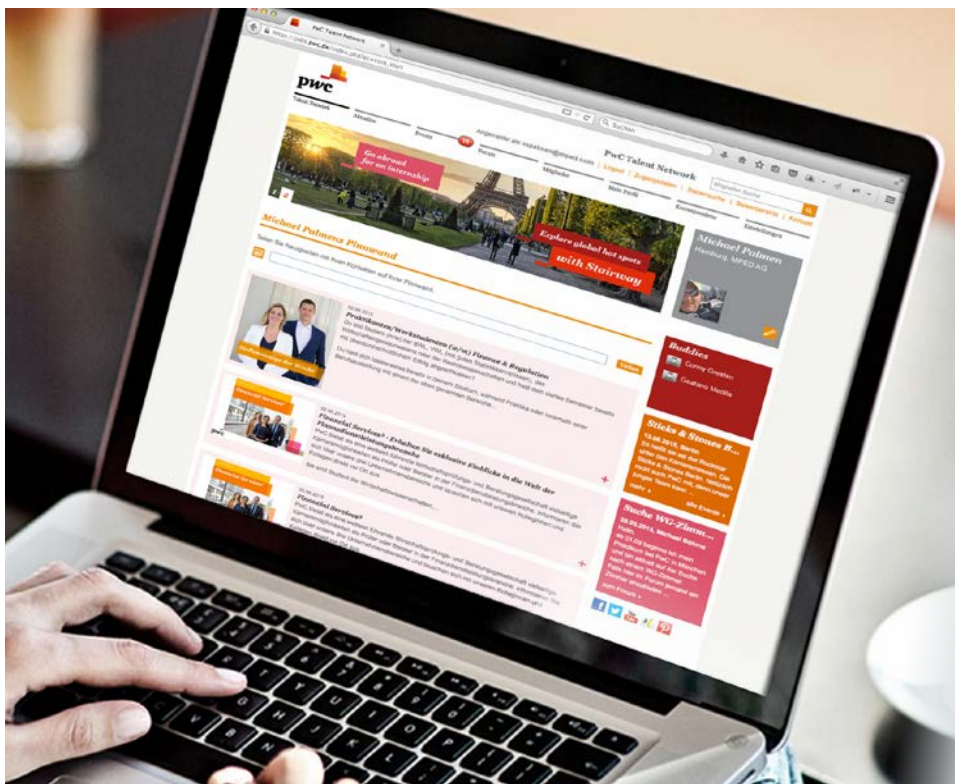




YOU SPENT A LOT OF TIME RECRUITING YOUR TALENTED EMPLOYEES. BIRTHDAY WISHES WON'T KEEP THEM. BUT KNOWLEDGE EXCHANGE WILL.

Whether alumni, interns, students or applicants. They were all in contact with your company at one point. Instead of just creating a talent pool out of them, you should link interesting candidates to your company and thereby develop a continuous talent pipeline.



BENEFITS

- ✓ Talent-pooling for contact maintenance in order to link talent to your company
- ✓ Developing an ongoing talent pipeline: If suitable talent is available in the pool there is no need for external advertising. This will streamline your recruiting process and conserves your budget
- ✓ Onboarding tool for internal target groups: The community can be used to reduce the no-show quota after contract signing
- ✓ Strengthening your employer brand through the direct exchange of authentic information and relevant knowledge with the help of your community

ESTABLISHING AND MAINTAINING TALENT POOLS MAKES SENSE. MANAGING TALENT EFFECTIVELY AND SUSTAINABLY WITH BEESITE TALENT-RELATIONSHIP MEASURES MAKES EVEN MORE SENSE.

Select from two different solutions:

Managing talent pools: Maintaining and establishing talent pools with extensive filter and matching options. Develop customised dialogue measures from your talent pool, including invitation management for application days, career conventions, and much more.

Create a community: Closed interaction platform for information and knowledge exchange with a global and private bulletin board, news, events, community member profiles, and individual correspondence.

AN OVERVIEW OF THE MOST IMPORTANT FEATURES

Managing talent pools

- Any number of talent pools with candidate self-service for maintaining the talent profile
- Location-overlapping usability
- Automated registration request (via an opt-in procedure) and notification of whether the candidate would like to remain in the pool
- Full text search of profiles and attachments
- Email communication with sample letters and text modules
- The data and fields of the profile can be freely defined – from master data about training, education, and professional career path to skills and salary expectations

- Automatic creation of PDFs from all profile information
- Import of candidate data from an practical applicant management system
- Export of suitable candidates from the BeeSite® into the respective applicant management system
- History of all processing steps
- Standard evaluation and reports

Establishing a talent community

- Closed community with news and photo stream (bulletin board) for company notifications, job ads, event announcements, and much more
- Networking and exchange among all community members

- Discussion forums with threads, commentaries, etc.
- Automatic information for candidates via email when there are new notifications in the forum
- Personalised homepage
- Specific job suggestions from recruiters, also via email
- Preparation of files, flyers, employee newspapers, etc.
- Candidate profile per member, including attachments, updating in candidate self-service area
- Integrating specialised departments using the mentor concept

ADDITIONAL MODULES AND SERVICES

- Extensive schedule planning module with information about career conventions, assessment centre, etc. including candidate self-service to book these events
- Full integration of the TRM module in the BeeSite® Recruiting Edition
- Conceptualisation of the process and technical integration in your recruitment process
- Conceptualisation and implementation of communication and dialogue marketing measures as well as events
- Editorial support



MILCHUNDZUCKER
TALENT ACQUISITION • TALENT MANAGEMENT

MILCH & ZUCKER

Systematically supports companies in identifying, contacting, hiring, and retaining the right employees by pursuing the correct strategy, ensuring customised communication, and implementing efficient recruiting software.

EXPERTISE

MADE IN GERMANY

On the market since 1998. Approximately 100 employees

Software products developed in Germany.

Hosting and operation exclusively in Germany.

SECURITY & DATA PROTECTION STANDARDS

Certification in accordance with DIN ISO / IEC 27001:2005.

HR-XML-certified interfaces in accordance with the HR-XML consortium standards for the exchange of HR-relevant data.

ADD-ON

Operator of www.jobstairs.de - The Top Company Portal with 23,000 job postings daily from Germany's most attractive employers.

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