



HR Tech
Factory

APPLICANT TRACKING SYSTEM & ERP SOFTWARE

Transform your talent acquisition by leveraging AI

Arca24 is an HR Tech Company developing recruiting software, talent management software and all-in-one solutions for temporary and permanent staffing organizations available in 6 languages.

Q Front end developer X



Natalie Schmid
Front end developer

100% COMPATIBILITY



Matthias Hueber
Front end developer

96% COMPATIBILITY



Tobias Brandt
Web developer



Natalie Schmid
Front end developer

PROFILE COMPATIBILITY: 100%

semantic tags

web developer

front end developer

HTML

CSS

ASP.NET

Ruby

SEO optimization



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1.1 About us

Who we are

Arca24 is a Swiss-based **HR Tech Company**. Since 2013 Arca24 have developed innovative and scalable cloud software to support recruitment companies, employment agencies and companies of any kind in digitizing their HR processes.

We define ourselves as an '*HR Tech Factory*' because **we develop all our products in-house**, customizing our solutions according to our customers' requirements. Our developers are not located around the world, but all at our headquarters.



[Click here to watch the video](#)

Mission

Continuous improvement, research and development of new technologies and many years of experience in the HR sector of a large part of the team represent the DNA of Arca24.

What we do

We develop and implement innovative cloud software for the **staffing business industry and for corporate HR departments:**



Cloud software



User friendly & responsive solutions



API Integration



Software available in 6 languages

10M

Candidates managed in the database

10K

Active Users

10

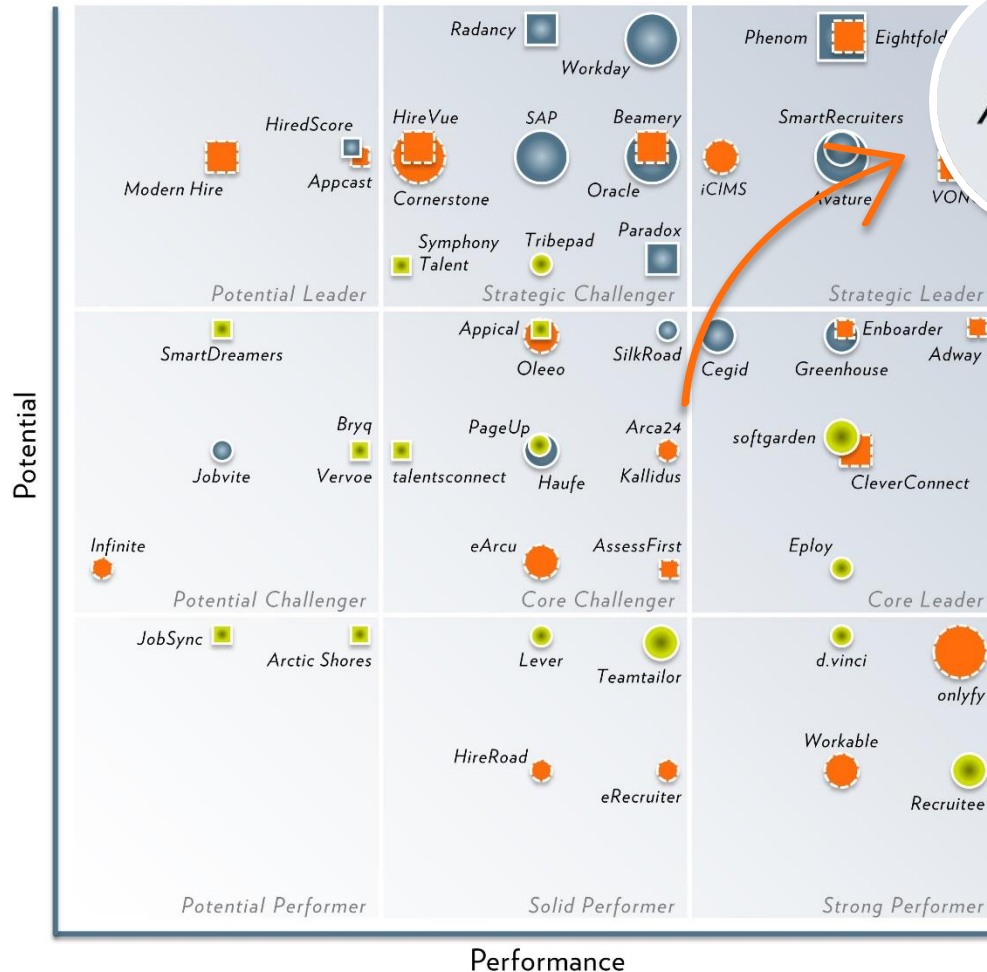
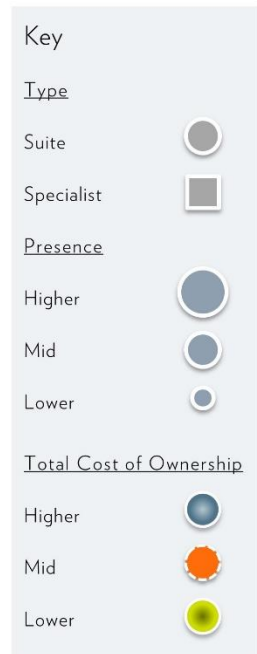
Countries

1.2 International player

Fosway 9-Grid™

Talent Acquisition

2023



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Fosway



For the second year in a row, Arca24 has been recognized as a “**Core Challenger**” for the 2023 9-Grid™ for Talent Acquisition, the prestigious EMEA assessment grid of the Fosway Group, Europe’s #1 HR industry analyst.

SIA – Staffing Industry Analysis



Arca24 is featured in SIA’s “*Global Staffing Front Office Software Landscape Update*” 2021, 2022 and 2023, and SIA’s “*Global Staffing Back Office Software Landscape*” 2022 and 2023.

The two reports provide an overview of the **global market** for front office and back office technologies used by staffing companies.

Hipe Award 2022



From a sample of approximately 20,000 companies from 28 different industries in 7 countries, Arca24 is among **the 1.5% of companies** that received the HIPE AWARD 2022 (High Performance Award), which rewards service providers that achieve high quality standards in customer care for training and after-sales.

1.3 Our team

What inspires us

"The success of any organization comes through the people who work within it."

Gabriele Molteni CEO

What defines us



36 employees



50% men, 50% women



Average age: 35 years



Collective Agreement for Arca24 /
Trade Union OCST



In 2020 we drew up our Code of
Ethics



Philosophy

As a company developing HR solutions, we are aware that our employees are the driving force of our organization and that a favourable working environment is essential for their well-being and productivity.

The two **Great Place To Work**® and **Best Workplaces**™ awards in Switzerland shows the application of our corporate philosophy in a tangible and effective way.

2.1 AI CV matching

Certified innovative technology

For the second year in a row, Arca24 wins the HR Tech Award, a prize received from the American analyst firm Lighthouse Research & Advisory.

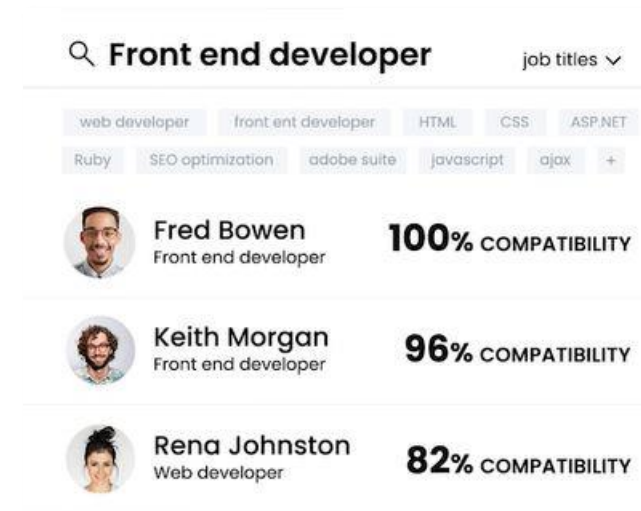
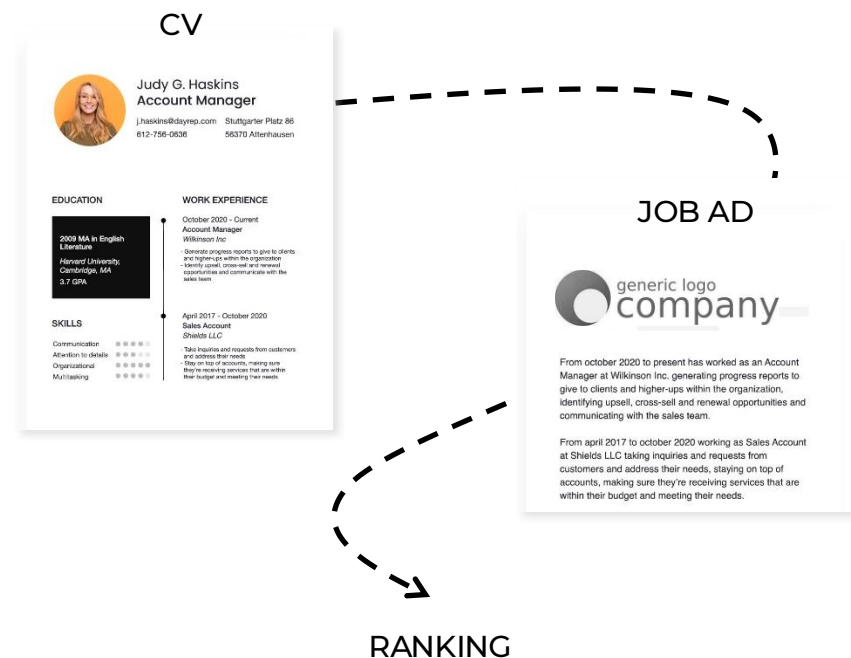


What it is

It is an automatic pre-screening system that reads the skills in resumes and job offers, compares them, and returns a ranking of candidates based on their percentage of compatibility with a job ad in seconds.

Features

-  Multilingual and cross lingual solution
-  It includes active and passive candidates
-  Featured in all of Arca24's software
-  Available as a web service



3.1 Product map

3.2 STAFFING BUSINESS INDUSTRY

For Temporary Staffing
Organizations

- ▶ Ngage Temp - Front Office
- ▶ Ngage Temp - Back Office

For Permanent Staffing
Organizations

- ▶ Ngage Perm - Front & Back Office

3.3 CORPORATE HR DEPARTMENTS

For Large Companies and SMEs

- ▶ Talentum ATS – Applicant tracking system
- ▶ Talentum HCM – People management software

For Micro-Enterprises

- ▶ JobArch – Recruiting software

3.4 JOB BOARDS

For Job Portals

- ▶ JobApt – Job board template Software

3.5 RECRUITING TOOLS

Stand-Alone Platform

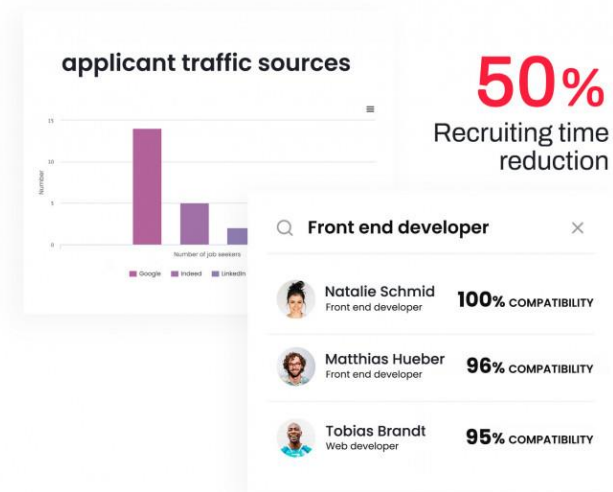
- ▶ CVideo - On-demand video interviews
- ▶ ExaminLab – Hard skills assessment
- ▶ SoftskillLab – Soft skills assessment

Web Services

- ▶ Skillscan - AI Recruiting software

3.2 Staffing business industry

For Temporary Staffing Organizations

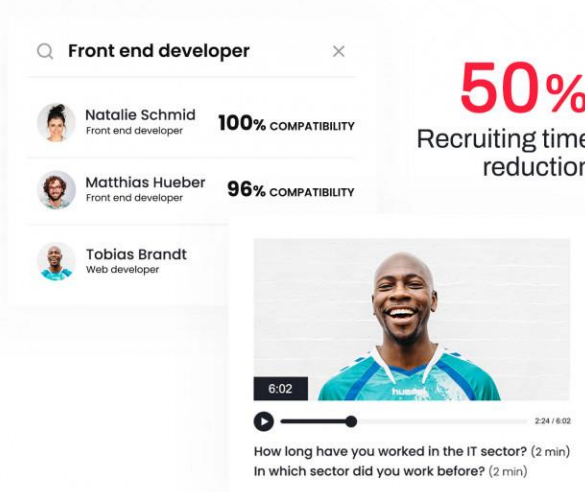


Ngage Temp – Front & Back Office

Ngage is designed for staffing agencies, consulting companies proposing Time & Material contracts and cooperative societies. It includes:

- Front Office module (ATS + CRM)
- Back Office module (Quotes, Invoices and Salaries) For Switzerland, Italy, USA, UK, Czech Republic and Liechtenstein
- KPIs & Statistics

For Permanent Staffing Organizations



Ngage Perm – Front & Back Office

Ngage enables recruiting companies, head hunters, executive search firms and career centres to manage customer relations and recruiting processes.

- Front Office module (ATS + CRM)
- Back Office module (Quotes and Invoices)
- KPIs & Statistics



Some of our clients

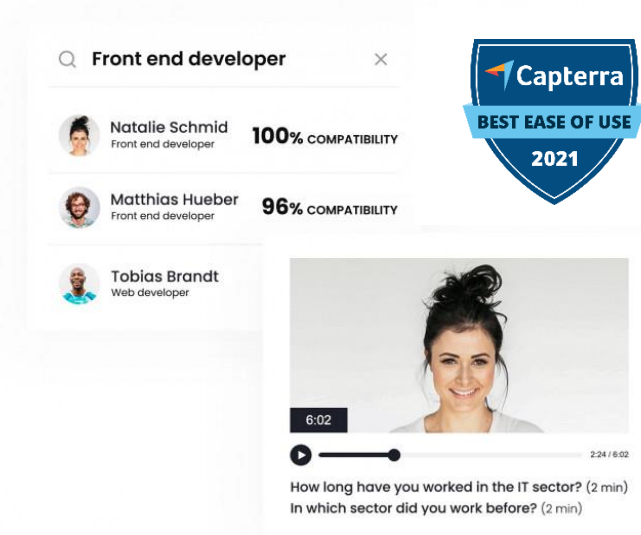


Membership



3.3 Corporate HR departments

For Large Companies and SMEs

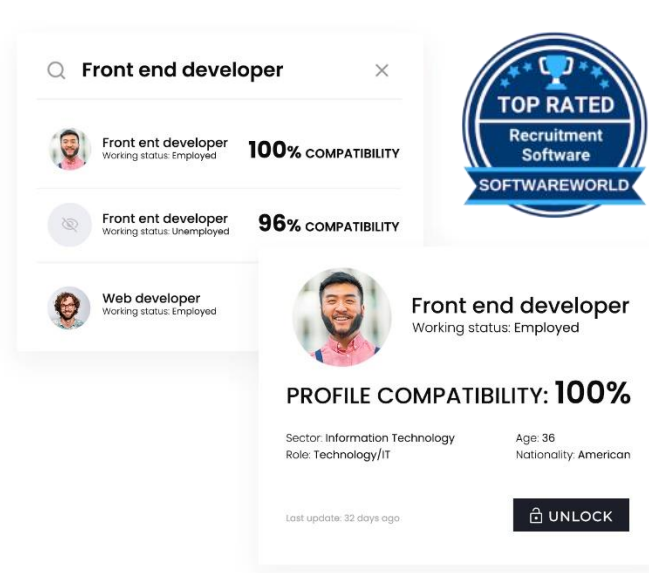


Talentum - ATS and HCM

Talentum enhances recruitment processes and allows organizations to manage employees efficiently within a digital workspace:

- AI-based ATS
- Onboarding & Performance Management
- KPIs & Statistics

For Micro-Enterprises



JobArch – Recruiting software

JobArch is a recruiting software developed for small businesses to streamline recruitment processes:

- AI-based ATS
- CRM
- Talent pool

Some of our clients

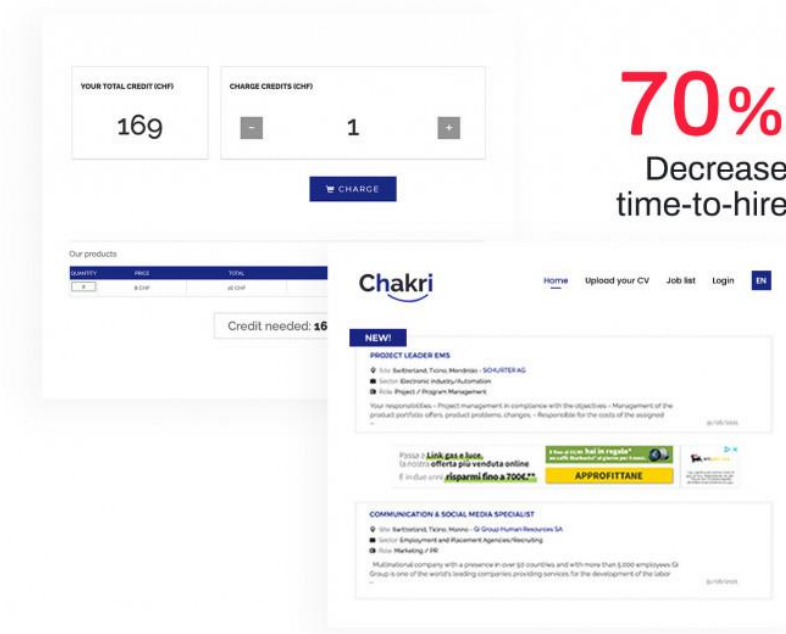


Main partners



3.4 Job boards

For Job Portals



JobApt – Job board template software

JobApt is a “turnkey” job portal that allows to publish job vacancies as well as search and select candidates using the best technology on the market.

- Job posting
- Resume database
- Integrated e-commerce

Some of our clients

JOBCOURIER



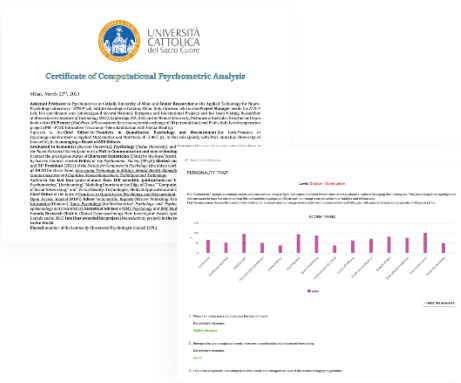
cinfo
Poste



Alvin
CONSULTING



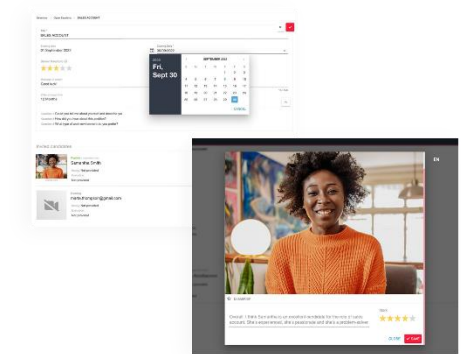
3.5 Recruiting tools



SoftskillLab

Soft skill assessment

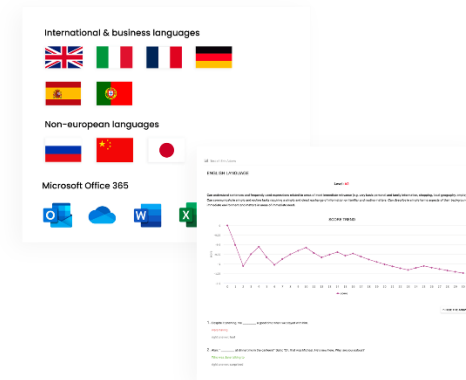
Online platform for psychological tests to carry out assessments of candidates and employees. A growing library of tests to assess soft skills, personalities, cognitive abilities, psychological styles, emotional intelligence, memory and much more.



CVideo

On-demand video interviews

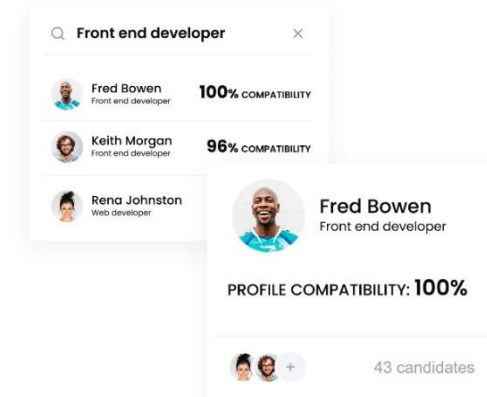
Web-based platform for deferred video interviews, which enables a digital selection of candidates. It can be accessed from any device.



ExaminLab

Hard skill assessment

Online adaptive testing platform that allows to assess language proficiency and professional skills of candidates and employees. Those tests are based on CAT technology (Computerised Adaptive Tests), which consists of asking questions of increasing difficulty depending on the answers received.



Skillscan

AI Recruiting software

Skillscan offers AI recruiting technology available as a web service for each type of company in order to empower their talent acquisition strategy. Our AI multilingual tools include resume and job matching, semantic search, text or image parsing in CVs, the search in external databases, a lead generator and tools to enhance ATS.

4.1 Security and customer service

Security & data management

Certifications

Arca24 is **ISO 9001: 2015** certified. Its suppliers are **ISO 27001**, **27017** and **27018** certified.



Infrastructure

The infrastructure is located in a **DigitalOcean** data centre in Frankfurt, with data replication in Amsterdam.



Backup

Arca24's customers are backed up twice a day and stored on an encrypted bucket.



Customer oriented

Expertise in the HR industry

More than 20 years of experience in the world of HR of our management and 40% of the team guarantees us in-depth knowledge of the market and all its players.

Know-how that we put at the service of customers on a daily basis, supporting them both **operationally** and on a **strategic** level.

Attitude

-  Continuous development
-  Tailor-made solutions
-  International expertise in the HR field
-  Team of multilingual professionals

Compliance



ISO 9001 Certification

In 2021, we completed the ISO 9001 certification process



100% GDPR compliant

Our services are compliant with the applicable legislation on privacy and data security.



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