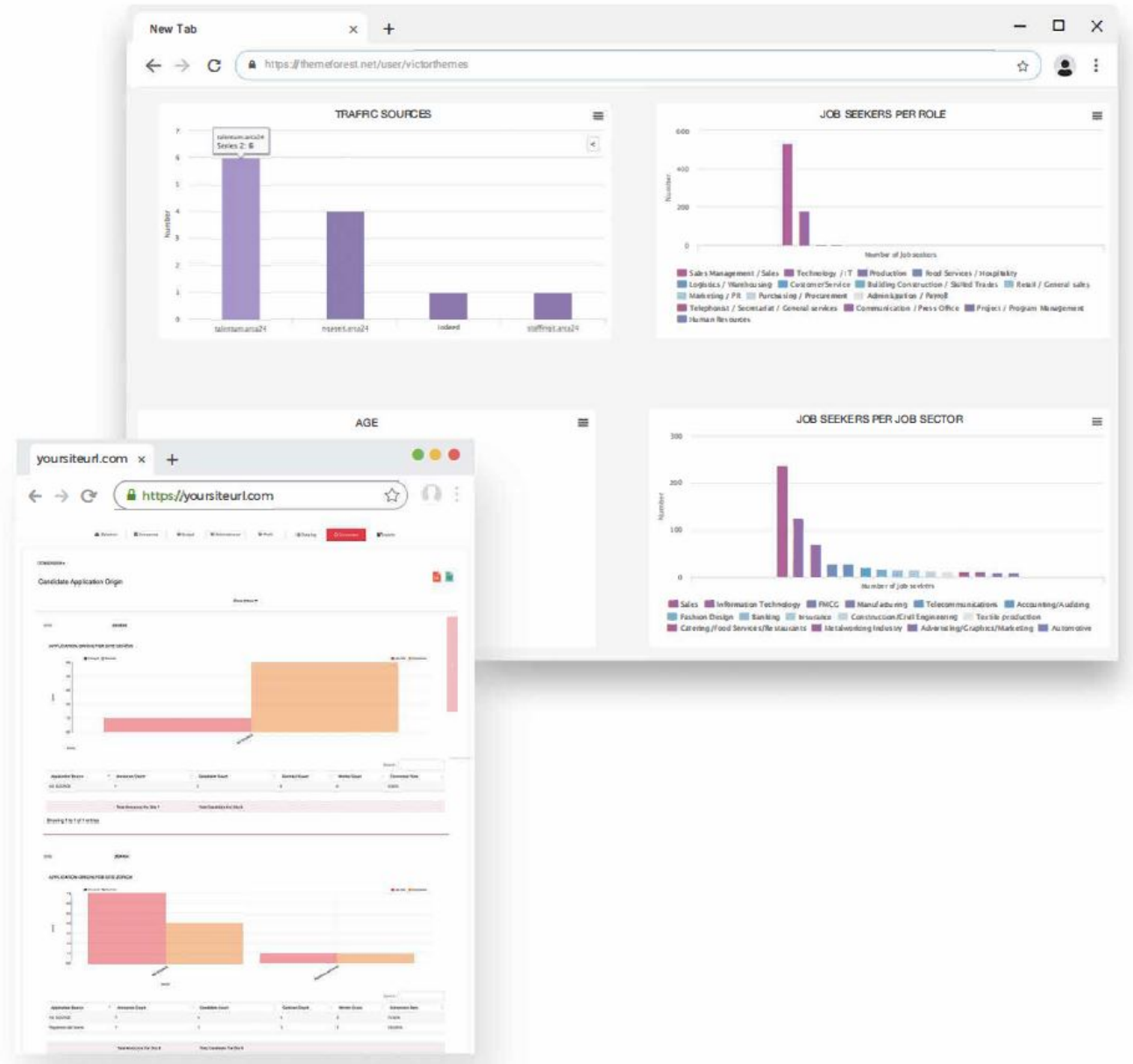
Integrate your Front Office module with the Back Office one

Ngage Back Office allows the creation of customer quotations, contract management, working time entry, invoicing and payroll (Swissdec certified).

The module also includes a notification and alert system for back office administrative procedures.

DISCOVER NGAGE TEMP FRONT OFFICE

27

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