

talent acquisition software

the most powerful, the cheapest

An easy-to-use Applicant Tracking System. Fast and efficient recruitment and selection of candidates.

TECHNOLOGY
AI CV
MATCHING





Build your talent pool using the AI CV Matching technology

JobArch is a recruitment software for SMEs and staffing agencies. It is the modern version of a traditional ATS, based on Artificial Intelligence designed for the HR sector. It is able to read skills in CVs and requirements in job offers and perform an automatic “matching” between them, by automatically ranking candidates’ profiles with searches. In this way, pre-screening is directly performed by the system.

The standard functionality of JobArch can be integrated with a module for document management and a CRM module.

login

Account management

Register by filling out a simple form and access your own personal area where to: create your career page, publish ads and search the database, and change company logo and colors (aligning them with the brand image).

ats

Recruitment and selection

Create your own talent pool of candidates thanks to the innovative AI-based CV Matching technology built into the system. Pre-screening of profiles is done automatically by the semantic engine and can be refined with selection filters.

crm

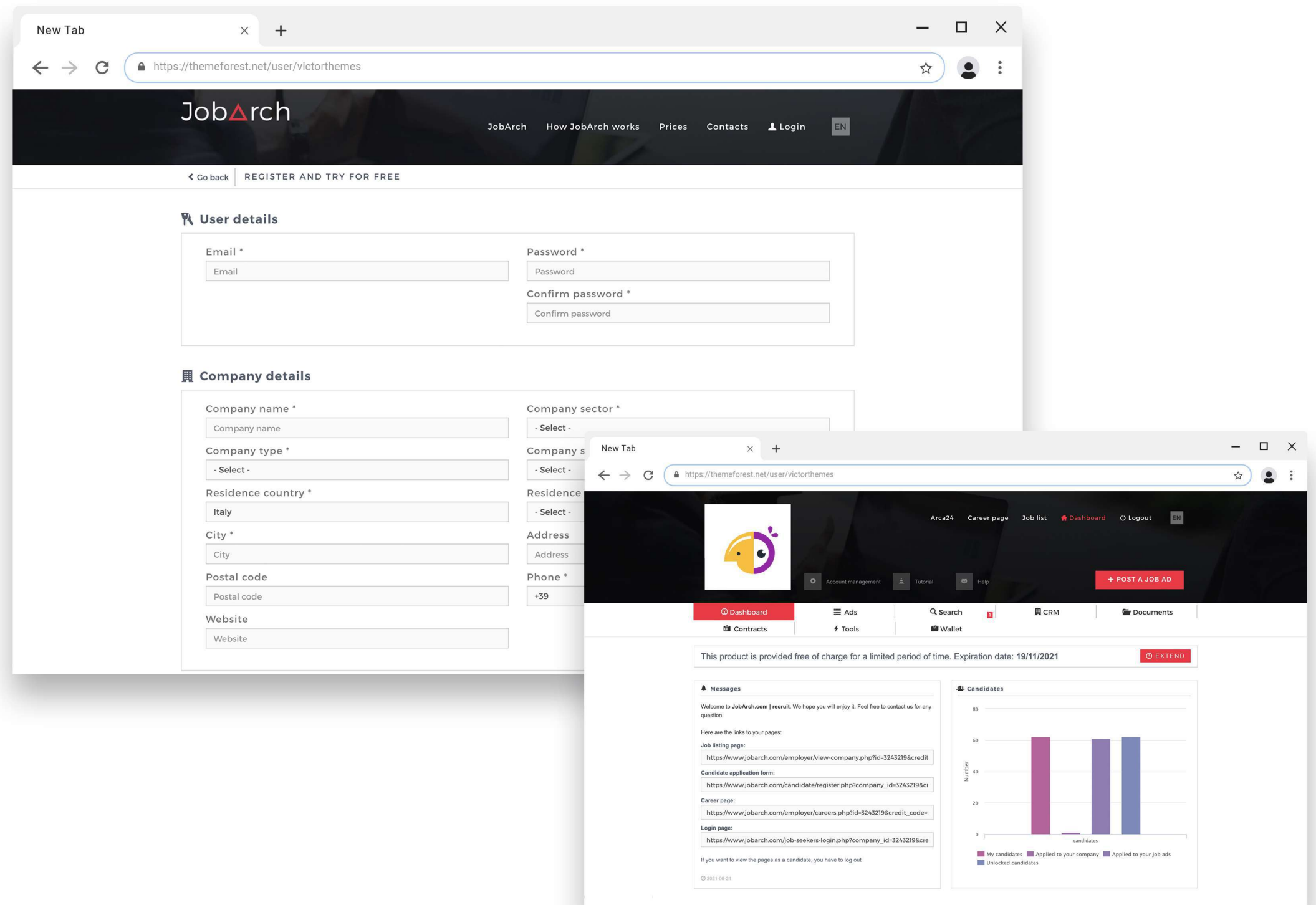
Customer management

JobArch includes a CRM module developed to support staffing organizations in the management of candidates and clients (e.g., master data, company sites and job order management).

company registration and login

By filling in a simple form, you can register in total autonomy and access a personal area where you can publish jobs or search the database.

Once registered, you can update your data and profile information, customize your company logo and colours (aligning them with your brand image), manage your company users, set up automatic emailing and create your branded career page.



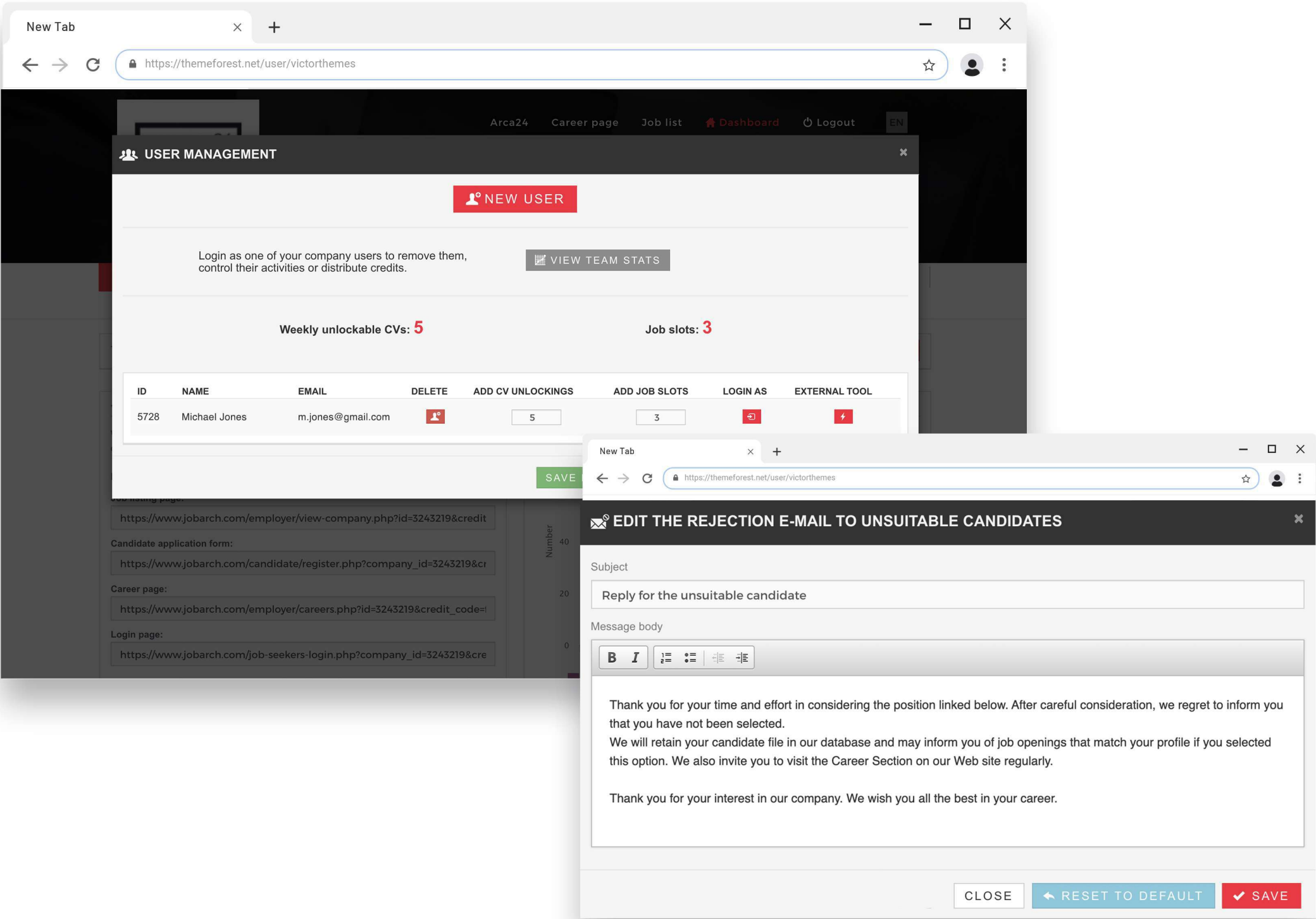
corporate user management

You can create an unlimited number of user profiles, to which you can assign credits to post job advertisements or unlock candidates in the JobArch database.

automatic emails to candidates

The system sends automatic emails to candidates to optimize time in the selection process.

You can customize both the confirmation email to applications for vacancies and the rejection one to unsuitable candidates.



career page customization

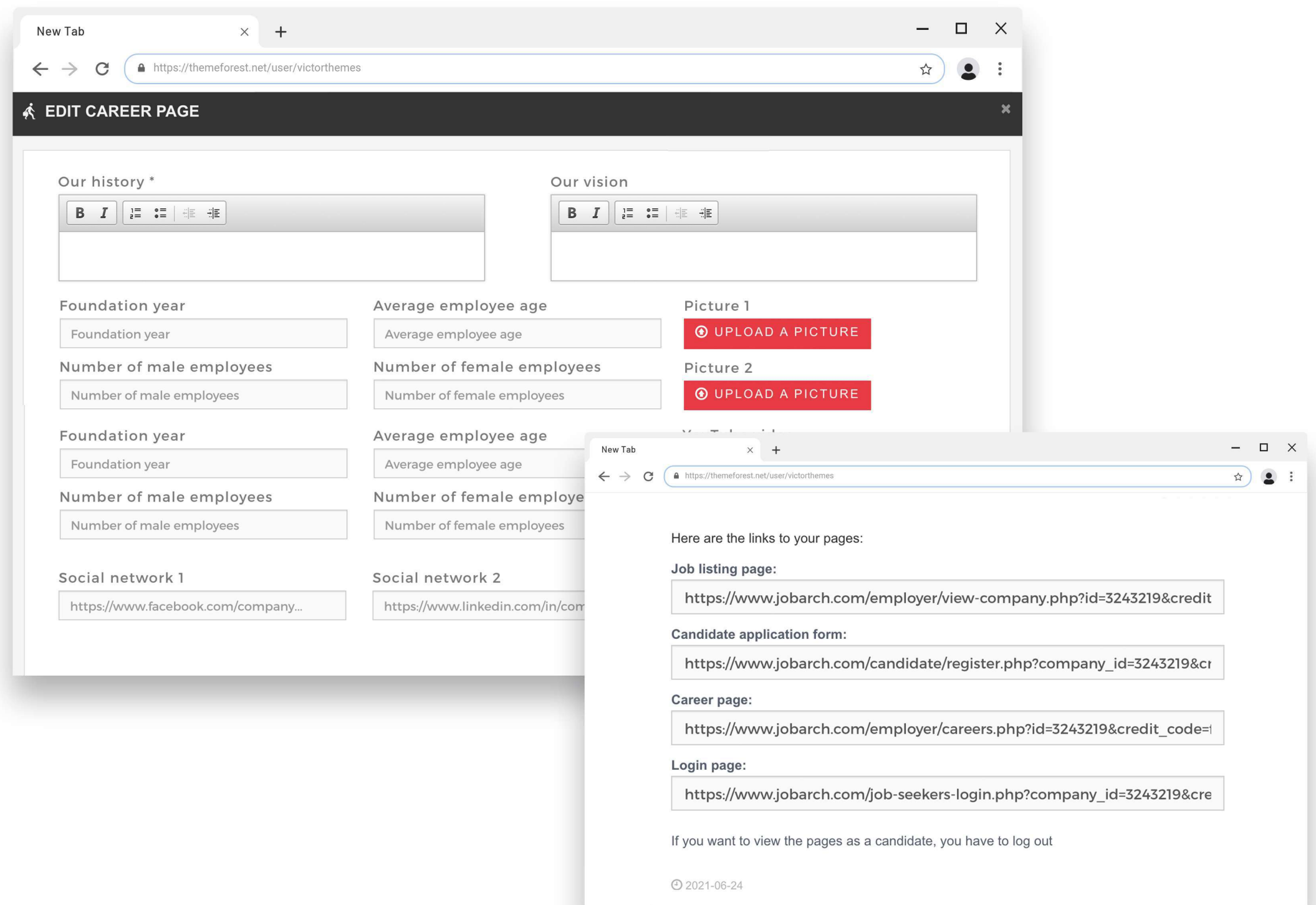
From the account management panel, you can:

- enter short texts describing your company's history and vision;
- indicate the year of your company's foundation;
- provide some numerical data on your employees;
- upload videos from YouTube;
- link your company's social pages;

That way you can personalize the content of your career page, optimizing the candidate experience.

link to company website

After registering, in your dashboard you will find four links to connect directly to your website: one to the job list, one to the spontaneous application form, one to the employer branding page and one to access the reserved area.



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The image displays the JobArch web application interface. The top navigation bar includes links for 'Arca24', 'Career page', 'Job list', 'Dashboard', 'Logout', and a language selector 'EN'. The main content area is titled 'NEW JOB AD' and contains a form with the following fields:

- Job title ***: Text input field.
- Working country ***: Dropdown menu (selected: Switzerland).
- Region ***: Dropdown menu (selected: Ticino).
- Working city ***: Text input field (selected: Novazzano).
- Working address**: Text input field with a 'CHECK ON MAP' button.
- Contract type**: Dropdown menu (selected: - Select -).
- Contract duration**: Text input field.
- Job sector ***: Dropdown menu (selected: - Select -).
- Job role ***: Text input field with a note: 'These fields define some soft skills'.
- Manage others**: Dropdown menu (selected: - Select -).
- Required career level ***: Text input field with a note: 'These fields define some soft skills'.
- Job description ***: Rich text editor with bold, italic, and link options.

A 'More parameters' link is visible at the bottom of the form. To the right, a mobile preview of the job posting is shown, titled 'SYSTEM & NETWORK SPECIALIST'. It includes a location (Novazzano, Ticino), a job description, a 'Verify your compatibility' section with a 7% score, a list of requirements, and a map of the location.

job posting

Fill in a simple form and your job will be automatically published on the career page and on the major free job portals thanks to an integrated multiposting system.

social sharing

By clicking on the job ad title, you can preview it. You can share jobs on Xing, Facebook, Twitter or LinkedIn via a post.

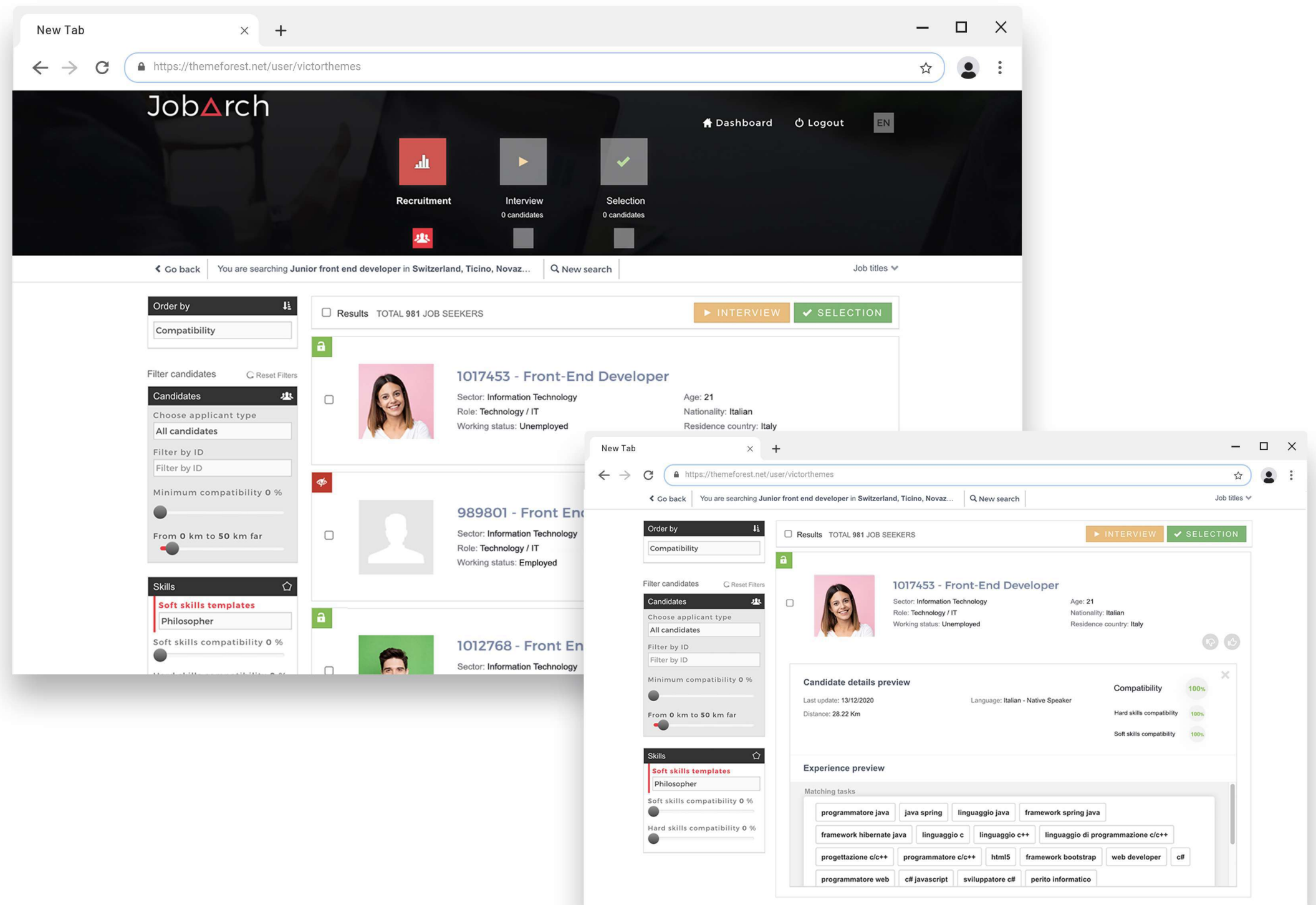
primary filters

The system provides a number of filters to simplify the ranking and display of candidates.

ranking of candidates

The software sorts by competence both candidates already in the database, who are suitable with the search criteria, and those who have applied directly to the job.

The candidates are listed according to the professional tags read by the semantic engine within the CV, which are compared with those of the job offer.



credits

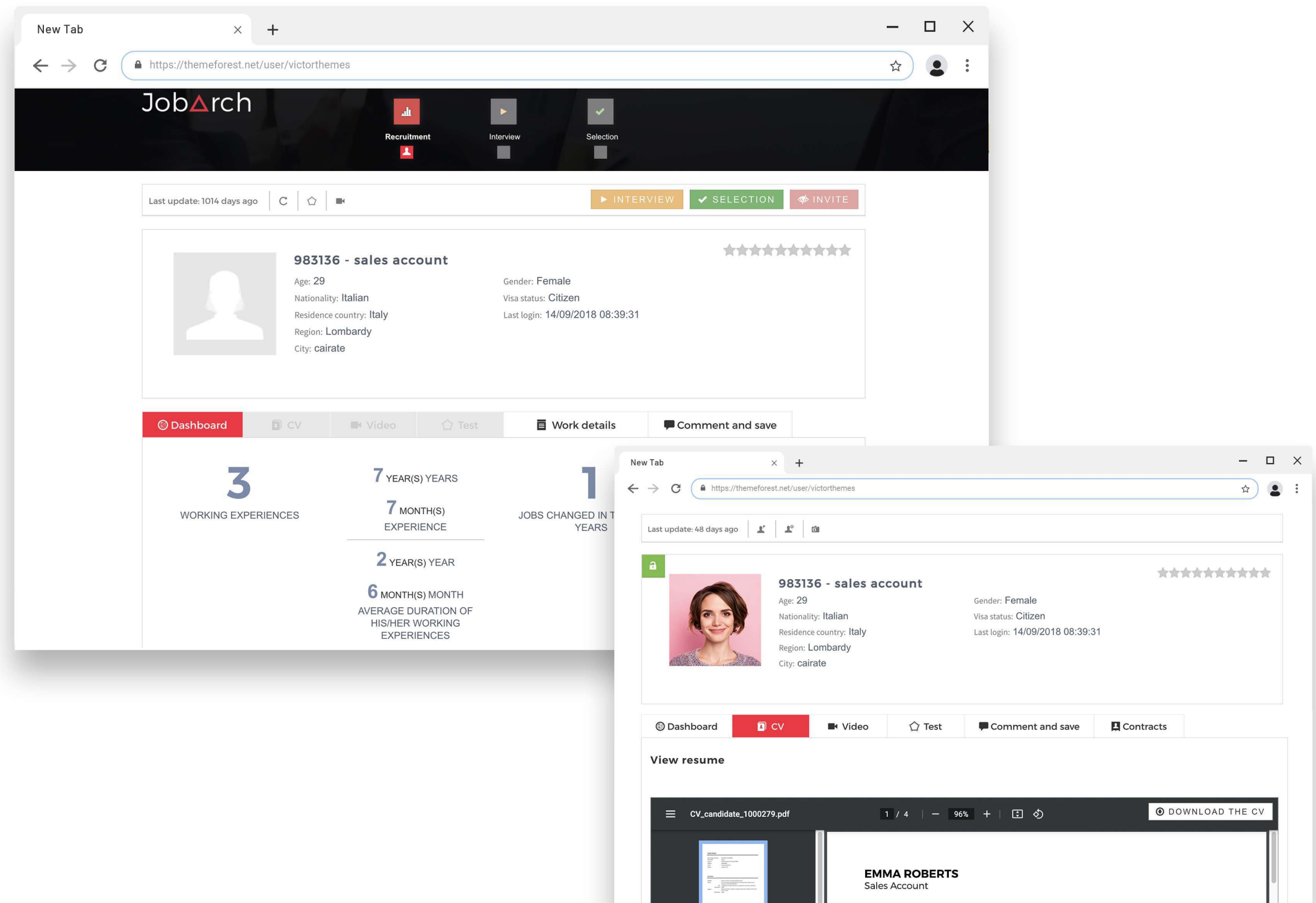
If you want to contact candidates who have not applied for your job offer but are in the database, you need to unlock their profile by purchasing a credit (1 CREDIT= 1 CANDIDATE) from the 'Wallet' section within the software.

unlocking of CVs

Within the software, there are candidates with a "public" profile and candidates with a "private" one.

It is the candidate himself/herself who, during registration, has the possibility of setting the level of privacy, i.e., deciding whether to share his/her personal data or to unlock them after a direct request by the company user.

In the case of a public profile, unlocking is immediate (i.e., credit is immediately deducted). In the case of a private profile, the user needs to send the candidate an unlocking request and the data is only visible after acceptance by the candidate (credit is only deducted if the candidate accepts).



request a video CV

A simple click allows you to request a generic video presentation from the candidate.

All video CVs and video interviews are stored in the candidate's profile.

request a job test

You can request the candidate to take a 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.

ask some killer questions

You can ask the candidate multiple choice questions aimed at assessing technical competencies or requirements needed to move to the next evaluation step.

983136 - sales account

Age: 29
Nationality: Italian
Residence country: Italy
Region: Lombardy
City: cairate

Gender: Female
Visa status: Citizen
Last login: 14/09/2018 08:39:31

Dashboard CV **Video** Test Comment and save Contracts

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

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.

additional functionalities

For comprehensive candidate assessment, you can integrate the assessment tools in the software with 3 different online platforms:

- **CVideo**, web platform for automated video interviews;
- **ExaminLab**, adaptive testing platform for skills assessment;
- **SoftskillLab**, psychometric testing platform for measuring soft skills, personality factors, cognitive skills and psychological styles.

The top screenshot shows a 'Sales Account' page with a calendar overlay. The bottom-left screenshot shows an 'INTERVIEW: EXCEL' result page with a score trend graph and a table of scores. The bottom-right screenshot shows an 'INTERVIEW: COMPLETE DIGITAL ESCAPE ROOM' result page with a score trend graph and a video player.

INTERVIEW: EXCEL
28-09-2021

CANDIDATE DETAIL

Name	Surname	Country	City
Emma	Roberts	Italy	Rome

RESULT

No knowledge of Microsoft Excel

Level: **Absolute beginners**

SCORE TREND

Answered correctly 7 questions on 50

1. On a sheet of the Excel program you have inserted A1: the value 5, in cell A2 the value 1, in cell A3 the value 2. If you use the formula =A1+A2 in cell A4, what will you get?
An error message
12
15

2. Assuming you have the following values in cells in an Excel sheet: A1:15, A2:4, A3:2, what is the result of the formula =A1-A2+A3?
12
15
19

3. The Microsoft Excel program is used to:
Make presentations
Organize data
Manage data
Organize data

4. In Microsoft Excel, increasing or decreasing decimals does not affect the original numerical values

	January	February	March	April	May	June	July
1. Mr. Red	\$ 575.00	\$ 1,500.00	\$ 750.00	\$ 907.00	\$ 540.00	\$ 1,400.00	\$ 1,750.00
2. Mr. White	\$ 650.00	\$ 1,100.00	\$ 1,200.00	\$ 1,345.00	\$ 940.00	\$ 2,300.00	\$ 2,700.00
3. Mr. Green	\$ 980.00	\$ 950.00	\$ 1,050.00	\$ 375.00	\$ 830.00	\$ 1,300.00	\$ 1,400.00

INTERVIEW: COMPLETE DIGITAL ESCAPE ROOM
04-05-2021

CANDIDATE DETAILS

Name	Surname	Country	Region
Francesca	De Simone	Italy	Apulia

RESULT

The tool in use is subject to constant updates in order to ensure increasingly accurate and scientific results

SCORE TREND

1. You are about to listen the story of an escape room, a logic game in which the participants, once locked up in a room, must search for a way out using each element of the structure and solving codes, puzzles, and riddles.
While listening to this short story, pay attention to the number of times you will hear the word 'hotel'.
0:00 / 4:32
9 times

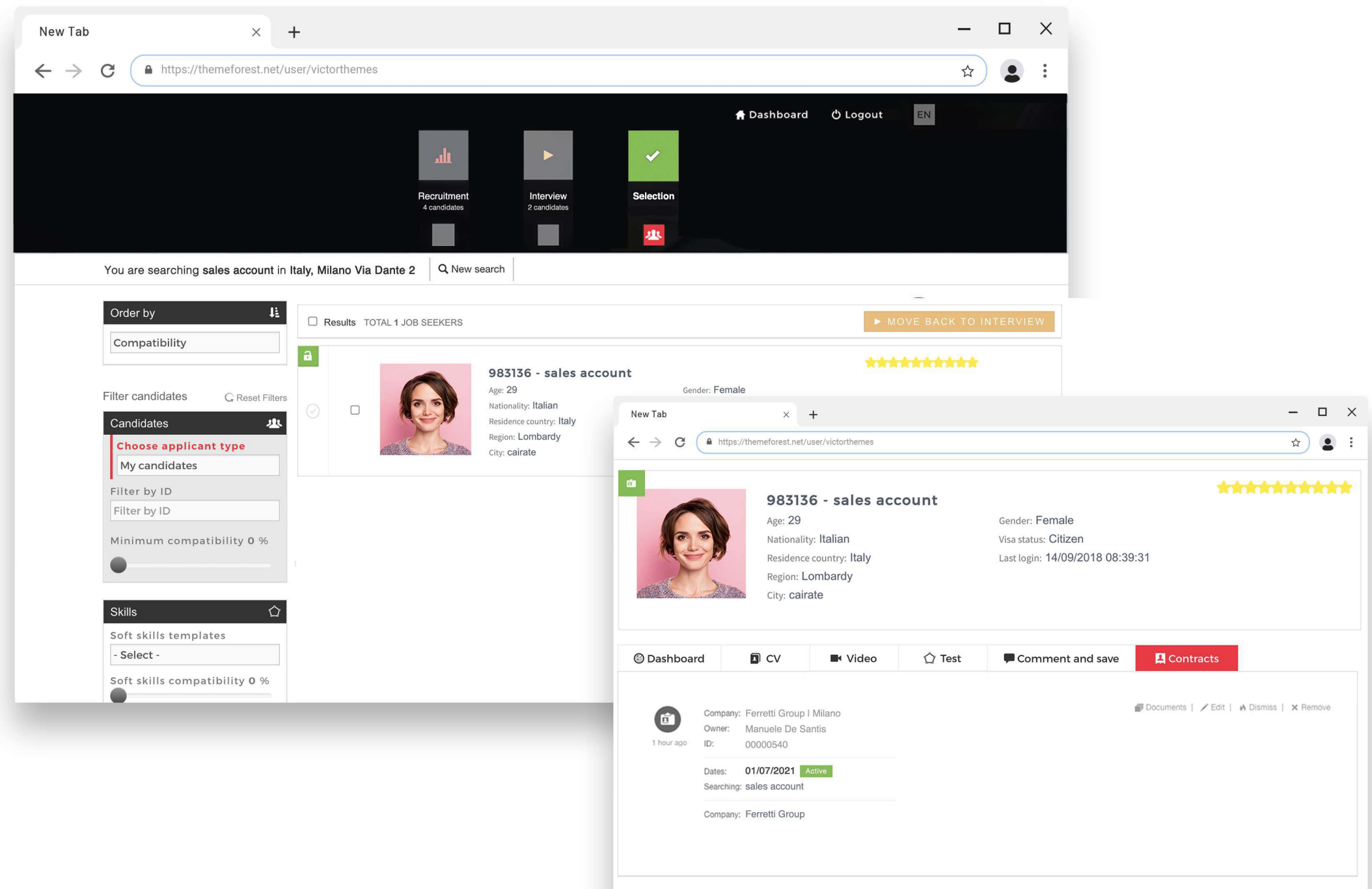
2. You will be shown a second video of a road shortly. We ask you to focus in particular on the red cars moving.

How many red cars are moving in the video you just watched?
4 cars

hiring

Within the 'Selection' step you can hire the selected candidates.

Under 'Contracts' you can view and manage the contracts linked to each profile.



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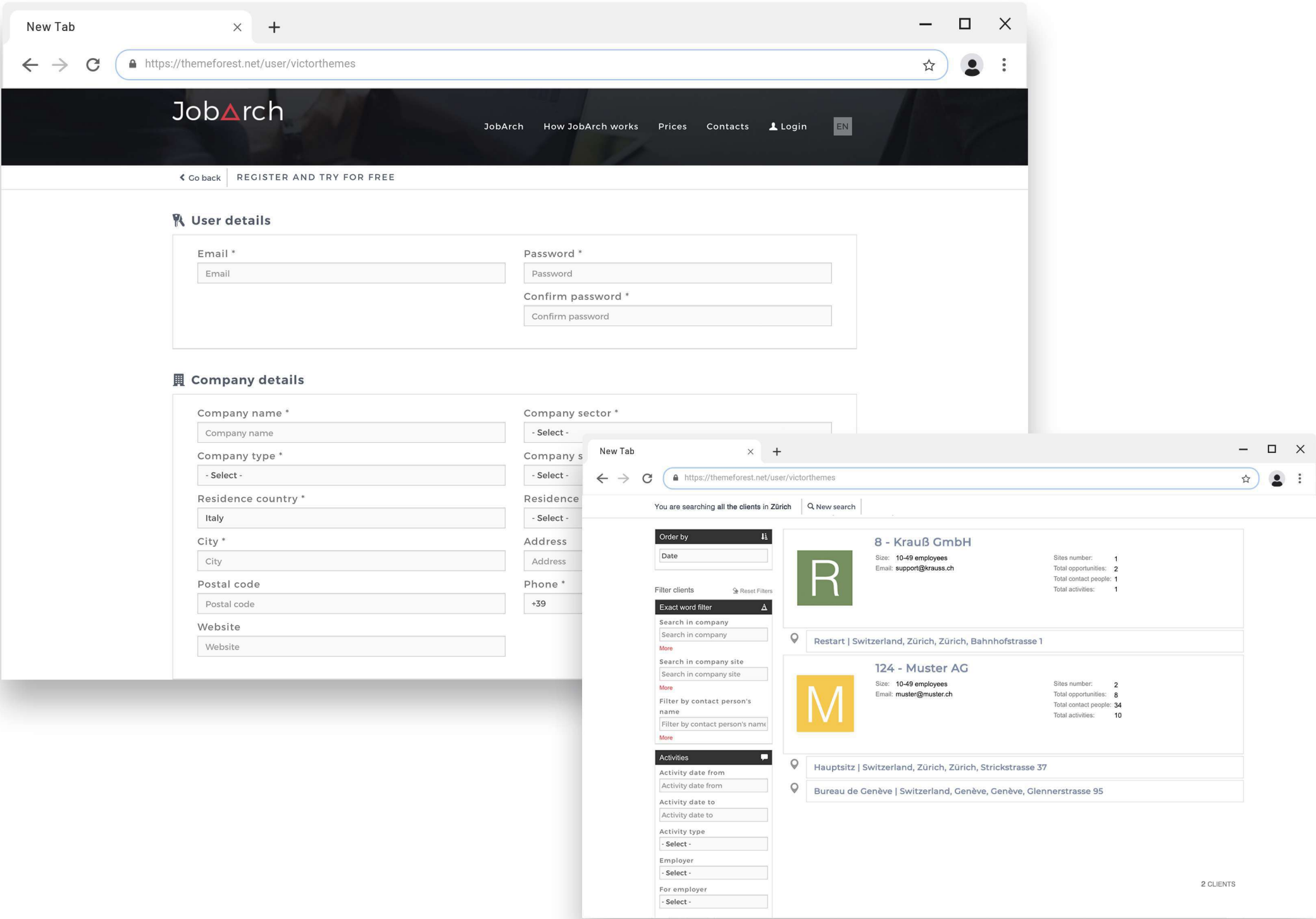
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customer registration

You can manually register a new company by completing the mandatory fields indicated with * in the registration form.

advanced search

You can search all customers stored in the database or refine the search with the following criteria: name, location, site and contact person.



dashboard

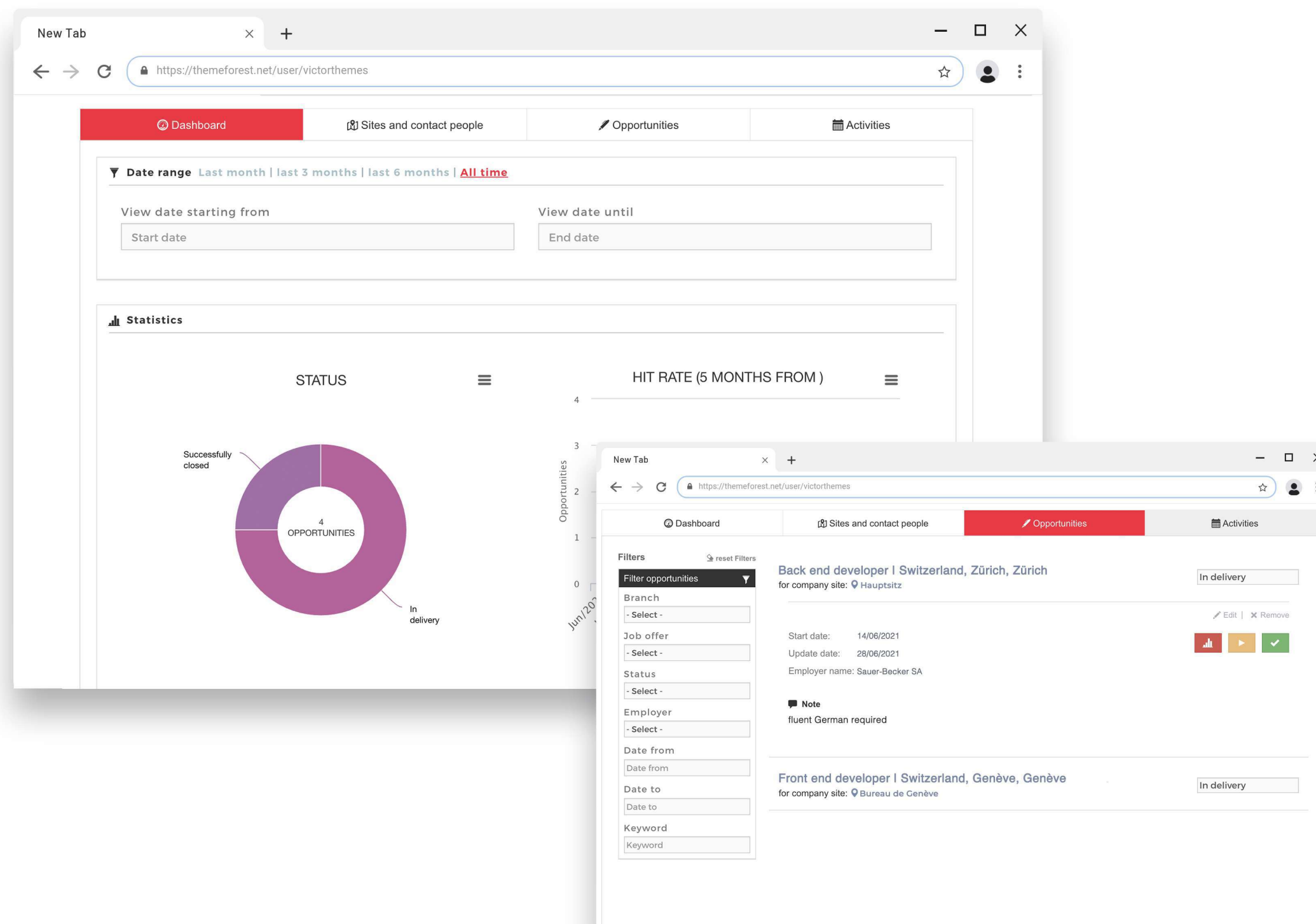
The dashboard contains companies' statistics with graphical representation of opportunity data.

When entering the date range within which the opportunity was created, data on the following will be displayed:

- type of service;
- status;
- pipeline.

opportunities

In the 'Opportunities' section, you can record company orders.





HR Tech
Factory



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