

Talent Market

e-Recruiter - (SaaS)

Engaging & Inspiring Talent

This Automated, "end to end" Recruitment Enterprise-wide Solution Delivers

speed, efficiency, cost effectiveness,

improved corporate brand, smart recruitment tools,

people intelligence and top talent

anywhere anytime



“Going beyond the
ordinary to make
possible the
extraordinary”

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ARE THESE YOUR PAIN POINTS?

- ✓ Do you want to significantly reduce your recruitment costs?
- ✓ Do you want to cut back on the use of agencies?
- ✓ Do you want to create your own corporate job board?
- ✓ Do you want to create your own Talent pools?
- ✓ Do you want to reach candidates across the generational gap, wherever they are?
- ✓ Are your candidates having a positive experience when they interact with your recruitment processes?
- ✓ Do you want to increase your corporate brand while attracting Top Talent?
- ✓ Is your selection process providing you with quality candidates?
- ✓ Can you customise and track your recruitment workflow process?
- ✓ Do want to reduce your administrative burden when recruiting?
- ✓ Are all your internal and external stakeholders integrated, communicating and collaborating to ensure best results?
- ✓ Are your HR and Hiring managers spared the frustration of working with outdated and disparate systems?
- ✓ Do you want to employ smarter tools when recruiting?
- ✓ Do want a quick and accurate way to find internal and external Talent?
- ✓ Can you profitably mine your people data to gain invaluable insights to make accurate predictive forecasting about your Talent?

“Getting the right people, with the right skills at the right time is critical for any business.”

SOLUTION

Talent Market e-Recruiter (SaaS): *Engaging & Inspiring Talent*

Talent Market is an elegant, comprehensive and collaborative “end to end” e-recruitment cloud-based (SaaS) technology. It integrates and automates your entire internal and external recruitment processes. This enables you to source, assess, select, onboard and retain talent within and outside your organisation.

This beautifully integrated solution is supported with an array of smart toolsets. As a result, your recruitment processes are user-friendly, accurate, cost effective, fast, seamless, efficient, competitive and strategic.

KEY FEATURES

- Cloud-based (SaaS)
- Automated Organisational Chart
- Employee Data Take-on
- Customisable Security Approval Levels
- Seamless System's Integration
- Employee Self-service
- Manager Self-service
- Recruitment Workflow Automation
- Automated notifications
- Job Description Automation
- Job Specifications Automation
- Vacancy Approval process
- Workflow Review
- Subject Matter Expert Panel
- Job Review Panel
- iBrand CV Optimiser
- Talent Accounting
- Advanced Search Capability
- Candidate Screening
- Candidate Self-assessment
- Candidate Ranking
- Candidate Shortlisting

AUTOMATED SYSTEM FUNCTIONALITY

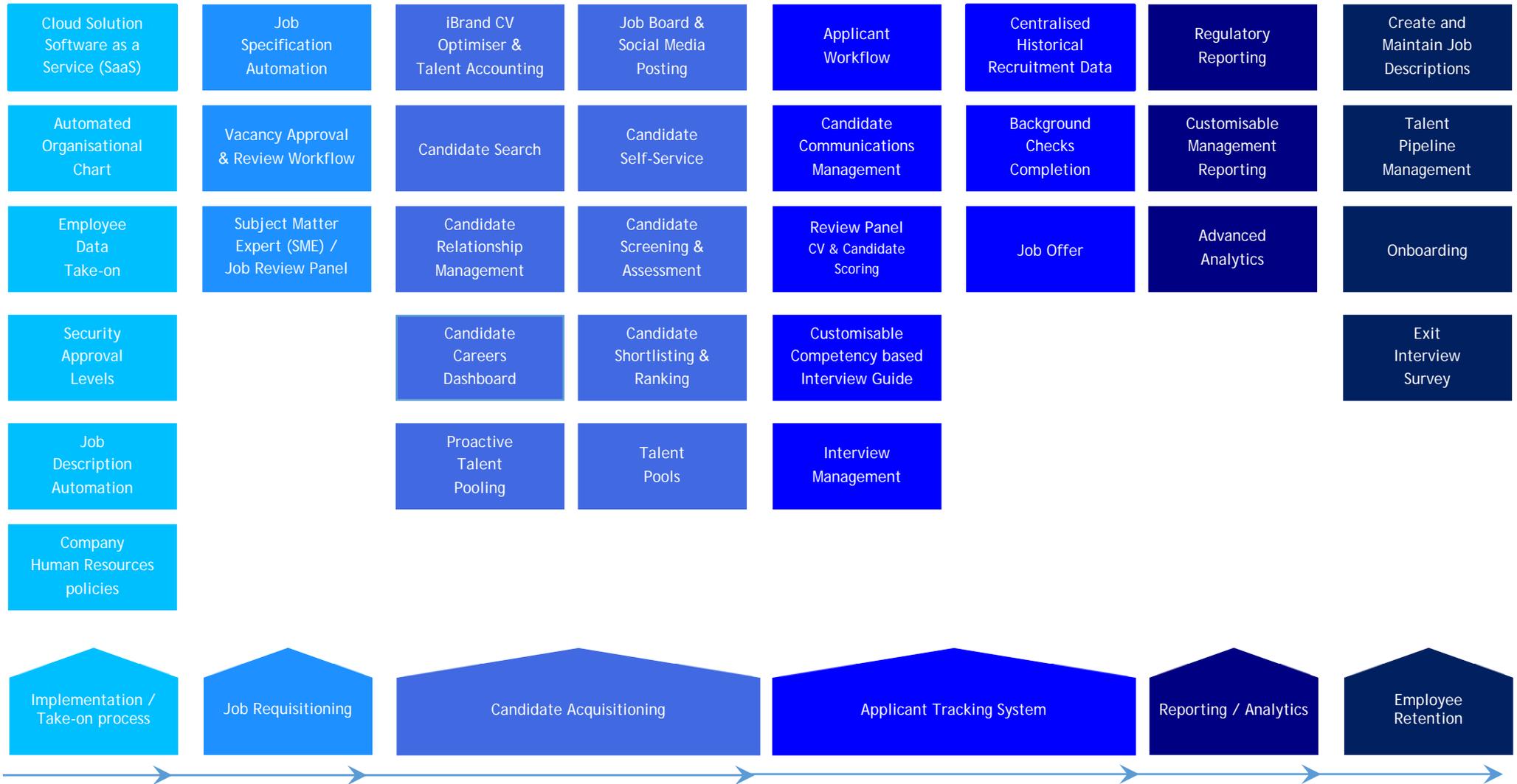
- 1 Implementation and Take-on process
- 2 Job Requisitioning
- 3 Candidate Acquisitioning
- 4 Candidate Tracking System
- 5 Competency based Interview Guide
- 6 Onboarding
- 7 Talent Pipeline Development
- 8 Analytics and Reporting
- 9 Personal Information Security

KEY FEATURES

- Job Board Posting
- API smart configuration
- Social Media Posting
- Candidate Self-service
- Talent Pools
- Candidate Workflow
- Candidate Communications Management
- Interview Panel
- Customisable Competency based Interview Guide
- Interview Management
- Centralised Historical Recruitment Data Repository
- Mass Automated Regret letters
- Job Deposition Report
- Background Checks Completion
- Job Offer Approvals & Sign off
- Advanced Analytics
- Compliance Reporting
- Talent Pipeline Development
- Onboarding
- Exit Interview Survey
- PoPI Compliant

Talent Market e-Recruiter (SaaS)

- System Overview -



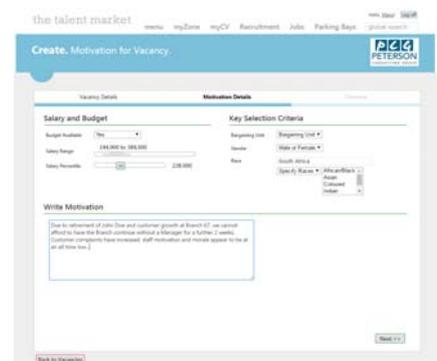
FUNCTIONALITY DESCRIPTION

1 Implementation and Take-on process

We have built clever wizard tools that silently run, validate and upload your employee data to get you up and running quickly. The Talent Market system integrates key human resources data points. The system centralises your employee records, talent profiles (CV's) and job descriptions to give you one, true, closely integrated data platform. The system automates this data platform to seamlessly inform the core recruitment processes such as job requisitioning, candidate acquisition, candidate tracking, analytics and onboarding tasks etc. Our extensible and customisable Role-based security permissions system can be built around your bespoke organisational needs. You will have a 360° view of your entire organisation through an automated organisational chart replicating reporting relationships across divisions, departments, branches and locations. We ensure that you have the most robust and secure data privacy. Whether you operate locally, globally or within multiple geographical locations, the system organises your data for seamless transactions and notifications.

2 Job Requisitioning

Our system automates the writing of job motivations and related selection criteria. A dynamic integrated notification system ensures that it reaches the selected approvers no matter where they are. Our system sends notifications to managers on their PCs, smartphones or tablets allowing them to approve requisitions from wherever they are. Job specifications need not be written from scratch because the system will seamlessly generate it, allowing for changes and customisation from HR, Hiring Managers and Subject Matter Experts. The system has an intelligent recruitment workflow process that allows you to track each hiring stage from sourcing to onboarding.



3 Candidate Acquisitioning

Our system seamlessly extends your reach to connect with the Talent on whatever major social media platform they are. Talent Market provides candidates with a user-friendly and positive e-application process. Our iBrand CV optimiser standardises the information of all applicants giving you the highest level of data integrity, accuracy and 100% search match results. Our unique job match assessment tool ensures candidates are screened, filtered and ranked automatically. Candidates are kept in the loop about their application status through regular feedback notifications to their personalised careers dashboard. Our system enables you to establish your own talent pools and build strong relationships through regular notifications and updates. Through these credible connections, you stay in touch with your talent and save on recruitment fees.

4 Candidate Tracking System

Through an integrated workflow dashboard, you will have visual access to your entire automated recruitment workflow. You will know exactly at which stage of the process candidates are. You can quickly identify any delays in your hiring process right down to the responsible person. Our system creates automated collaborative connections between participating stakeholders in the hiring process from assigning tasks, to initiating action and to communicating their observation about candidates. Stakeholders can discuss and share information about candidates in a seamless and centralised way. Our sophisticated notification system sends all stakeholders regular reminders about their tasks, actions and events. This makes it easy to monitor, follow up and remedy any delays.

5 Competency based Interview Guide

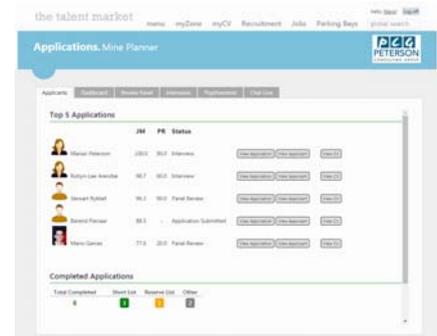
This unique automated tool will help you plan the interview logistics and processes more effectively. It will make the interview sessions flow better ensuring the process is more standardised and consistent leading to fair outcomes. It will enable you to create and customise interview questions around rapport building, culture fit, technical and behavioural competencies. It is extensible allowing you to customise around your precise interviewing needs, every time you hire. No guessing which competencies to include in your interview guide, because the system seamlessly pulls through the competencies from the job specification. All this automation saves you time and increases your hiring accuracy.

6 Onboarding

Our automated, integrated and personalised onboarding process will create productive new hires from day zero because it gives the new hire easy access to appropriate information and key networks. Guiding and connecting HR, the hiring manager and the new hire into a collaborative team through the onboarding process will ensure that the new hire is engaged, productive and retained.

7 Talent Pipeline Development

Our system allows you to take on a more proactive and strategic talent sourcing approach giving you the capability to have your finger on the pulse around your talent forecasting and pipeline. All candidates can show an expression of interest by applying to place their CVs in your selected jobs for future consideration. By managing your talent pipeline, you are assured of talent for future vacancies. We make it possible for you to run perpetual campaigns to source graduates, interns, learnerships and seasonal employment etc.



8 Analytics and Reporting

Where are the greatest number of vacancies in your organisation? Do you have a healthy talent pipeline for your critical roles? Do you know which job boards are giving you the best sourcing results? With our integrated system you will be able to generate any number of standard and regulatory reports e.g. turnover reports, employee equity reports, workforce profile reports, vacancy filled inside and outside SLA reports etc. as and when you need. Further, all data fields in our integrated system can be mined and reported on. Our integrated system's analytics will help Hiring Managers and HR across the organisation to better understand the market and evaluate the effectiveness of current hiring strategies. The system will also help you analyse the activity of your talent, understand what's happening in your workforce and measure the efficiency, effectiveness and outcomes of your processes.

9 Personal Information Security (PoPI compliant)

Talent Market is committed to protecting the personal information of all its users and takes specific security measures to ensure that all personally identifiable information i.e. personal data, is secure and confidential. All our clients will be required to adhere to the same stringent requirements.

ENGAGING AND INSPIRING TALENT

Talent Market E-recruiter is built with an array of smart intelligent tools. This design extends its benefits and value beyond the narrow confines of a recruitment workflow processes. Smart tools enable the talent holder to regularly shape their own personalised careers profile. The system also creates a collaborative platform between the talent holder and the organisation through this personalised careers dashboard. On this dashboard they receive relevant notifications, updates and task requests, 24/7/365. This ensures that the talent holder remains in the loop and is encouraged to take personal responsibility for their career mobility. The impact results in improved levels of employee engagement and customer satisfaction across the organisation.



FEATURES

Personalised Career's Dashboard

Each user/employee has their own personalised career's dashboard allowing them 24/7/365 access to their iBrand CV (Talent Profile). They are able to update their talent profile whenever they have new information. Users/employees are also able to store their supporting documents i.e. certificates securely in one central location.

Notifications

They receive regular notifications about:

- ✓ Recruitment events
- ✓ Job application status
- ✓ Tasks completion requests
- ✓ Updating their iBrand CV (Talent Profile)
- ✓ Onboarding tasks

Talent Registry

Each user/employee will register their talent when they create and complete their iBrand CV (Talent Profile). They will specify their knowledge, skills, competencies and experience which will make it easy for employers to identify the right person with the right skills and experience profile for any vacancy no matter where they are in the organisation.

Talent Accounting

Each user/employee will be responsible to account for their talent by regularly updating their Talent Profile with new on-the-job skills, knowledge and training. They will also receive regular notifications by the system to encourage them to update their profiles.

Talent Pools

After your job vacancy is filled, our recruitment system allows you to invite all shortlisted candidates, who were not successful, into your job talent pool for future openings. You will have a growing talent pool of top talent to choose from whenever the need arises.

All users/employees will be able to show an expression of interest in other jobs within the organisation by "parking" their Talent Profile under the desired job. This will give the employer a clear indication of its talent pipeline across its various jobs within the organisation.

Onboarding

Through an automated, integrated and personalised onboarding process, all new employees will be productive from day zero because they will have easy access to appropriate company information and key networks. The system guides and connects HR, the hiring manager and new employee into a collaborative team ensuring that the new employee is engaged, productive and retained.

Surveys

- ✔ Exit Survey
- ✔ Performance Review Evaluation Feedback Survey
- ✔ Employee Engagement Pulse Survey
- ✔ Team Effectiveness Pulse Survey
- ✔ Leadership Effectiveness Pulse Survey

Company news and events

Every employee will receive the latest company news and events through their personalised careers dashboard. In this way, all employees will be kept in the loop with what's happening within the organisation.

GIVING YOU THE COMPETITIVE EDGE

Seamless job application experience for candidates

Powered by the Talent Market system and technology, our automated and logical job e-application process will be a seamless experience for your candidates from start to finish, whether they apply from job boards, social media platforms or from your corporate career sites or Talent pools. Our system provides a dynamic and user friendly application process for candidates to account for their talent in a standardised format, using our powerful iBrand CV Optimiser. Our system also creates a seamless process for candidates to assess their suitability against clear job criteria. Candidates will utilise their personalised dashboard to receive instant and regular status notifications.

Attract, source and engage talent

Talent Market enables you to attract, source and engage with high quality candidates across the generations through planned integration based on powerful and intelligent API's. This means our system will enable you to source and attract your candidates from job boards, corporate career sites and social media. The site is built around a design logic which is simple to use, elegant, logical and user friendly, making it an accessible technology across all generations.

Access scarce skills talent using different sourcing strategies

Talent market is a truly global product based on best in breed software technologies and systems. The cloud based system allows seamless access for candidates across the world, anytime, anywhere, 24/7/365. With our superior talent pool system, you can create proactive, strategic, seasonal, sourcing campaigns to focus on scarce skills and on jobs that are critical and core to your organisation's mission. This will allow you to constantly have your finger on the pulse of your organisation's talent pipeline.

Comply with legislative requirements

Talent Market as a system has been designed precisely to ensure that the entire recruitment process is objective, transparent, standardised and fair. This ensures that the organisation is not exposed to unfair recruitment and selection practices. Our system complies with all of the Basic Conditions of Employment Act when it comes to requirements for fair selection practices.

When it comes to the use of personal information of candidates the Talent Market system ensures that it receives the express permission at all of the appropriate touch points. Protecting the personal information of all of our users, whether they are employees or job seekers or whether they are based locally or globally is an absolute non-negotiable. All our clients will receive the same standard of personal data protection as required in the PoPI Act no matter where they are located.

Significantly reduce the time to fill and cost of hire

We simplify your complexity

Recruitment today has become increasingly competitive because of scarce skills and the war for talent both locally and globally. Speed to attract, source and process the candidate is critical. Organisations with outdated and convoluted complex paper based hiring processes means that the process of hiring is slow and the more efficient competitors snatches your top talent. Our system gives you an “end to end” recruitment workflow process that is smart, automated and super-efficient, allowing you to make first contact with top talent.

We offer you speed and efficiency

- ✓ Through automated posting of jobs online, therefore time to hire your top Talent is reduced significantly.
- ✓ Through automated job selection criteria tailored to match job requirements making hiring more accurate and fair.
- ✓ Through a user-friendly and an online automated e-application process.
- ✓ By candidates being able to complete a job match assessment online.
- ✓ Through candidate screening, filtering and ranking which is automated and fast-tracked.
- ✓ By automating your processes to deal with huge volumes of applications instantly, efficiently and quickly.
- ✓ By candidates receiving regular notifications and updates.
- ✓ By making candidate talent information easily and quickly available to the organisation.
- ✓ Through online automated interview scheduling, leading to better coordination between Hiring Managers and interview panel.
- ✓ Through automated competency based interview guides thereby reducing time significantly.
- ✓ Through powerful, advanced and customisable search functionality helping you quickly identify top Talent wherever they are.

Significantly reduce your spend

Exorbitant and ever increasing cost to hire is a major pain point for you. You are under constant pressure to keep operational costs within budget.

Our automated system reduces your organisation’s spend on:

- ✓ Advertising because you increasingly begin to advertise on your own corporate website rather than on the Job boards or in print media.
- ✓ Recruitment Agencies because you leverage your Talent pools that you built up through previous job posting campaigns.
- ✓ Recruitment administration because your system is automated therefore less human resources required, lower headcount and lower costs.

ABOUT

PCG-TALENT MARKET (Pty) Ltd

We have listened deeply to our client's challenges and pain points when it comes to sourcing, attracting, hiring and retaining top talent. In response, we have self-funded, designed and built from scratch a fully automated and extensible "end to end" recruitment software solution (Cloud-based Software as a Service solution) which we are proud to bring to the African and Global market.

The diverse South African design team have used their more than 50 years of deep practical experience in the fields of Industrial Psychology, Recruitment and Selection, Change Management, Information System's Security, Programming and Support to build a truly powerful and dynamic African solution for the global world.

Talent Market is an enterprise-wide, user-friendly and automated e-recruiter solution for organisations across the globe. It integrates and centralises the entire recruitment workflow into an intelligent, seamless process.



It also creates and integrates your organisational chart locating people, positions and profiles in a dynamic way. Whether you operate locally, globally or within multiple geographical locations, we organise your data for seamless transactions and notifications.

The solution significantly improves your ability and speed to find, attract, engage, evaluate and hire the very top Talent. When you subscribe to the Talent Market system you become the recipient of our ongoing innovations that puts you at the forefront of best people Talent hiring practices.

"Going beyond the ordinary to make possible the extraordinary"

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