

We bring the **human touch**
back to recruitment




ONLY ONE WINS WHY NOT EVERYONE?



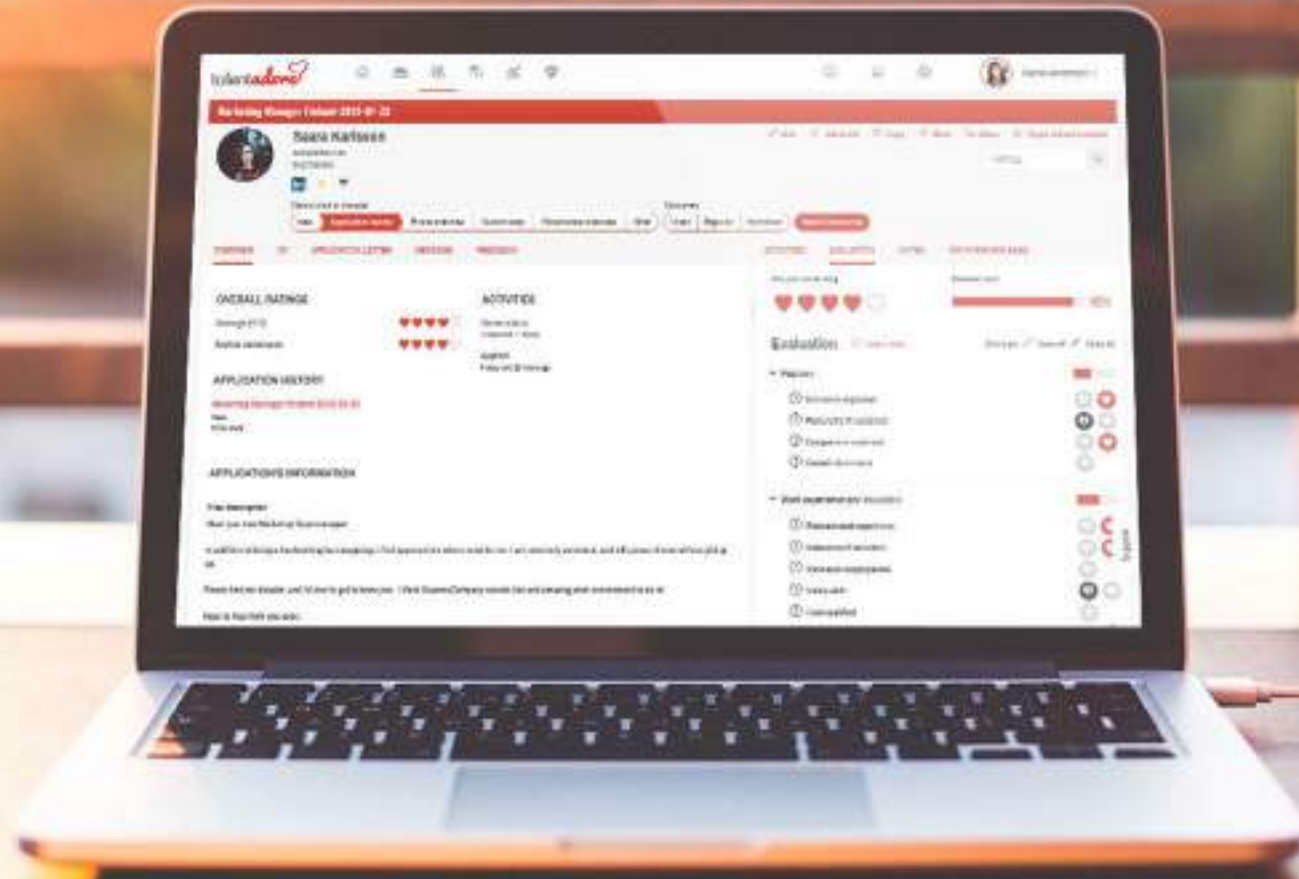
 **100**
candidates apply

 **8**
interviewed

 **1**
hired

 **99**
rejected

Virtual Recruitment Assistant (VRA)



Enjoy benefits of modern recruitment



AI-assisted personalized feedback



Simplified and intuitive hiring manager view



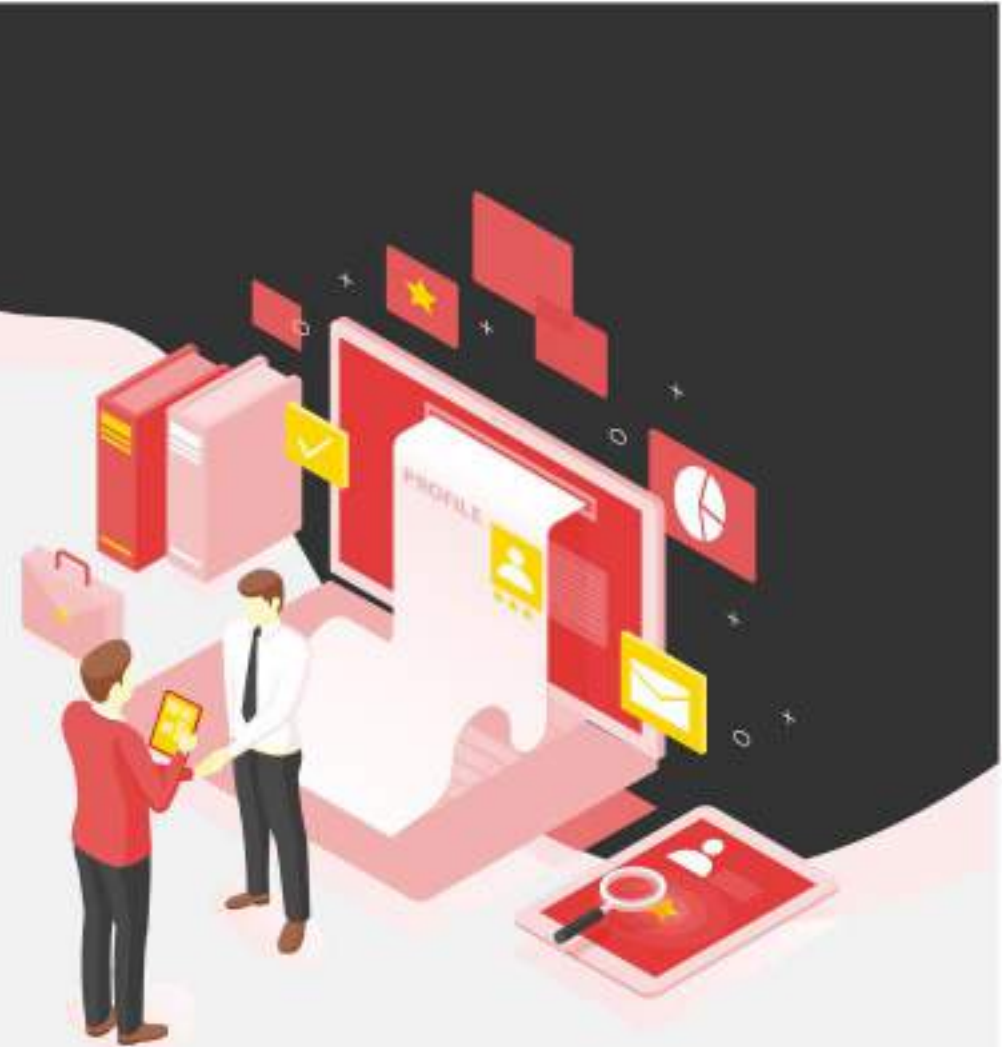
Talent Community



AI Matching



Modern analytics, e.g. candidate experience





Talent Community



Multiple entries & referrals



AI Sourcing



Attract

Job Ad Quality Check
Quick apply
AI-assisted Chatbot



Source

AI Matching
Recommendations



Select

Hiring Manager View
Personalized AI Feedback



Analyze

Candidate Experience
Candidate Relevancy



Talent Community



Attract

Job Ad Quality Check



Source



Select

Analyze

JOB AD

QUALITY CHECK



Sales manager

[Save and exit](#)[Edit position](#)[Requirements](#)[About us](#)[Preview](#)[Talents](#)

Job ad quality check
Suggestions available

Consider adding the following skills

[Coordinate marketing plan actions](#)[Perform market research](#)[Track key performance indicators](#)[Carry out sales analysis](#)[Implement sales strategies](#)[Produce sales reports](#)

Hard skills ?

+

[Experience of building and managing partnerships](#)[Experience of international B2B sales](#)[Excellent communication skills](#)[Consultative sales skills](#)

Soft skills ?

+

[Grit and perseverance](#)[Passion for sales and marketing](#)

Languages

+

[English](#)

Select must-have requirements ?

Experience of building and managing partnerships

Experience of international B2B sales

Excellent communication skills

Consultative sales skills

Grit and perseverance

Passion for sales and marketing

English



Talent Community



Attract

Job Ad Quality Check
Quick apply



Source



Select

Analyze

CANDIDATES APPLY

EFFORTLESSLY



Data Analyst

We are looking for a passionate certified Data Analyst. The successful candidate will turn data into information, information into insight and insight into business decisions.

Responsibilities:

- Interpret data, analyze results using statistical techniques and provide ongoing reports
- Develop and implement databases, data collection systems, data analytics and other strategies that optimize statistical efficiency and quality
- Acquire data from primary or secondary data sources and maintain databases/data systems
- Identify, analyze, and interpret trends or patterns in complex data sets
- Filter and "clean" data by reviewing computer reports, printouts, and performance indicators to locate and correct code problems
- Work with management to prioritize business and information needs
- Locate and define new process improvement opportunities

First application date: 11-Jul-2018

Who we are looking for

Requirements:

- Proven working experience as a data analyst or business data analyst

Data Analyst



Apply with LinkedIn

OR

Basic information

First name *

Last name *

Email *

Phone

Free description

LinkedIn



Links





Talent Community



Attract

Job Ad Quality Check
Quick apply
AI-assisted Chatbot



Source




Select

Analyze

AI-ASSISTED

CHATBOT

A person with long white hair, wearing a red hoodie and blue jeans, is sitting on a large rock overlooking a vast landscape. The scene is bathed in the warm, golden light of a sunset or sunrise. In the foreground, there is a dense forest of green trees. In the middle ground, a large body of water, possibly a lake or a wide river, stretches across the landscape. The background shows rolling hills and a clear sky with some light clouds. The overall mood is peaceful and contemplative.

What if you were able to do **in 2 min**
what normally has a 2-week lead-time?
AI Matching algorithm makes it happen!



Hello! I am Miira, the Head of Marketing at TalentAdore. We are looking for 100 new colleagues. Do you want me to read your résumé and recommend the most suitable jobs for you?

9:04 am

Upload résumé



Hello! I am Miira, the Head of Marketing at TalentAdore. We are looking for 100 new colleagues. Do you want me to read your résumé and recommend the most suitable jobs for you?

9:04 am

Upload résumé



Wow! Looks like you might be a great match for our Customer Support Specialist position. Please take a look:



9:05 am



What do you think? Would you like to apply?

9:06 am

Send application



What do you think? Would you like to apply?

9:06 am

Send application



Thank you! Please, [click here](#) to schedule your discussion with us.

9:07 am

Note: The calendar time reservation part can be implemented only in second phase, once the chatbot has been running without it for a while and optimised for the company needs. The actual implementation of chatbot may materially differ from this illustration as it is always custom built for the company needs.



Talent Community



AI Sourcing



Attract

Job Ad Quality Check
Quick apply
AI-assisted Chatbot



Source

AI Matching
Recommendations



Select

Analyze

AI

MATCHING



+ ADD APPLICATION

+ IMPORT FROM EXCEL

SEARCH (2)

ADVANCED SEARCH

Clear all

Included in search ▾

- Select all
- Documents
- Descriptions
- Tags
- Messages
- Internal Notes
- Other application data
- Names

Position ▾

Start typing...

Outcome ▾

- Select all
- No outcome
- Withdrawn
- Hired
- Rejected

	First name	Last name	Applied for	Step	Outcome	Evaluation	Rating	AI	Received	
	Patricia	Taylor	Data Analyst – project work	New		2		89	03-Sep-2018	
	Linda	Ross	Full-Stack Developer	New		1		81	03-Sep-2018	
	Eric	Foster	Full-Stack Developer	New		1		73	03-Sep-2018	
	Patricia	Taylor	Sales Manager	New		2		68	03-Sep-2018	
	Linda	Ross	Sales Manager	New		1		59	03-Sep-2018	
	Paul	Jenkins	Sales Manager	New		1		44	03-Sep-2018	
	Eric	Foster	Sales Manager	New		1		39	03-Sep-2018	
	Paul	Jenkins	Sales Representative - Europe	New		1		38	20-Mar-2019	
	Patricia	Taylor	Sales Representative - USA	New		2		33	03-Sep-2018	
	Linda	Ross	Sales Representative - USA	New		1		11	03-Sep-2018	
	Eric	Foster	Sales Representative - USA	New		1		5	03-Sep-2018	
	Elja	Suomi	Data Analyst	New					29-Aug-2018	
	Shawn	Ewing	Sales Representative - USA	New		1			03-Sep-2018	



Sales manager

[Save and exit](#)[Edit position](#)[Requirements](#)[About us](#)[Preview](#)[Talents](#)Job ad quality check
Suggestions available ▾

5 potential talents found for this position

Consider sharing the position first to talents and make releasing job ad later. You can publish position also as internal.

	First name ↑↓	Last name ↑↓	Email ↑↓	Similarity ↓↕
	Emily	Anderson	emily.anderson@gmail.com	87
	Frank	Smith	frank.smith@gmail.com	68
	Julia	Lewis	julia.lewis@gmail.com	55
	Emily	Anderson	emily.anderson@gmail.com	49
	Ian	Ward	ian.ward@gmail.com	42

Showing 1 to 5 of 5 entries

Show entries[Previous](#)[1](#)[Next](#)



Talent Community



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Quick apply
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Source

AI Matching
Recommendations



Select

Hiring Manager View

Analyze

HIRING MANAGER

VIEW



Logistics Assistant

3 / 94

← PREVIOUS

NEXT APPLICATION →



Patricia Taylor

testjobcandidate@gmail.com

+358414776359



Status (click to change)

New

Application review

Phone interview

Face-to-face interview

Offer

Outcomes

Hired

Rejected

Withdrawn

Talent Community



Edit



Talent info



Copy



Move



Share



Reject without feedback

Add tag...



OVERVIEW

MESSAGE

FEEDBACK

ACTIVITIES

EVALUATION

NOTES

INTERVIEW INSTRUCTIONS

OVERALL RATINGS

Average (4.0)



Emma Anderson



APPLICATION HISTORY

Logistics Assistant

Face-to-face interview

2018-09-03

Data Analyst

Face-to-face interview

2018-09-03

Data Analyst – project work

New

ACTIVITIES

Interview status

[Learn more](#)

Held - 12 March 2019 08:00

[Invite to a new interview](#)

Same status

2 days and 6 hours

Logistics Assistant: Face-to-face interview

Emma Anderson

2019-03-12T08:00:00

Applied

6 months ago

Show:

All

Messages

Status changes

Face-to-face interview at 12 March 2019 08:00
by Emma Anderson

12 March 2019 08:00

Message sent
SuccessCompany interview confirmation

11 March 2019 02:03

Accepted interview at 12 March 2019 08:00
by Patricia Taylor

11 March 2019 02:02

Message sent
Interview invitation

11 March 2018 01:59

Moved to Face-to-face interview
by Emma Anderson

11 March 2019 01:58



Sales manager



Emily Smith

emily.smith@hotmail.com

0405555555

67

Status (click to change)

Outcomes

Hired

Rejected

Withdrawn

Talent Community

OVERVIEW

CV

VIDEO INTERVIEW

EVALUATION

OVERALL RATINGS

Average (4.0)



Sophia



ACTIVITIES

Same status

10 days and 4 hours

Applied

18 days and 21 hours ago

Give your overall rating



Evaluation score

Evaluation [Learn more](#)[Open all](#) [Close all](#)[Must have requirements](#) [?](#)

[An example of an even more simple view.]

INTERVIEW

SCHEDULING

Logistics Assistant-2019



Alexis

alexis@gm
045216050



Status (cli

New

Schedule

OVERVIEW

CV

Sender

Sop

Recipient

ale

Cc

Co

Subject

Int

Message

B

He

Face-to-face interview

Today

< July 2019 >

week

month

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

- 10:00-11:00
- 11:30-12:30
- 13:00-14:00
- 14:30-15:30
- 16:00-17:00

Offer all free times: Choose period

Back to message

Insert link

NEXT APPLICATION

Reject without feedback

Tag...

- Status changes
- 22 July 2019 13:37
- 16 April 2019 12:06
- 16 April 2019 12:01

Support

We found your application highly interesting and would like to invite you for an interview. Follow the link below to book the best time for yourself.



I invited you to a face-to-face interview regarding your application for Logistics Assistant position. Which of the following times would work best for you?

- Sophia Andersson

Confirm your timezone

Europe/Helsinki

25 July 2019 10:00 (One hour)

25 July 2019 11:30 (One hour)

25 July 2019 13:00 (One hour)

Make sure your phone number is correct

0452180506

Confirm

RECRIGHT

VIDEO INTERVIEWS

ALSO APPLYING WITH VIDEO

Sales Representative - Europe 2 / 4 PREVIOUS NEXT APPLICATION



Andrea Miller

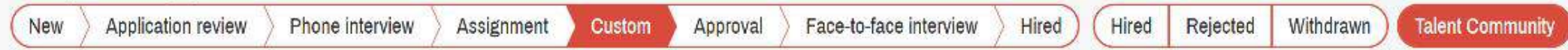
andrea@gmail.com
0452160505

in 62

Status (click to change)

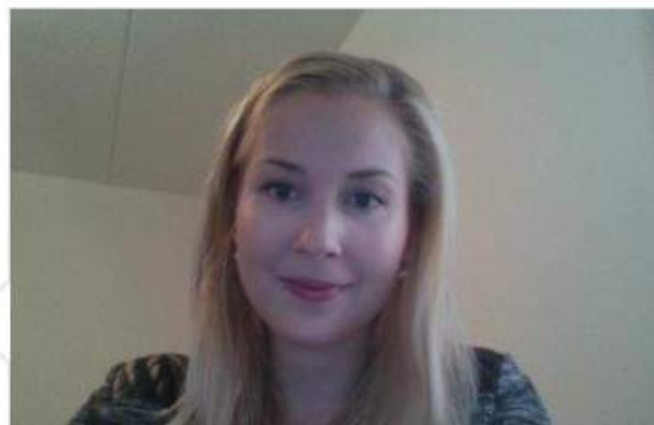
Edit Talent info Copy Move Share Reject without feedback

sales x Add tag...



OVERVIEW CV APPLICATION LETTER VIDEO INTERVIEW MESSAGE FEEDBACK ACTIVITIES EVALUATION NOTES HAASTATTELU

Click this link if video player does not show below



Give your overall rating



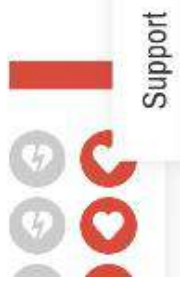
Evaluation score



Evaluation Learn more

Shortcuts Open all Close

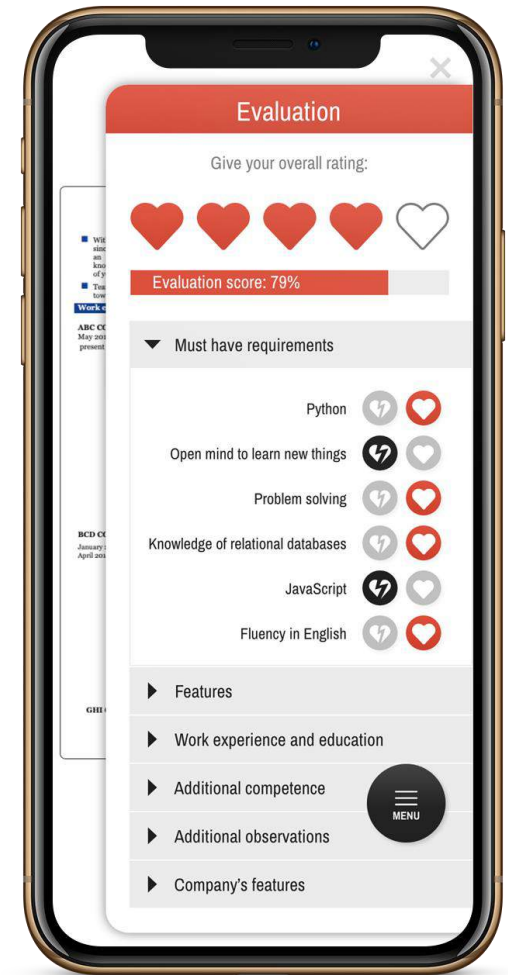
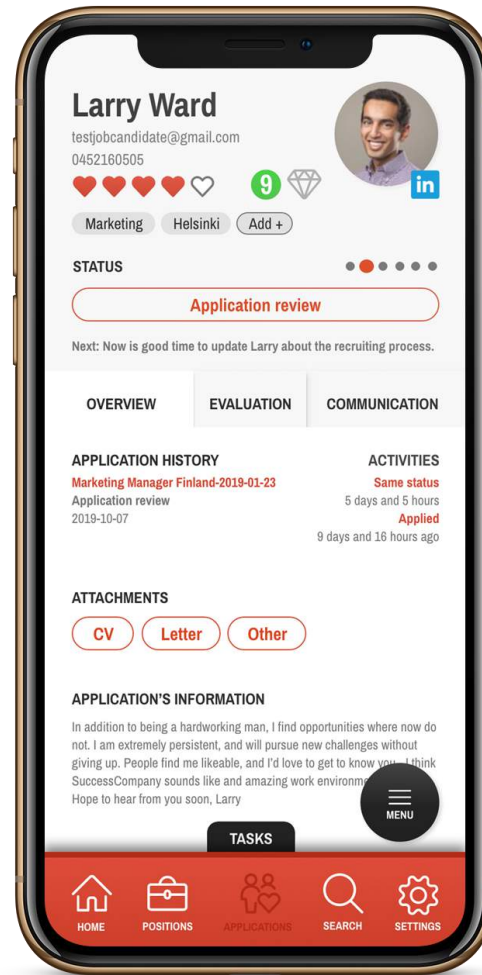
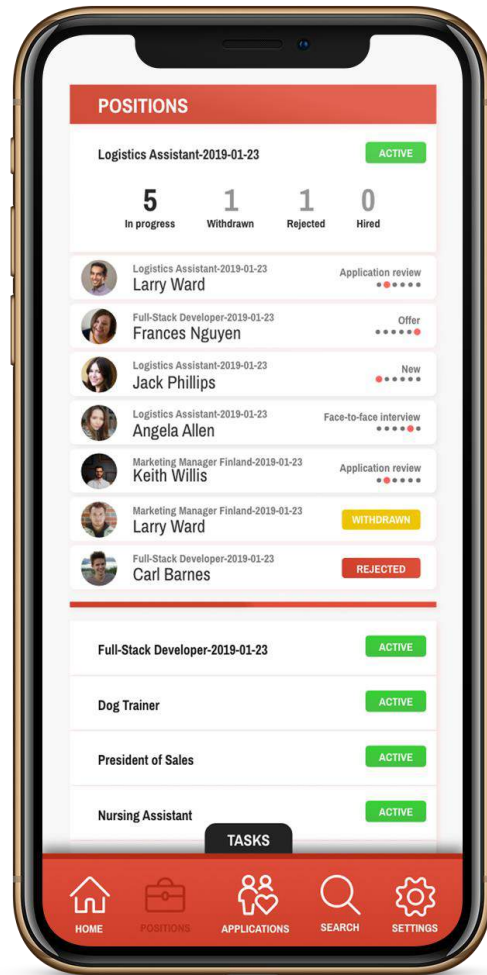
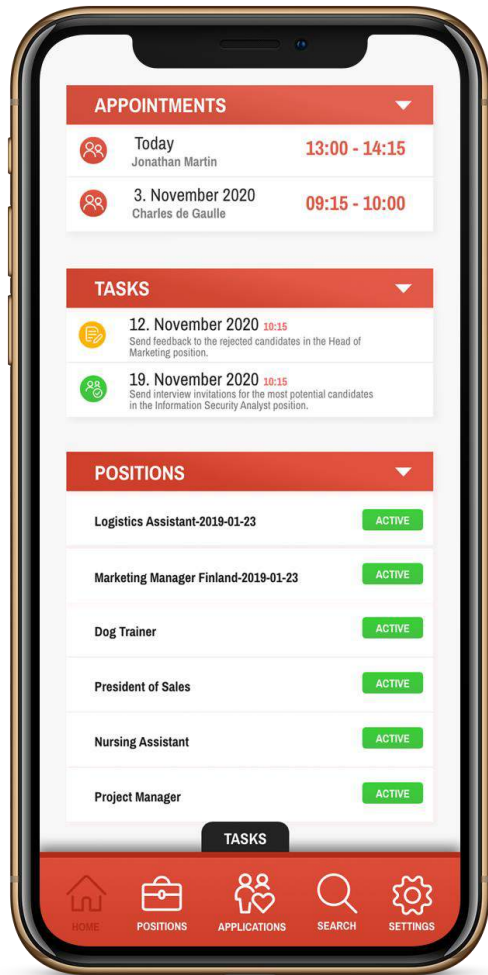
- Features
- Motivation explained
- Personality fit explained



MOBILE USER INTERFACE

FOR RECRUITERS AND HIRING MANAGERS

(UNDER CONSTRUCTION)



Note: the final design is based on customer feedback and internal development work. Thus, the design and functionality may materially differ from the illustration on this slide. Estimated availability 1H2020.



Talent Community



AI Sourcing



Attract

Job Ad Quality Check
Quick apply
AI-assisted Chatbot



Source

AI Matching
Recommendations



Select

Hiring Manager View
Personalized AI Feedback

Analyze

AI ASSISTED

PERSONALIZED FEEDBACK

Sender: Emma Anderson <eliza.barkane@talentadore.com>

Regenerate feedback

Recipient: linda@mail.com

Choose template

Subject: Your application for Sales Manager position

Previous feedback

Message ?

B I U | | | | Source | Size |

Dear Linda

Thank you for your application for the position of Sales Manager. We received many applications, and we have evaluated all applicants in order to make sure that we adopt the best possible criteria for our selection. We underlined leadership skills, get-things-done attitude, a quality of being a people person, and negotiating skills. The competition was tough, and the evaluations had to be done based on the information provided to us. Despite your solid qualifications, we will not be proceeding any further with your application at this point. Nonetheless, we wish to give you feedback that could be useful for you in the future.

First let's focus on your strengths. We got a positive impression of your enthusiasm for this vacancy. Your education would prepare you well for this job, and your CV was clear and easy to read.

Now we would like to recommend some areas for improvement. You could have drawn more attention to your skills. We would have been pleased to hear more about how your personal preferences would be great for this job. In our opinion, more clearly described work history would probably have helped us to understand you better. Moreover, your international experience would also need to be stronger. At this point, it is important to keep in mind that the evaluation is strongly based on the documentation we receive.

Please keep an eye on our future job openings. If you have any more questions about your application, do not hesitate to contact me.

Best regards,
Sophia Anderson
HR Manager
SuccessCompany Ltd.

P.S. How would you rate this recruiting process?

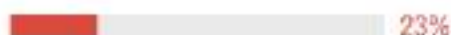
(select 1-5 hearts)

body div div p

Give your overall rating



Evaluation score

Evaluation [Learn more](#)

Shortcuts Open all Close all

Must have requirements ?

Features

- ? Motivation explained
- ? Personality fit explained
- ? Competence explained
- ? Generic documents

Work experience and education

- ? Relevant work experience
- ? Relevance of education
- ? Short-term employments
- ? Salary wish
- ? Over-qualified
- ? International experience

Additional competence

Additional observations

- ? CV dirty
- ? CV length - too long
- ? Missing information in application

Thank you for the rating!



Feel free to give any other feedback below, as well. It would mean the world to us!

Feedback is anonymous.

Process went quickly and I was informed all the time, thanks!

Send feedback

Data Analyst ▾

All users ▾

Yearly

Monthly

Weekly

Daily

Applications



197

Viewed

237

Received

222

Rejected

213

Hired

Feedback



179

Best

176

Final

162

Received verbal feedback

Candidate experience



4.7



Average talent feedback

Efficiency

12 d

New

4 d

Application review

4 d

Phone interview

5 d

Face to face

25 d

Total processing time



Talent feedback

I will definitely apply again when I have first developed my HTML and CSS skills further. Thanks for the feedback!



Thanks a lot for the feedback!



I really appreciate that you want to help your job candidates. I may not be your employee (yet) but I'll already be a fan :) Have a nice summer!



Process went quickly and I was informed all the time, thanks!





Talent Community



Multiple entries
& referrals



AI Sourcing



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Source

AI Matching
Recommendations



Select

Hiring Manager View
Personalized AI Feedback

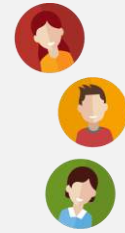
Analyze

JOINING TALENT

COMMUNITY



Job application



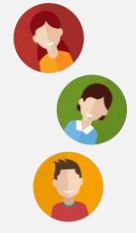
Career pages



Events



Open applications



Other



Active Recruitment Process

(time span: 12 or 24 months)



Talent Community

(time span: years)



By invitation



Thank you for referring talents to our company. Please fill the information below.

YOUR INFORMATION

Name

Phone number

Email *

INFORMATION OF THE PERSON YOU WANT TO REFER

First name *

Last name *

Email *

Telephone

[ADD OR REMOVE GROUP](#)[REFERRAL LINK](#)[JOIN OUR TALENT COMMUNITY LINK](#)[ADD TALENT](#)[Reset to default](#)[Clear all](#)

SEARCH (2)

ADVANCED SEARCH

Saved searches (1)

[Save as](#)

Search

Community groups

 Select all Business Development (junior) Customer Success Customer Support Developers From recruitment fair HR lawyer - internal Interviewed (high performance) IT Marketers Open applications via email Referred Sales (junior) Sales (senior) self-joined

Community membership

	First name	Last name	Active applications	Known since	Member since	Confirmed	Membership expiration	Last activity	Referrals	
	Alice	M. Harris	7 / 8	28-Aug-2018	18-Oct-2018	Not confirmed	16-Nov-2019	03-Sep-2019	0	
	Alice M.	Harris	2 / 2	08-Jun-2018	08-Mar-2019	Not confirmed	06-Apr-2020	18-Jun-2019	0	
	Emily	Anderson	6 / 9	28-Aug-2018	27-Aug-2019	Not confirmed	23-Dec-2019	27-Aug-2019	0	
	Emily	White	2 / 3	08-Jun-2018	17-Jun-2019	Not confirmed	08-Aug-2019	03-Sep-2019	0	
	Eric	Foster	7 / 8	03-Sep-2018	05-Sep-2018	Not confirmed	05-Oct-2019	19-Jun-2019	0	
	Matt	Stone	1 / 2	17-Aug-2018	04-Jul-2019	Not confirmed	03-Aug-2019	20-Aug-2019	0	

Showing 1 to 6 of 6 entries (filtered from 83 total entries)

Show 20 entries

Previous 1 Next

Link to active recruitment process

Recipients

Messages will be sent individually. Recipients do not see other recipients' email addresses.

michael@mail.com; gary@email.com; emily@mailbox.com; mia.matt

Sender

Emma Anderson <eliza.barkane@talentadore.com>

Subject

Interesting position available at SuccessCompany Ltd.

Message

You can use placeholder [FIRST_NAME] for applicant's first name and [LAST_NAME] for last name. Please notice that not all email providers show images in emails.



Hi Michael,

I have an interesting position I think you might be interested in. In case you would like to participate in the recruitment process for this position, please, click the link below and apply:

[Sales Manager](#)



Positions

Choose the positions you want to suggest to the talents and send the messages with links to apply.

Sales Manager
Full-Stack Developer
Data Analyst - project work
Sales Representative - Europe

Press CTRL to select multiple positions.

Language

English

GENERAL LINK + ADD TALENT

Other actions ✕ Clear

Activity Referrals

Aug-2018 0

Aug-2018 0

Jan-2019 0

2

Aug-2018 0

Mar-2019 0

Mar-2019 0

Previous 1 Next

SEARCH (2) ADVANCED SEARCH

Search

Community groups

- Select all
- Business Development (junior)
- Customer Success
- Customer Support
- Developers
- From recruitment fair
- HR lawyer - internal
- Interviewed (high performance)
- IT
- Marketers
- Referred
- Sales (junior)
- Sales (senior)

Community membership

- Select all



Talent Community



Multiple entries & referrals



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AI Matching
Recommendations



Select

Hiring Manager View
Personalized AI Feedback



Analyze

Candidate Experience
Candidate Relevancy

ADVANCED

ANALYTICS

FILTERS



Select time

Past six months

Position

Start typing

Reason for vacancy

- Unspecified
- New position
- For open applications
- Maternity leave
- Parental leave
- Annual leave
- Project
- Resignation
- Retirement
- Replacement

Positions

5

(+25%)

Applications

111

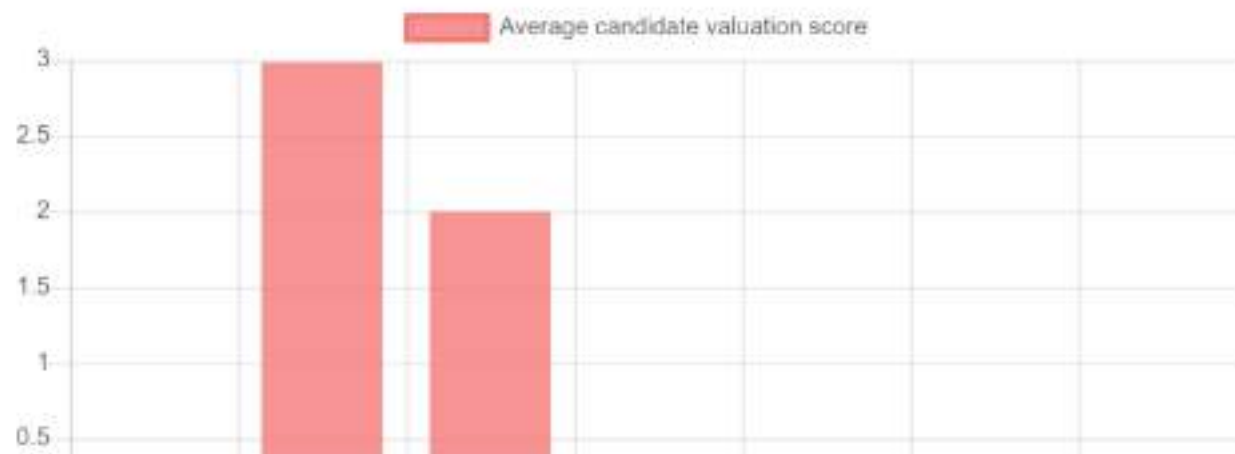
(+296.43%)

Average applications per position

18.5

(+230.36%)

Average candidate evaluation score



Average

2.96

(+6.09%)

FILTERS



Select time

All time

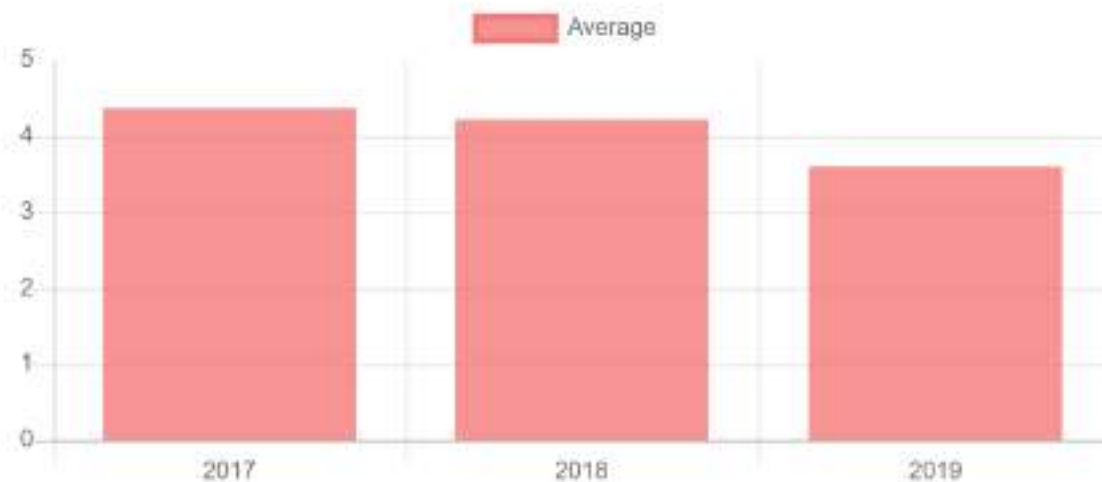
Position

Start typing

Reason for vacancy

- Unspecified
- New position
- For open applications
- Maternity leave
- Parental leave
- Annual leave
- Project
- Resignation
- Retirement
- Replacement
- Other

Candidate experience rating



Average rating

4.04

Total

27

Written feedback

6



Talent Community



Multiple entries & referrals



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Select

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Analyze

Candidate Experience
Candidate Relevancy

Saku Valkama

CEO & Co-founder

Saku.valkama@talentadore.com

+358 40 5247447

