

ADDITIONAL MODULES AND SERVICES



**Product**

- Map to visualise jobs by location
- Multi-posting of job ads on all major job platforms and social networks
- Profile imports from resumes (CV parsing) or social networks
- Online test platform
- Further TRM up to complete talent community, onboarding



**Marketing**

- Advertisement management including planning, layout, text, placement, performance assessment, and quota administration



**Support**

- First level support for candidates
- Training and user groups
- Process consulting



DO YOU WANT AUTOMATION OR INDIVIDUALISATION?  
YOU HAVE TO PICK ONE OR THE OTHER. **ACTUALLY, YOU DON'T!**

Whoever has an “&”, doesn’t need an “or”: With the high-performing, highly scalable software solutions from milch & zucker, combine the greatest possible candidate experience with the highest degree of user-friendliness to select and engage employees.



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.

CONTACT

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**BENEFITS**

**Good for your candidates**

- ✓ All candidate touch-points are in your corporate design. This guarantees a consistent candidate experience
- ✓ Quicker response time thanks to faster processing of all recruiting processes (automation of administrative tasks, data structuring, etc.)

**Good for you**

- ✓ Integration in upstream and downstream systems via API
- ✓ Smart adaptation to individual processes and organisational structures

JUST BECAUSE IT MAKES SENSE TO STANDARDISE ALL YOUR PROCESSES DOESN'T MEAN YOU HAVE TO STANDARDISE YOUR COMPANY.

The software is the all-round care-free package for your entire recruiting and talent relationship process: from style guide-compliant, mobile job posting and complete applicant management to ongoing talent maintenance via the talent pool.

## AN OVERVIEW OF THE MOST IMPORTANT FEATURES

### Personnel requisition

- Dynamic request form
- Automatic transfer of information to the vacancy

### Announcing job vacancies

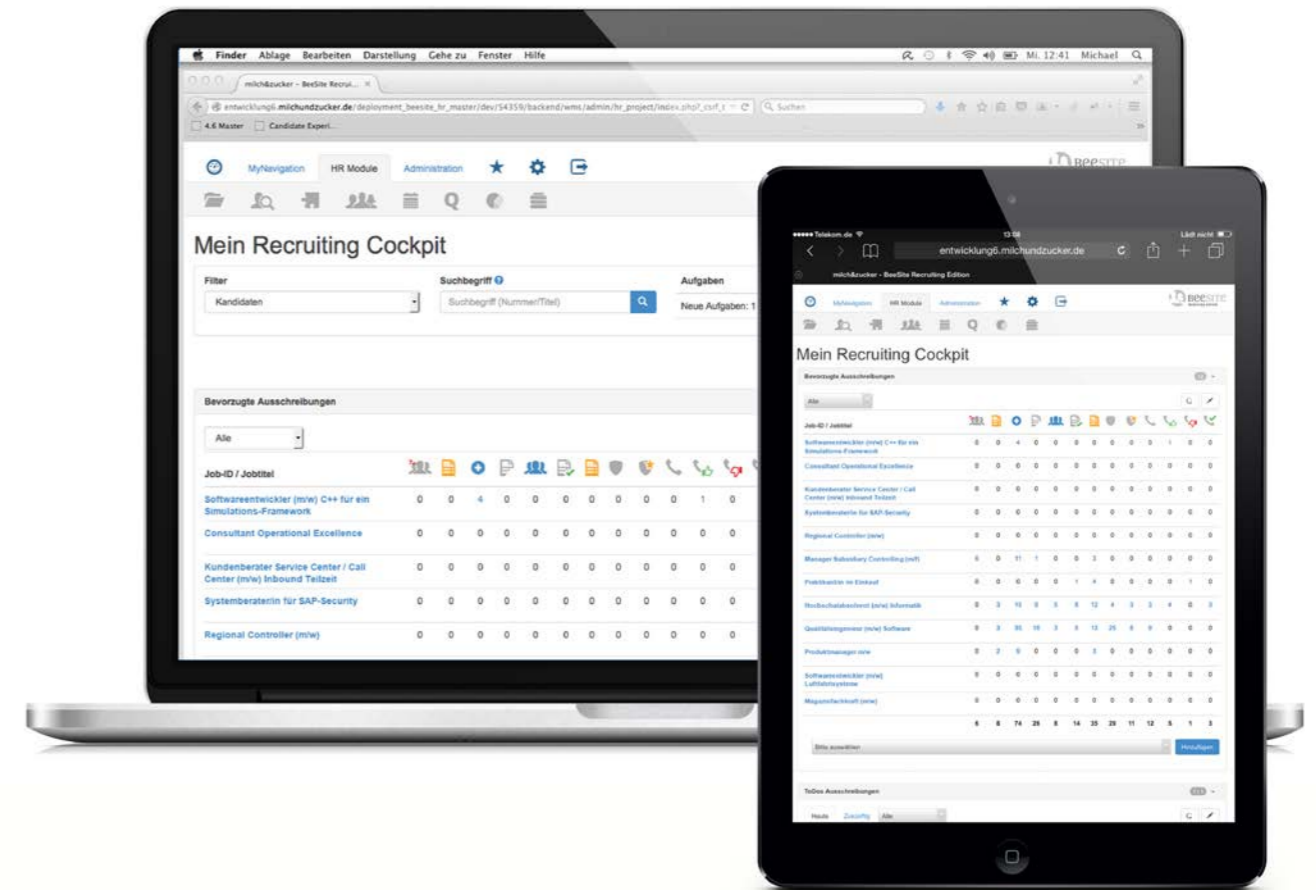
- Mobile job postings in the company's design
- Virtually all content is possible (pictures, videos, links, benefits, contact info)
- Posting job vacancies on the intranet, internet, external job platforms, social networks, and print media including connection to media agencies
- Job-specific statistics and reports

### Candidate Experience

- Job board in the corporate design, mobile optimisation through responsive design and adaptive design
- Job search with auto-complete, dynamic filters, and immediate updating of search results
- Share functions for sharing via e-mail or social networks
- Job applications either with or without registration in compliance with Germany's General Equal Treatment Act (AGG), with input validation, different forms depending on the target group
- Candidate self services like Jobtracker, Jobflagger, Jobalert (matching profiles with suitable jobs)
- Seamless integration in the career section, microsite, and API available

### Managing applicants

- In-house company workflows can be presented individually, customised controlling
- Email communication with history, text components, and sample letters
- Scheduling planner for interviews, assessment days, career conventions
- Collection / mass campaigns for frequently used process steps (e.g. rejections)
- Complex search and matching across all qualifications and applicant profiles
- Unsolicited and multiple applications are possible



### Talent Relationship

- Any number of individual talent pools in the system
- Sorting, ranking, and selection mechanisms via one or more talent pools

### Cross-process functions

- Integration in internal HCM or ERP systems, importing master data, vacancy data, or orga-data
- Advanced user management in hierarchies and group configuration
- Single sign-on
- Master data and configuration data management
- Managing expertise models
- Statistics and reports, compiling process, and advertising costs
- Multi-client capability
- Multilingual

### Data protection and data security

- Certified according to DIN ISO/IEC 27001:2005 for computer centre as well as our company itself
- Front-end encryption for the applicant
- Back-end access control
- Development, hosting, and maintenance in Germany