



# Lumesse Recruit

Powerful cross-platform search & match

Great people are the foundation of your business. It doesn't matter if you're a huge, global brand or a smaller local company; you need to hire the best. TalentLink Recruit is designed with talent in mind - candidates, employees, hiring managers, recruiters and HR professionals. It allows quick and cost-effective recruiting through applicant tracking, screening, evaluating, hire and communicating.

It's never been more important to have a global talent attraction strategy that uses multiple channels to find and secure the very best people. Localised into more than 26 languages and based on state of the art Web 2.0 technology, Lumesse TalentLink is a true on-demand global talent acquisition solution that helps companies of all sizes to find and acquire local talent.

## Challenges to find great Talent

- Each job is unique and needs to source candidates from specific channels
- Finding the right candidate is time consuming and costly, you need the right tools to focus on the most promising candidates
- Building, maintaining and engaging talent pools can be a time and effort heavy process
- Achieving and maintaining compliant across multiple countries and legislations can lead to a disjointed process

The current state of the market

32% say employee retention is a top priority over the next 12 months - Time to focus on internal recruiting

52% of hiring managers say differentiating the right candidate from the sea of applicants is the most difficult part of the hiring process

39% agree quality of hire is the most valuable metric for performance

67% of businesses name Talent Acquisition as the biggest challenge of the year

## Boost your Recruiting Potential



### Global baseline, local flexibility

Recruiting is a local process. TalentLink can balance the requirement to standardise processes but allow for sufficient flexibility locally at the same time (e.g. 80/20). Different local/regional compliancy requirements can be covered.



### Ease of use

Intuitive user experience through a flexible solution that supports the unique working styles of individual stakeholders. Recruit enables organisations to manage volume recruitment effectively offering screening questions that filter applications, improving the quality of candidates and decreasing time and cost to hire.



### Manage your total workforce

Lumesse TalentLink is the only recruitment solution supporting companies with their total workforce recruitment challenges. Manage your permanent hires, graduates, contractors, temps and hourly workers - all in one solution.



### One Platform Recruiting solution

Obtain detailed insight into the candidates, match, modify, broaden or extend the criteria to gain more relevant results.



## Key Features of Recruit



### Easy Job Creation

Create your role profile based on your needs or simply access a library of pre-defined role templates.



### Multi-touch Approval

Customisable and automated approval process based on location, job type, internal/external recruitment.



### Referrals

Support and manage all internal and external referrals using configurable referral programs. TalentLink supports LinkedIn Referrals to unlock the power of social referral.



### Sourcing and Talent Pools

Search and match candidates from internal Talent Pools, external and social CV databases with Lumesse Source.



### Attract Great Candidates

Develop memorable candidate experiences and outstanding employer branding with Lumesse Engage.



### Assessment & Testing

Flexible Integration of 3rd Party solutions within the selection process (Online Assessments, Video Interviews, Background Checking).



### Automate & Save Time

Automated assignments, moving to selection steps, interview scheduling, and rejections.



### Manage Applicants

Personalized applicants list with bulk processing actions.



### Mobile Recruiting

Perform recruiting anywhere, anytime. Deliver an optimal recruiting experience for users and candidates.



### Better Visibility, Better Results

Monitor the results of all your recruitment and build relevant measurements with Lumesse Insight.



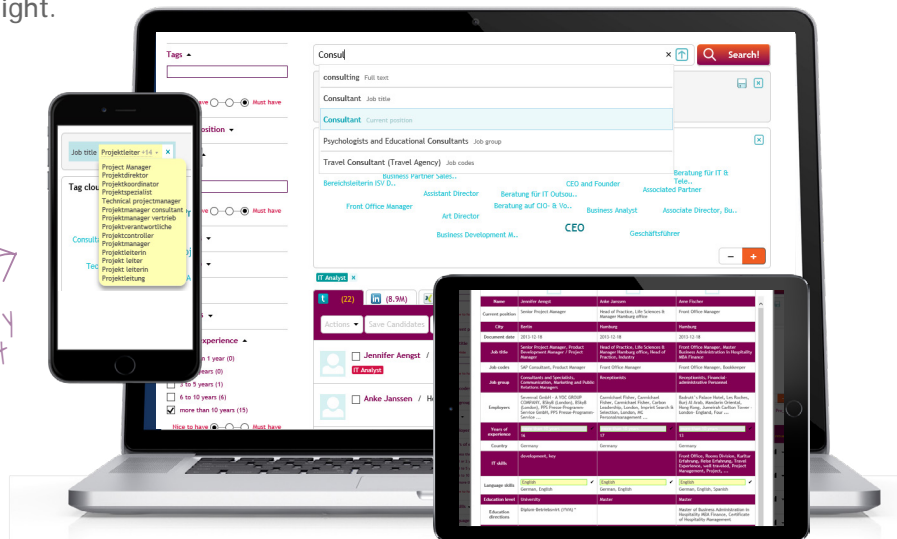
### True SaaS

Always on the latest version, new release every 6-8 weeks.



### Globally Yours

TalentLink can be deployed in over 70 countries and across 28 global languages.



Maximise the efficiency of all your recruitment processes

Reinvent your recruiting strategy. Join today and begin uncovering hidden talent

