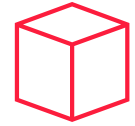


HCM & STAFFING CRM SOFTWARE

your challenge, our technology

We drive you to the digital transformation of human resources



Scenario

Human Resources are still too little digitalized, both in traditional companies and in employment agencies. Some specific tasks concerning recruiting, applicant selection and performance analysis are still carried out manually, despite their low value added.

Why investing in that field?

As HR have to manage their processes more rapidly, effectively and in a measurable way, they need to use the right tools that enable machines to do low value-added activities. Furthermore, in those fields, such as the staffing industry, margin contraction compels the market players to optimize the processes they manage and to adapt to the speed at which the web goes.

All our products are:



Cloud



Social



Employer branding



Engagement



Mobile



Our philosophy

Your challenge

We take care of our customers' challenges as well as the efforts necessary to overcome them. For this reason, we develop software solutions able to increase the efficiency of HR processes.

Our technology

We take advantage of new technology by developing innovative products and creating solutions for the HR world.



2013

Arca24.com SA

Foundation in Lugano in June 2013

Launch of the Job Board

2016

Breakeven

22 clients in 2 countries

9 staffing agencies

1 job board

2014

First developments

Semantic search engine

Tool for video CV and automated video interview recording

Soft skill test

2017

Growth

30 clients in 5 countries

14 staffing agencies

1 job boards

2015

First products

Talentum - Applicant Tracking System

Ngage - Staffing CRM Software

3 clients

1 staffing agency

1 job board

2018

Results

60 clients in 8 countries

25 staffing agencies

3 job boards

Gabriele Molteni
 CEO & Founder
 44 years old, Master's Degree in Economics and Business.
 15 years of experience in the HR sector, 13 of which in international staffing agencies.

Today I develop IT solutions, which enable both traditional organizations and staffing agencies to optimize their HR processes



ARCA24 ORGANIGRAMM

* **Chief Executive Officer**
 Gabriele Molteni

INFORMATION TECHNOLOGY

* **Chief Technical Officer**
 Jacopo Negro Cusa

Chief Product Officer
 Michele Moresi

Senior Web Developer
 Dario Grassi

Front End Developer
 Gabriele Zanovello

Junior Web Developer
 Samuele Galli

Junior Web Developer
 Manuel Mariggìò

FINANCE

* **Chief Financial Officer**
 Diego Fiorentini (external consultant)

Accountant
 Lucia Papis

CUSTOMER SERVICE

* **Head of Customer Service**
 Manuela Armigliato

Customer Service
 Arianna Castelli

Customer Service Administration
 Alfredo Raimondo

SALES & OPERATIONS

* **Head of Sales & Strategy**
 Eva Maggioni

Corporate Sales Manager
 Nadia Vailati

Business Developer
 Cinzia Daverio

Marketing Specialist
 Francesca De Simone

Marketing Specialist
 Elena Lanticina

Visual Designer
 Eleonora Zorzi



Staffing CRM Software

A software solution developed for recruiting firms and temporary staffing agencies, which consists of a module for Customer Relationship Management, an Applicant Tracking System, a module for administration developed for the Swiss and the Italian markets, an agenda and a reporting system.



Temp BackOffice

The module for managing administration integrated with the standard version of Ngage and developed respectively for the Swiss and the Italian market.



Applicant Tracking System

An applicant tracking system delivered via a SaaS (Software-as-a-Service) model, which allows to manage the entire recruiting, applicant management, selection and assessment processes.



Recruiting Software

A recruiting software specifically designed for meeting the needs of small and medium enterprises. It allows recruiting and selecting applicants easily and quickly.



Performance Management

A software solution for performance management. It allows outlining a dynamic corporate mapping, defining corporate roles and assets as well as assessing and monitoring employees' performances.



Job Board Software

Not only a template for the creation of a job board, but also a comprehensive technological solution, which combines a job board with a set of tools, such as a semantic matching intelligence, video interviews, language proficiency tests, a soft skill test, etc.



Skills Matching Intelligence

A semantic search engine especially developed for the labour world, which can read and classify documents such as CVs and job offers and rank the search results, by enabling organizations to improve the results of their candidates' selection.



CV Parsing

A tool for CV parsing which analyzes CV contents and processes information on applicants, by detecting the duration of each working experience and the most recent jobs that candidates have carried out.



Automated Video Recruiting

A cloud solution to record automated video interviews for preselecting candidates without losing any time.



Big Data management

- The digital revolution has definitely changed communication and the recruiting workflow
- The explosion of new communication channels has led to a significant increase in the quantities of interactions
- The digital revolution has exponentially increased the recruiting pool, which is no more local but global. The number of applications to manage actually changed from few tens to hundreds or even thousands of them
- HR are currently facing a real challenge: Big Data management.



Artificial Intelligence is a concrete and effective solution to such a challenge: the infinite amount of Big Data to manage.

AI manages, analyzes and organizes Big Data quickly, by allowing recruiters to focus on high value-added activities.

The benefits are related to a main goal: making Artificial Intelligence support HR in low value-added tasks, such as candidates' screening.

The world is digital... humans are analogic!



The world of business and recruiting is global: the benefits of the cross-language Artificial Intelligence

- Our AI system allows reading and parsing the job offers as well as the candidates' CVs, by creating an effective ranking
- Our Artificial Intelligence software solutions autonomously work in 7 languages
- The job title is translated and parsed based on the source language of the job offer and the CV
- Recruiters can use more than 50 filters that help them ranking the best candidates, including both those candidates directly applying to the job and those who already registered to the applicant pool
- AI can replace HR in low value-added tasks. That way they can concentrate on the duties with the highest value added.



Chatbot

Phase 1: overcome

Once a candidate has applied, the software will activate both CViewr and Skillskan. Those tools will work together by processing the information on the resume. The machine will automatically ask the applicant some questions, in order to discover and analyze some aspects of her/his working life and professional skills.

H2020

Phase 2:

We are currently participating in the second phase, for which we are working with trustful partners and collaborators helping us develop the project.



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