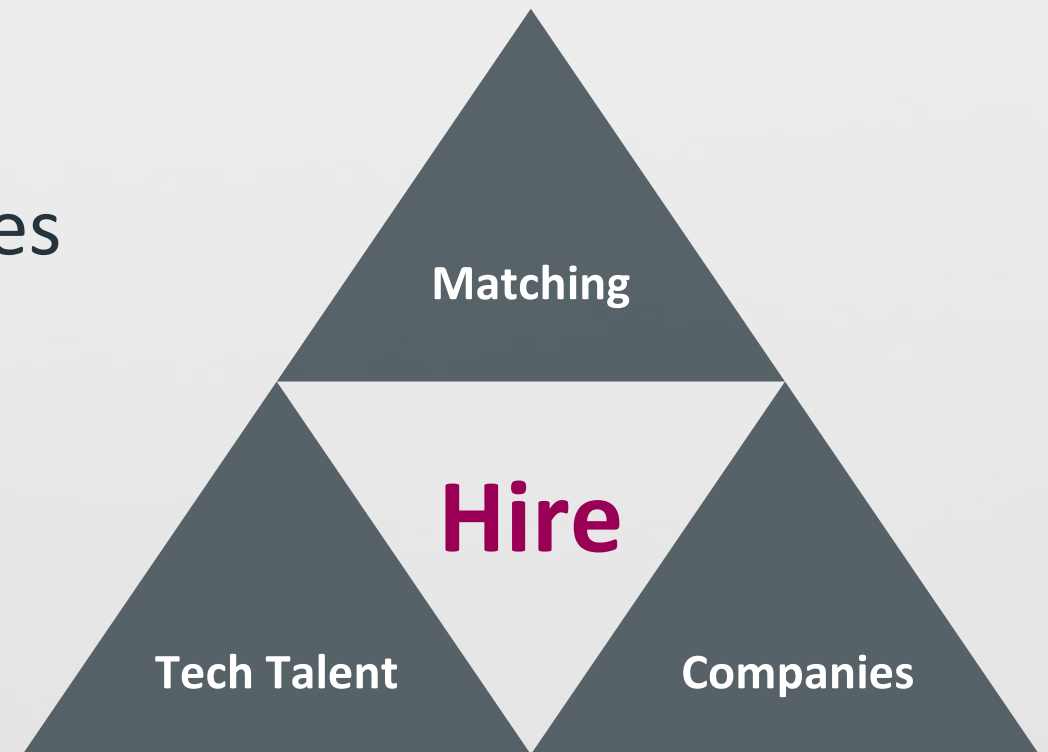


Recruiting Startup Award

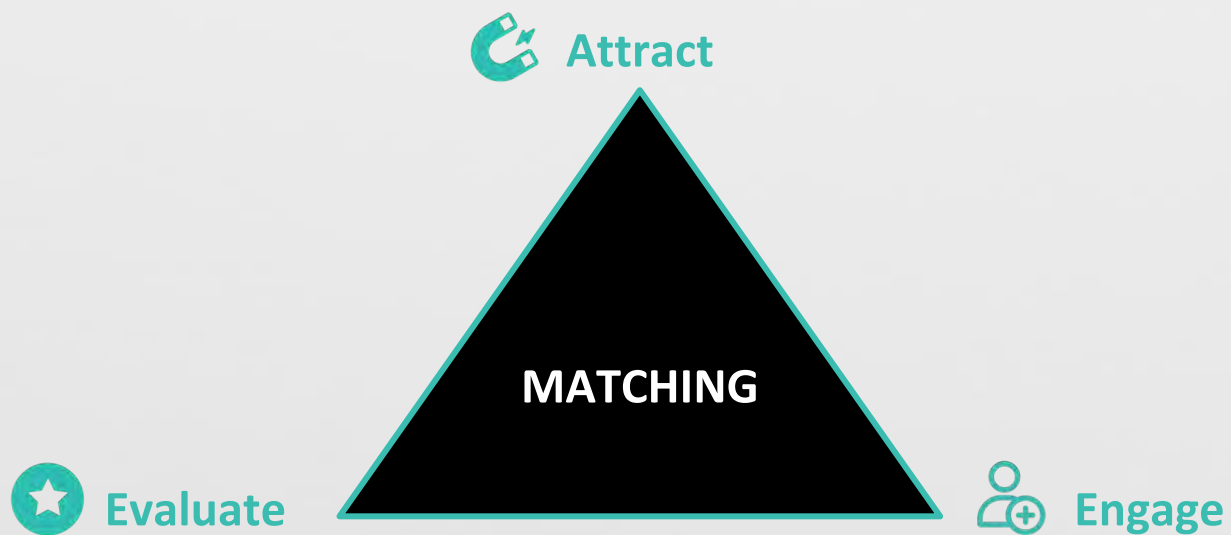
Landing.jobs

Landing.jobs

A tech jobs marketplace that matches tech talent with the right company.



Value Proposition



Pricing model

Pay per Hire

11-14%

of hires' Gross Annual Salary.

Subscription

(unlimited hires)

Custom

Minimum 3 months

Product Demo



Jobs Recommendations

Your hottest job matches

Junior Java Developer ☆
Focus BC Lisbon, Portugal Junior €15.000 - €25.000 ✕

Docker Java Jenkins Spring

More Info: Technology 6 to 20 people

BI Developer ☆
HUUB Porto, Portugal Junior ✕

Machine Learning NoSQL Python REST APIs SQL

More Info: Logistics 21 to 50 people

Mac System Administrator ☆
mytaxi DE Hamburg, Germany Junior ✕

Computer Science Network Administration Python System Administration

More Info: Technology 501 to 5.000 people

Product Demo



Curation of Applications



Person 78345

iOS Developer @ mytaxi

5/5

RATING

82%

MATCH SCORE

Product Demo

Candidate Search



The screenshot displays the Engage candidate search interface. At the top, a purple navigation bar contains the tabs: SEARCH, PENDING, ACCEPTED, and REJECTED. Below this, a search bar on the left includes a "CLEAR FILTERS" button. The main search area features a search input with "React" entered, a location input with "Berlin, Germany", and a "SEARCH" button. Filter tags at the top of the results list include "React", "Based in Berlin, Germany", and "Experience level >= 2 years". A "SAVE AS A NEW SEARCH" button is also present. On the left, a sidebar contains filter sections: "Experience level" (with "At least" set to "2 Years" and "At most" set to "Any"), "Categories", "Remote", "Relocation", "Citizenship", and "Other". Each filter section has a "SEARCH" button at the bottom. The results list on the right shows 69 results. The first three results are:

- The Flying Gypsy from the Black Lagoon**: 9 years of experience, Berlin, Germany. Skills: JavaScript, AngularJS, CSS, HTML, React. Action: Request.
- Hard Boiled Diaries**: 4 years of experience, Berlin, Germany. Skills: React, JavaScript, HTML, CSS, iOS. Action: Request.
- Hard Boiled Identity**: 2 years of experience, Berlin Area, Germany. Skills: React, JavaScript, Redux, GraphQL, CSS. Action: Request.

Product Demo

Candidate Search

A screenshot of the Landing.jobs web application interface. The top navigation bar is dark blue with links for "MY AREA", "CANDIDATE SEARCH", and "COMPANY PAGE", along with a "POST A JOB" button and notification icons. The left sidebar is dark purple and contains a search bar, tabs for "MESSAGES" and "CONTACTS", and a list of candidate messages. The main content area shows a detailed chat view for a candidate named João Cabrito, including a profile card on the right with a photo, name, experience, and skills. The chat interface includes a message history with text bubbles and a bottom input area with a "SEND" button. The candidate's profile card lists skills like "Ruby on Rails", "Solution Design", and "Atom", and shows ongoing applications for roles like "Software Developer" and "iOS Developer".

Navigation: MY AREA, CANDIDATE SEARCH, COMPANY PAGE, POST A JOB

Search Bar: Job Opening, Candidate...

MESSAGES / CONTACTS

- João Cabrito** (New) - 3 messages: The interview could be scheduled for Monday. It...
- Joana Flores** (14 Aug) - Hey Joana! Could we book a 30min call to...
- Maria Celeste** (12 Aug) - Hello Maria! I hope everything is fine with...
- Rita Gouveia** (08 July) - Today would be great! Thank you for your quick...
- Pedro Campos** (05 July) - I've uploaded my CV now. Hope everything is ok...
- Rute Silveira** (21 June)

João Cabrito Profile:

- See Profile**
- João Cabrito** (CV, LinkedIn)
- 10+ years of experience
- Top Skills:** Ruby on Rails, Solution Design, Atom, Test Driven Development, Backend Development
- Ongoing Applications at Landing.jobs:**
 - Fit: Software Developer
 - Great Fit: iOS Developer
 - Great Fit: Performance Engineer at Rio...
 - Fit: Product Manager
- Notes:** Type your note here... **ADD NOTE**

Chat Interface:

- João Cabrito** (27 Aug): Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean quam nibh, congue sit amet pretium id, interdum nec neque. Maecenas egestas purus sit amet finibus bibendum.
- 14:00**
- 14:05**: Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean quam nibh, congue sit amet pretium id, interdum nec neque. Maecenas egestas purus sit amet finibus bibendum. Aenean quam nibh, congue sit amet pretium id, adg maltyh jaksdmm.
- Seen 14:00**
- 14:05**: Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean quam nibh, congue sit amet pretium id, interdum nec neque. Maecenas egestas purus sit amet finibus bibendum.
- Seen 14:00**
- Type your message here...** **SEND**
- Supports:** Markdown, **italic**, # Big Title, ****bold****, ~~~~strike~~~~

Milestones

80k+ Tech Talent

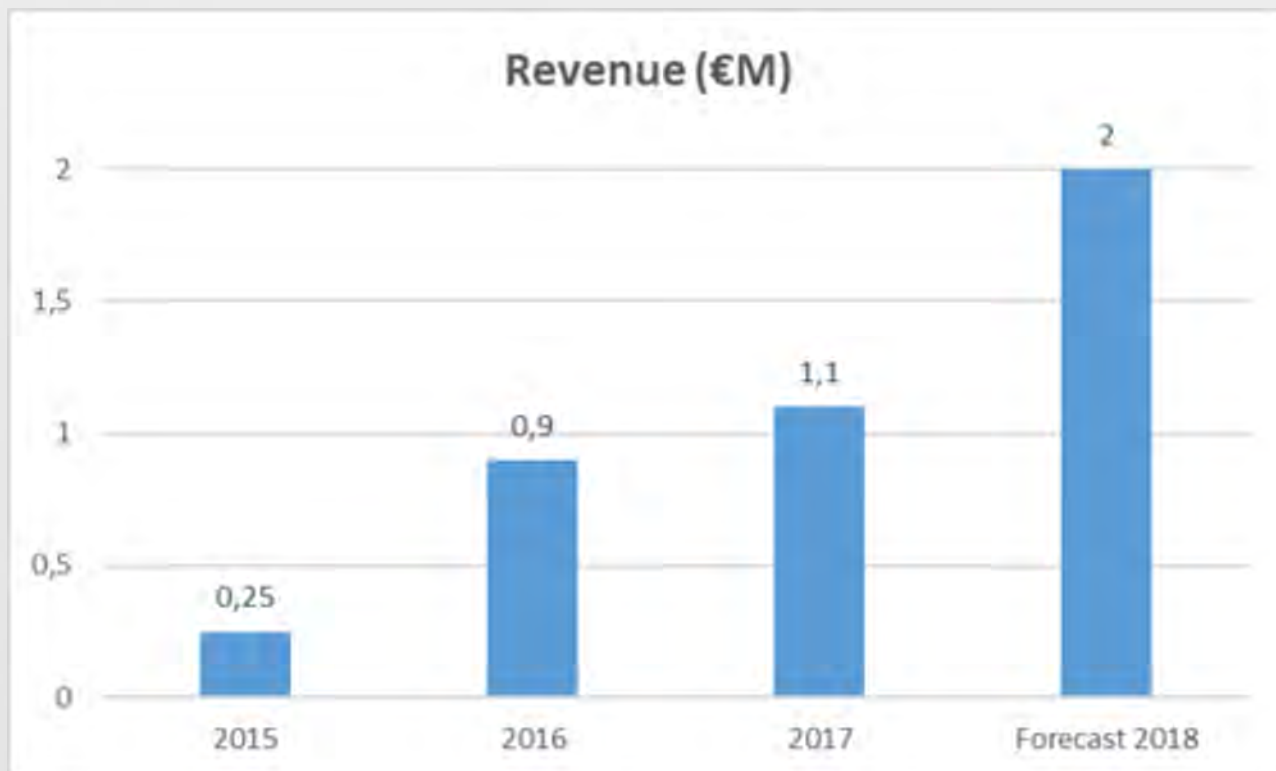
2K+ Applications/month
NPS Tech Talent: +70

200+ Active Companies

600+ Active Jobs
NPS Companies: +15



Milestones



1.25M

Revenue until August (€)

2x

Revenue growth YoY

40%

Revenue from subscription



LANDING.JOBS

ExpertLead



We have the best tech freelancers for your business

Instant access to world-class software developers, data scientists, designers and blockchain experts.

Where do I find a
Tech Rockstar
-
now?



83 %_{of}

recruiters struggle
to find the right techies





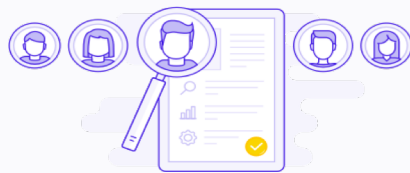
An exclusive network of the **top 5% tech freelancers**

No more blind search -
we test the techies for you.

No more lengthy search -
we have the experts ready.

No anonymized platform -
you get a dedicated contact.

Our quality screening process



01

CV & personality



02

Coding tests



03

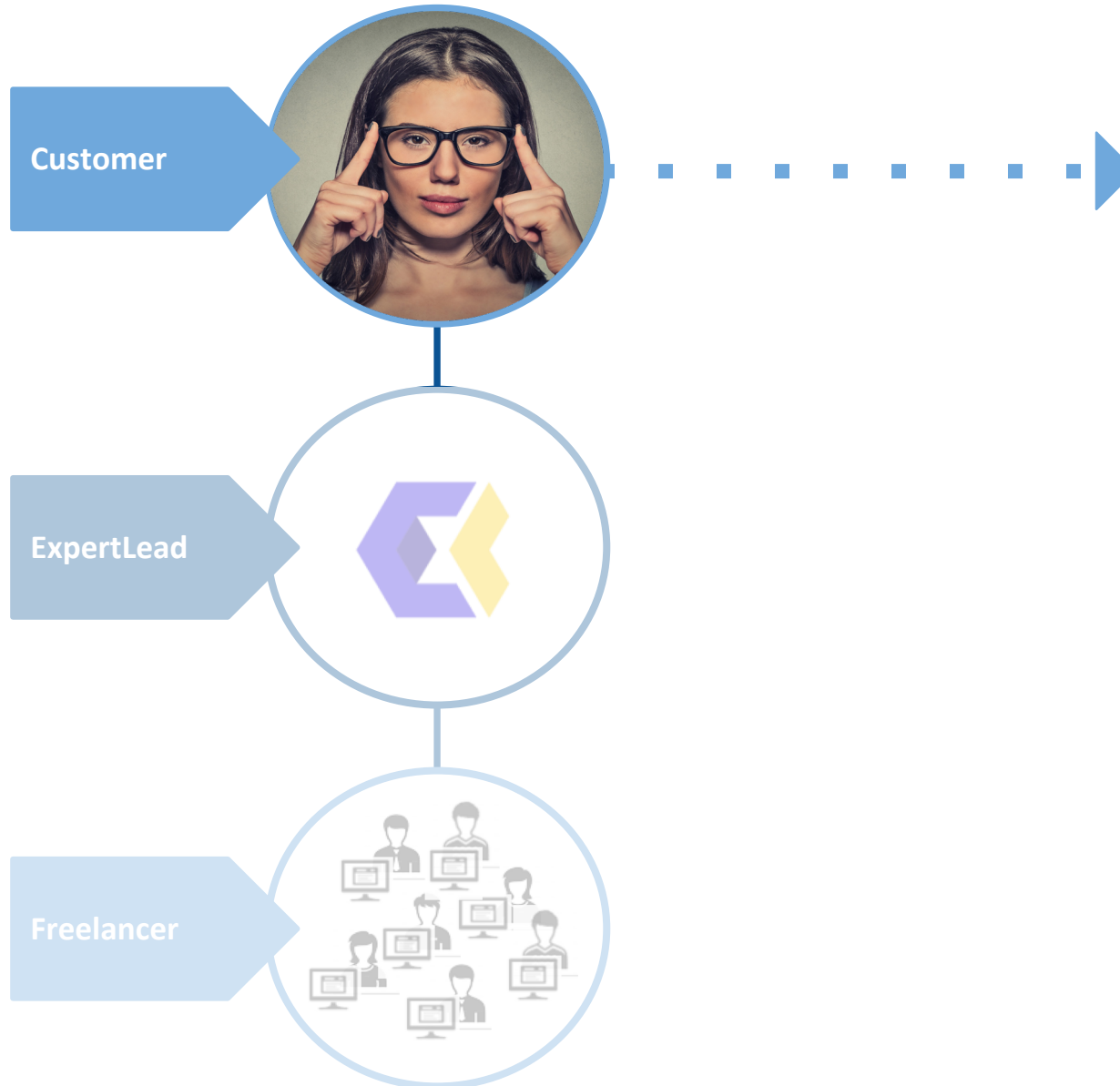
Live coding



04

Regular checks

We work for Corporates, SMEs and Startups...



Corporates	SMEs	Startups
 Delivery Hero	 CREAM FINANCE	 URBAN SPORTS CLUB
 Lufthansa Innovation Hub	 Hello FRESH	 WUNDERFLATS
Hubert Burda Media	 discountlens by Urbach Optik	leflair
 notebooksbilliger.de	 SKYTRON TRUSTED PARTNER PROVEN SOLUTIONS	 TV-TWO
<i>and many more</i>		

... and provide access to freelancers in three easy steps

Step 1

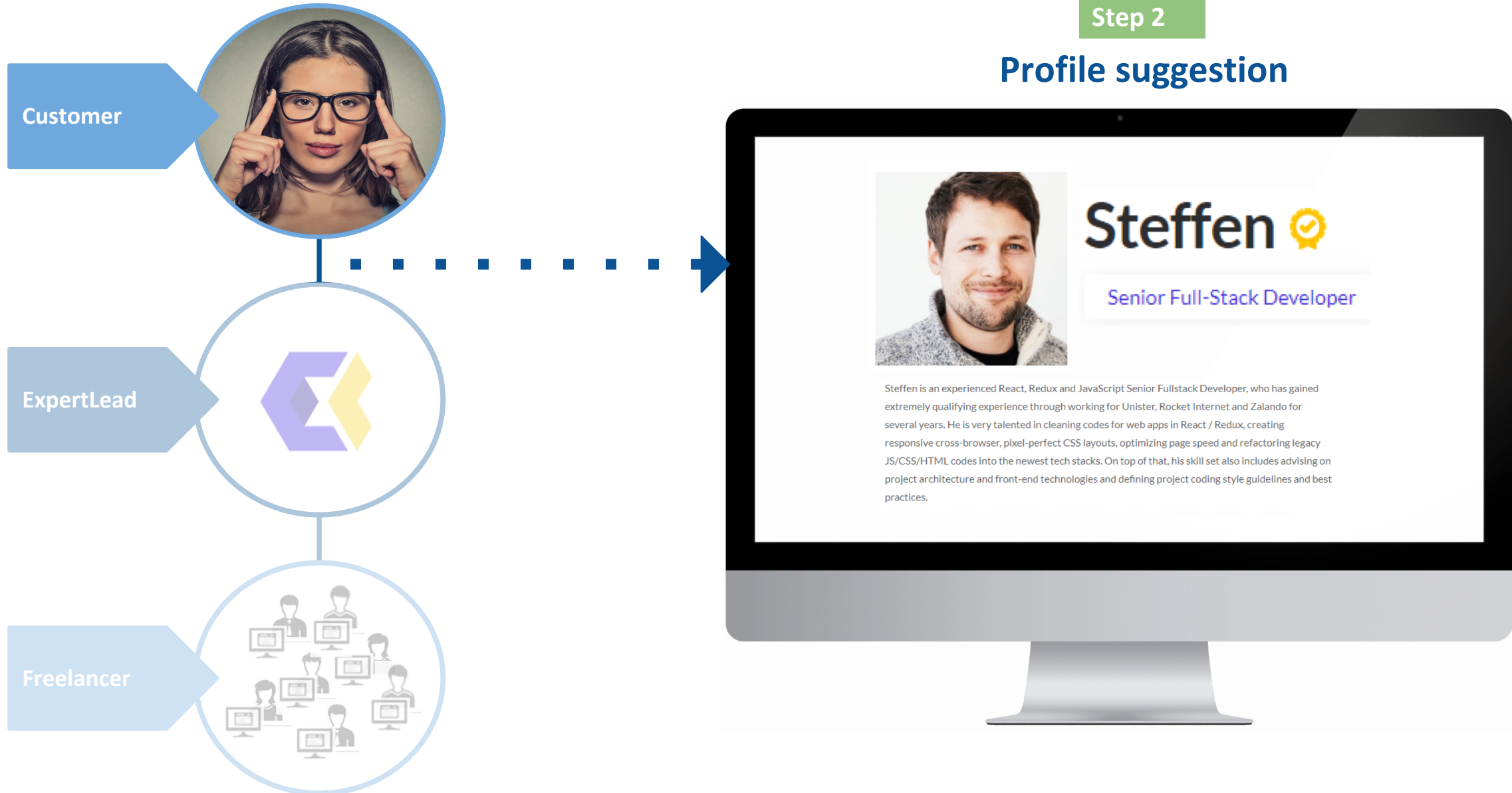
Online submission



... and provide access to freelancers in three easy steps

Step 2

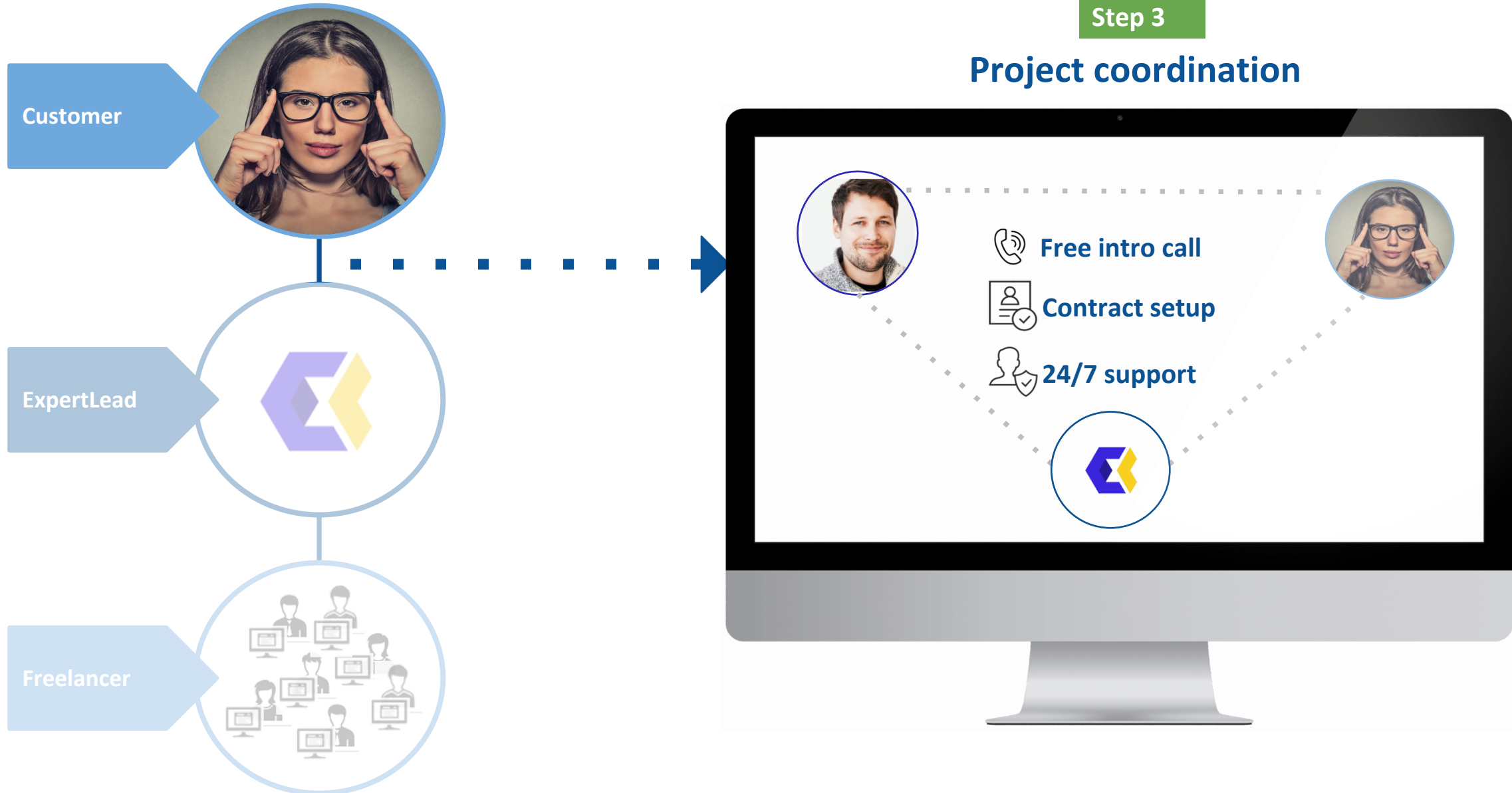
Profile suggestion



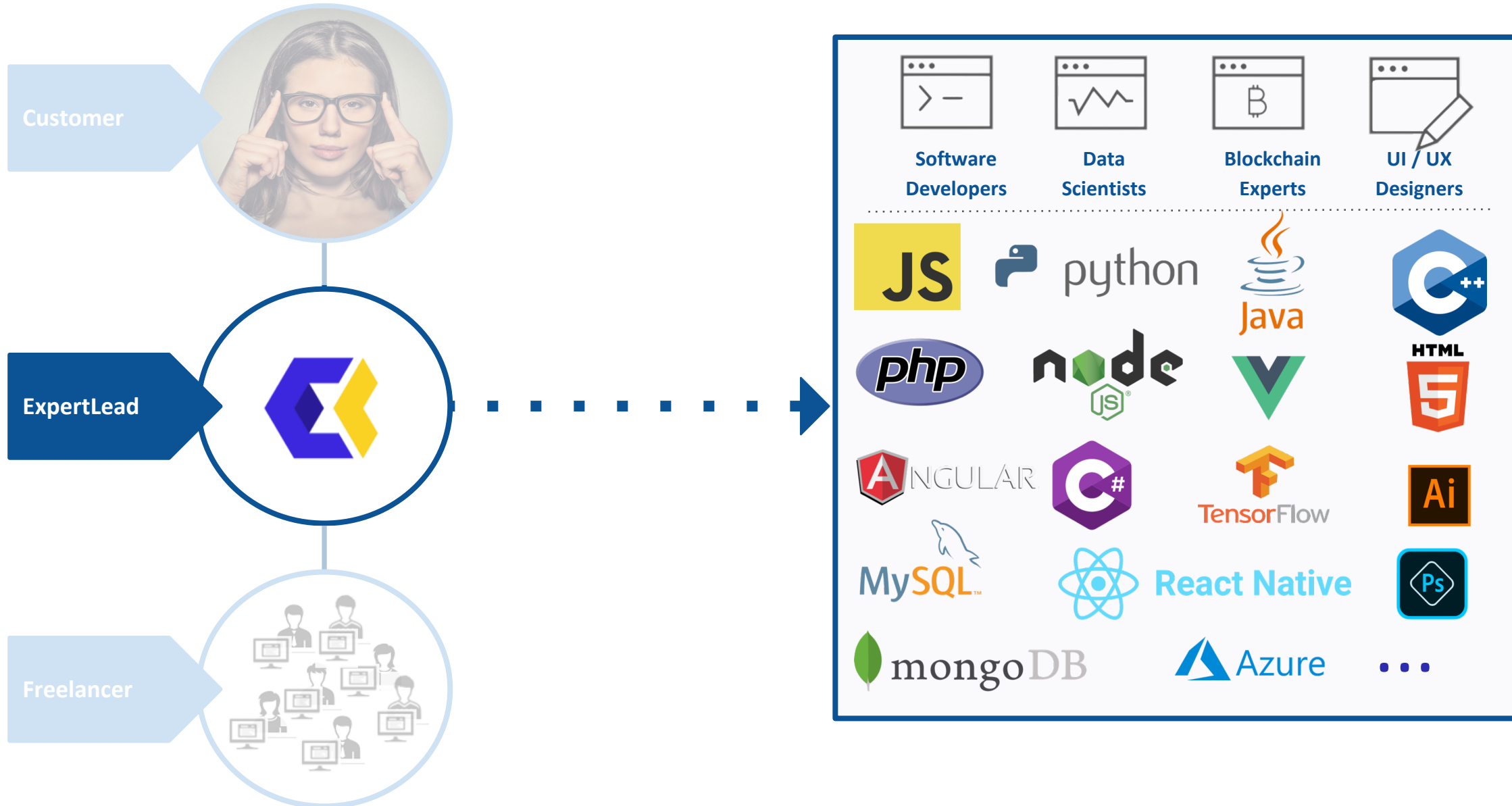
... and provide access to freelancers in three easy steps

Step 3

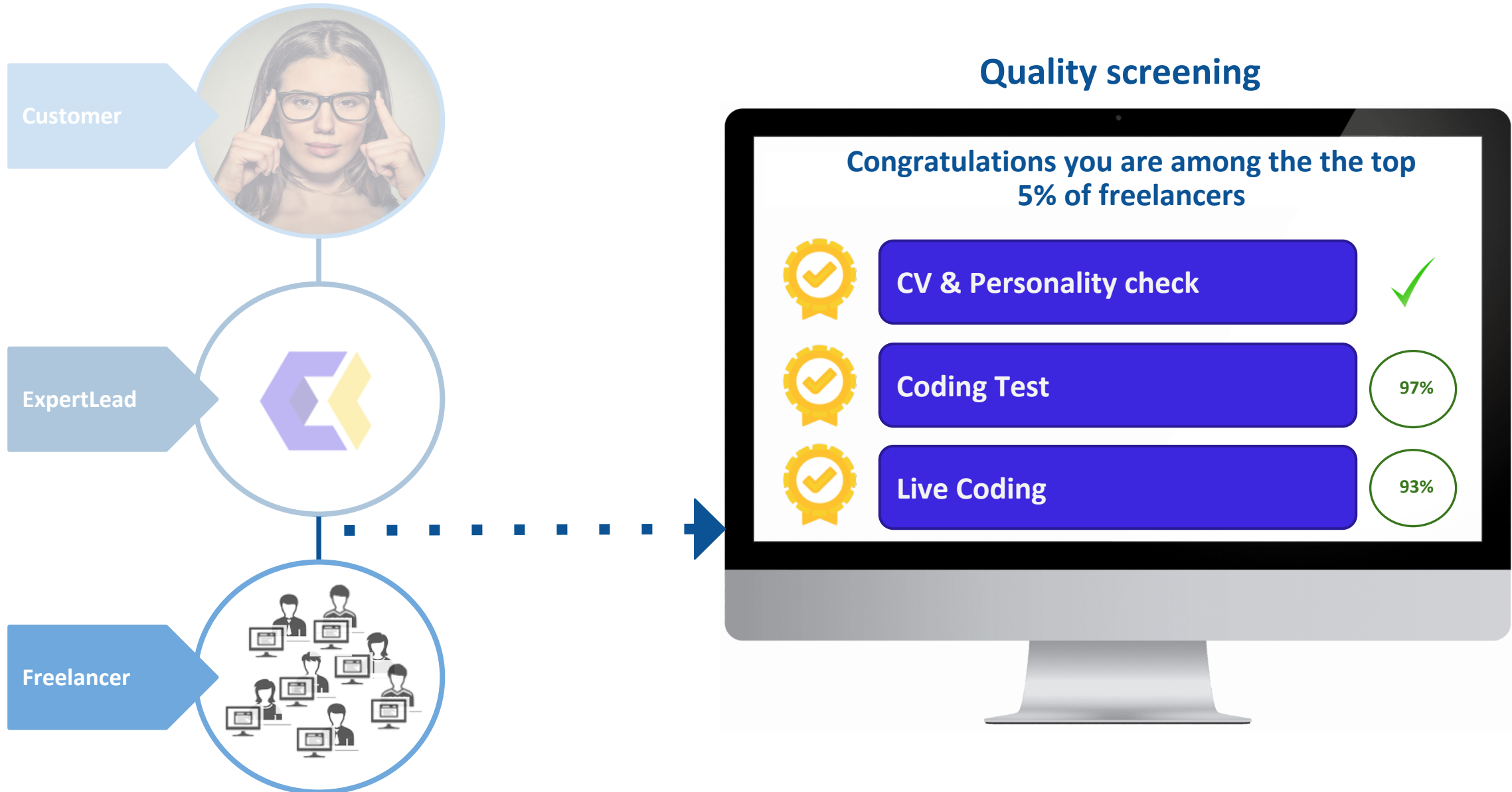
Project coordination



Our experts work with all major languages / frameworks



Freelancer onboard in three steps



Fast growth and highly satisfied customers since our start in Jan 18

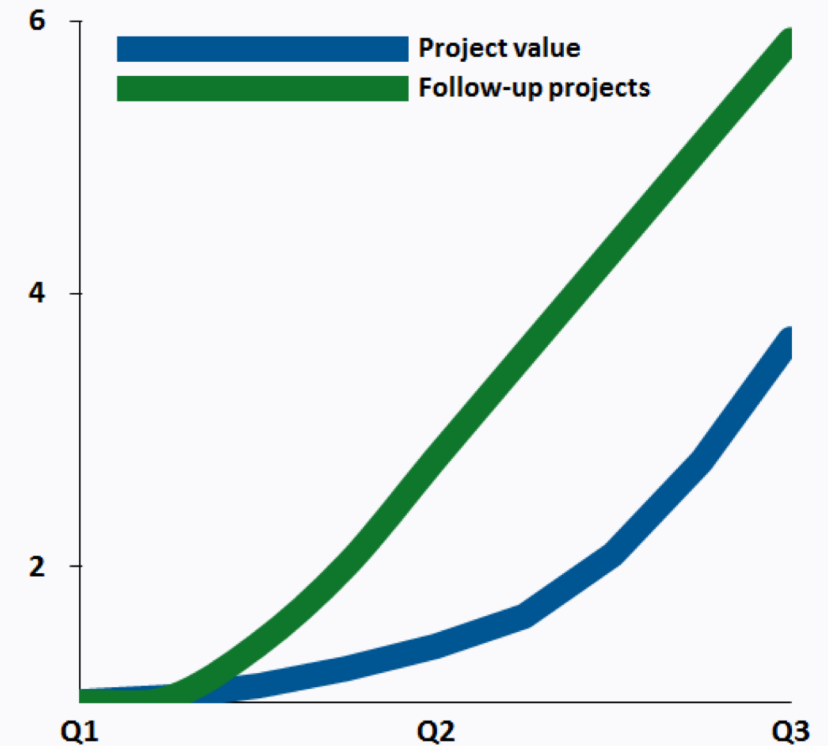
Since Jan 2018

>1 €m

Signed project value

Every **3rd** customer
with follow-up project

Growth metrics



Factor of growth in Q2 and Q3 in comparison to Q1



Works!





Thank you very much //
Get In Touch With Us











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MD & Co-founder
a.schlomberg@expertlead.de
+49 (0) 163 335 544 3
Experience: McKinsey, Google



Arne Hosemann
MD & Co-founder
a.hosemann@expertlead.de
+49 (0) 151 289 739 65
Experience: Bain & Company

HR teams get fast, flexible and high quality support

	Case 1	Case 2	Case 3
Customer / Freelancer	 Lufthansa Innovation Hub 	 	leflair 
HR problem	Urgent need for IT support	DE speaking team onsite required	Highly complex IT problem
ExpertLead value add	Speed 	Flexibility 	Quality 
Results	✓ Freelancer stated within 24h	✓ Supplied several freelancer leveraging our large DE network	✓ Delivered solution within one week

Studydrive





Studydrive

**Life is easier
when we help
each other.**



Finance Formula Sheet.pdf - x

Sicher | <https://www.studydrive.net/courses/maastricht-university/finance/summaries/finance-formula-sheet/viewfile/260317>

Studydrive

Newsfeed

My Groups

- TH Nürnberg
- RWTH Aachen
- Maschinenbau an der RWT...
- Tipps aus der Region Aachen

My Courses

- Höhere Mathematik II
- Finance
- Economics and Business
- Mathematik I
- Kommunikations und Organ...
- Mechanik III fuer Maschine...
- Maschinengestaltung I (für...
- Höhere Mathematik I (für M...

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Documents

go to course

Upload documents

Jobs

0

Karma

Credits

2 of 11

Question markings

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$$\text{Interest coverage ratio} = \frac{\text{Net income}}{\text{interest expenses}}$$

$$\text{Return on equity} = \frac{\text{Net Income}}{\text{Book Value of Equity}}$$

$$\text{Return on assets} = \frac{\text{Net income}}{\text{Total assets}} \left(= \frac{\text{Net profit margin}}{\text{Sales}} \times \frac{\text{Asset turnover}}{\text{Total Assets}} \right)$$

$$\text{ROE (DuPont)} = \text{ROA} \times \underbrace{\frac{\text{Total Assets}}{\text{Total Equity (Book)}}}_{\text{Equity multiplier}}$$

$$\text{P/E Ratio / Price-earnings} = \frac{\text{Market capitalization}}{\text{Net income}} = \frac{\text{Share price}}{\text{Earnings per share}}$$

CHAPTER 3 - Arbitrage and Financial Decision making

! NPV = PV (All project cash flows) = PV(Benefits) - PV(Costs) !!

Studydrive 9:41 AM 100%

Newsfeed

5,410 31,410

Newest Unanswered

Anonymous Flashlight 844376 2 min ago
Accounting & Closure

Can someone tell me, how I calculate the interest and portion of cost? How do I split the separate stocks?

21 48

Lukas Althoff 14600 10 min ago
Mathematics I

Hey there. I am in my third attempt in math 1. Should I write my last attempt in spring or in winter semester? Any helpful hints?

Yield 2

Anonymous Cherry 16350 16 min ago
BAs

Hi! Anyone any experiences with the switch from economics to ba?





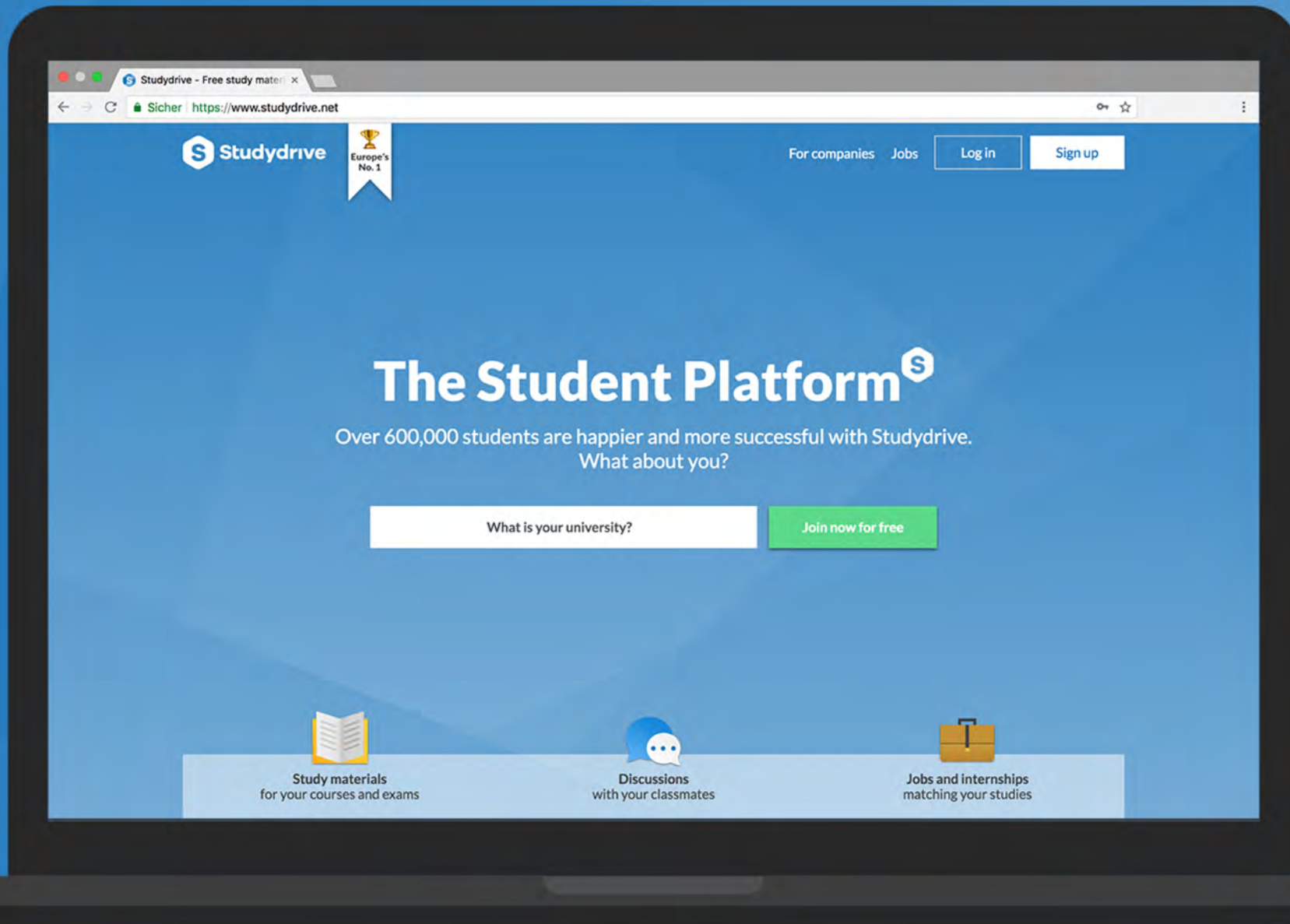
95%*

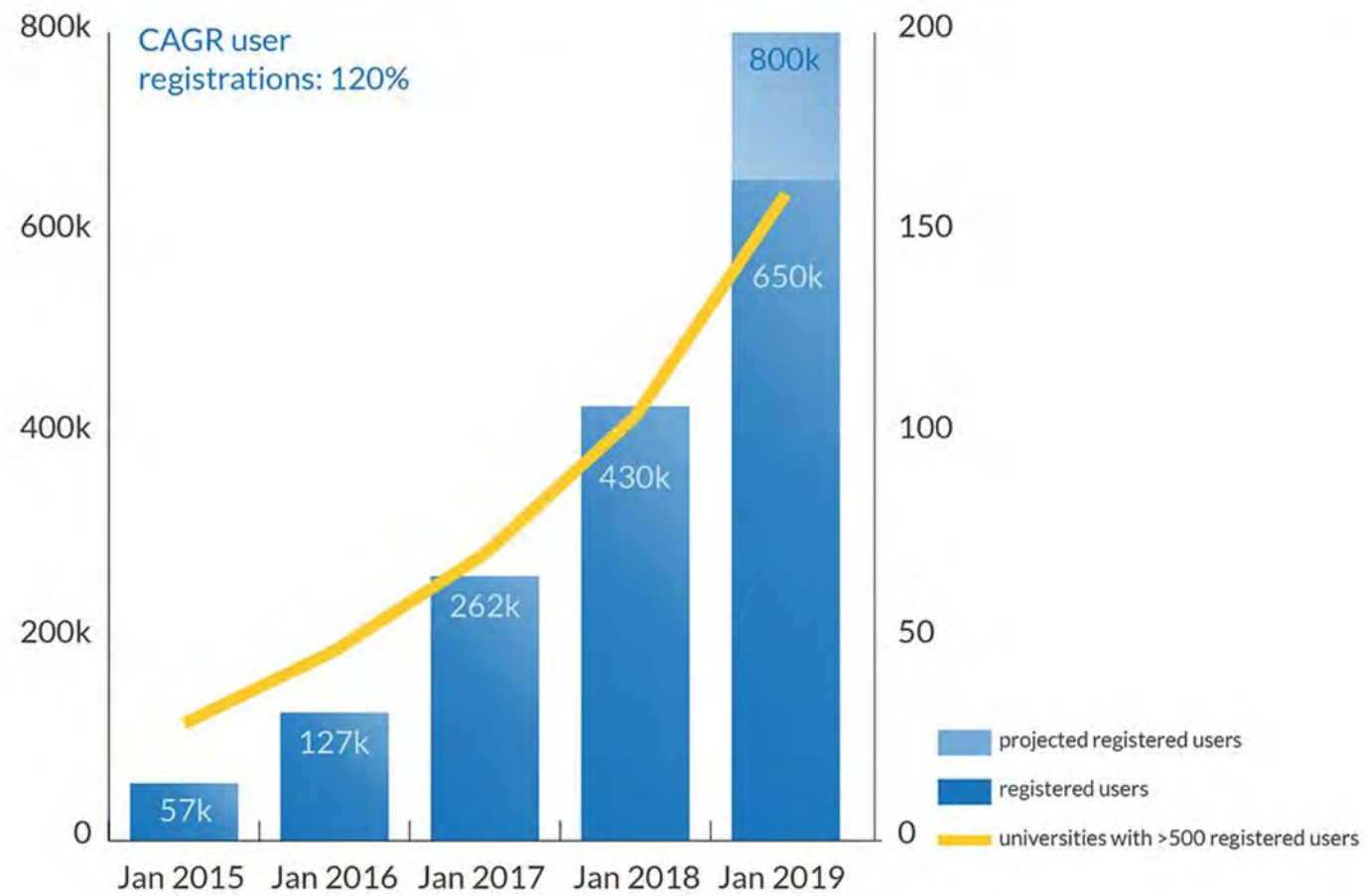
*ICR Recruiting Trends 2018

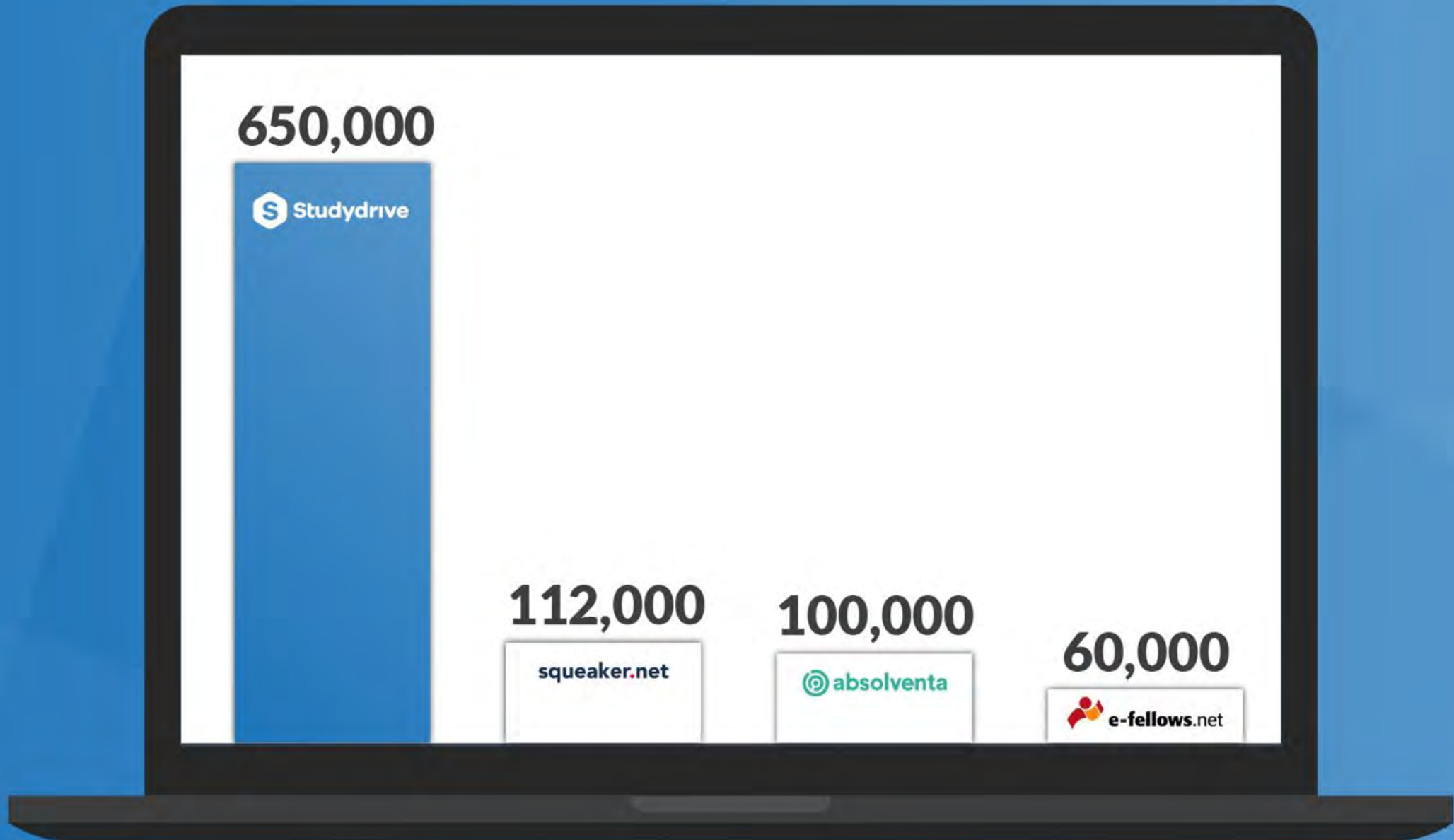






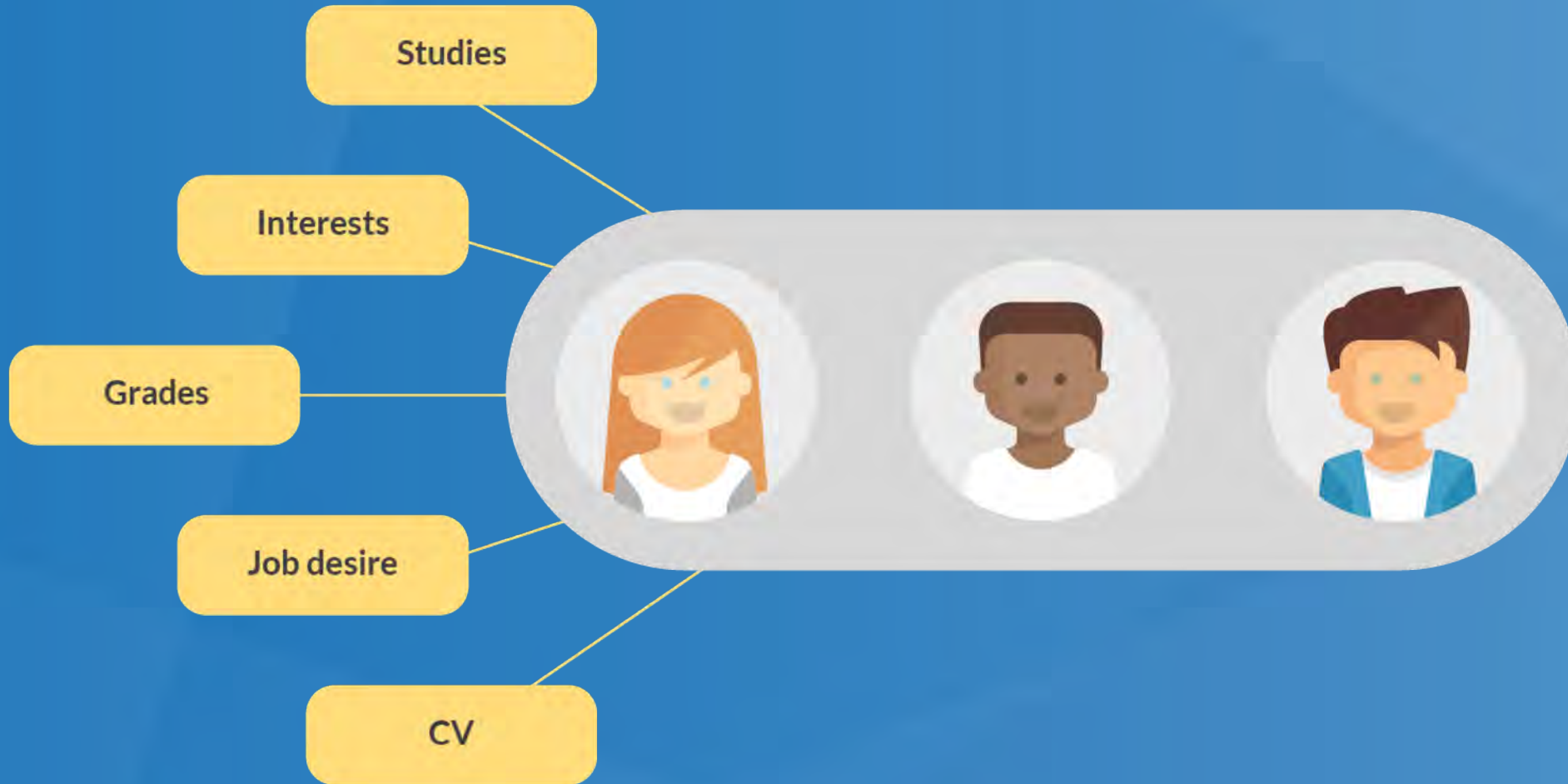








Data

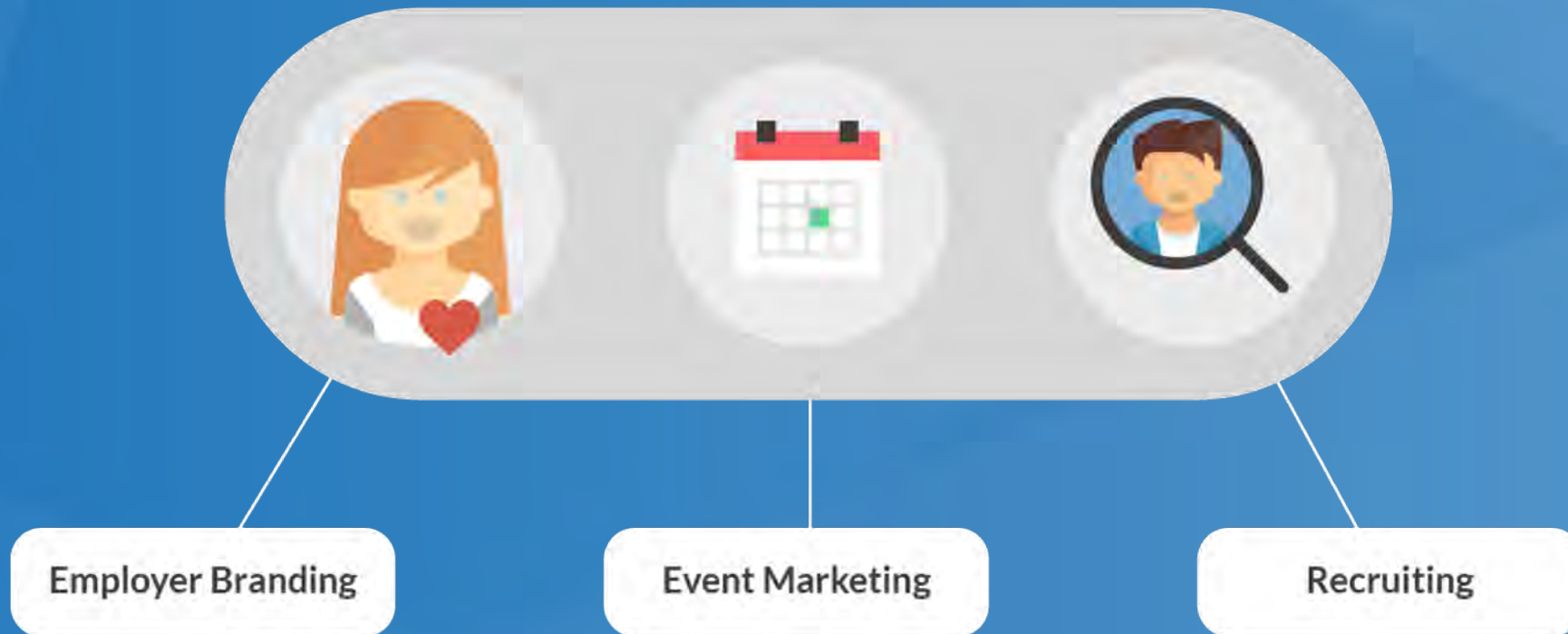


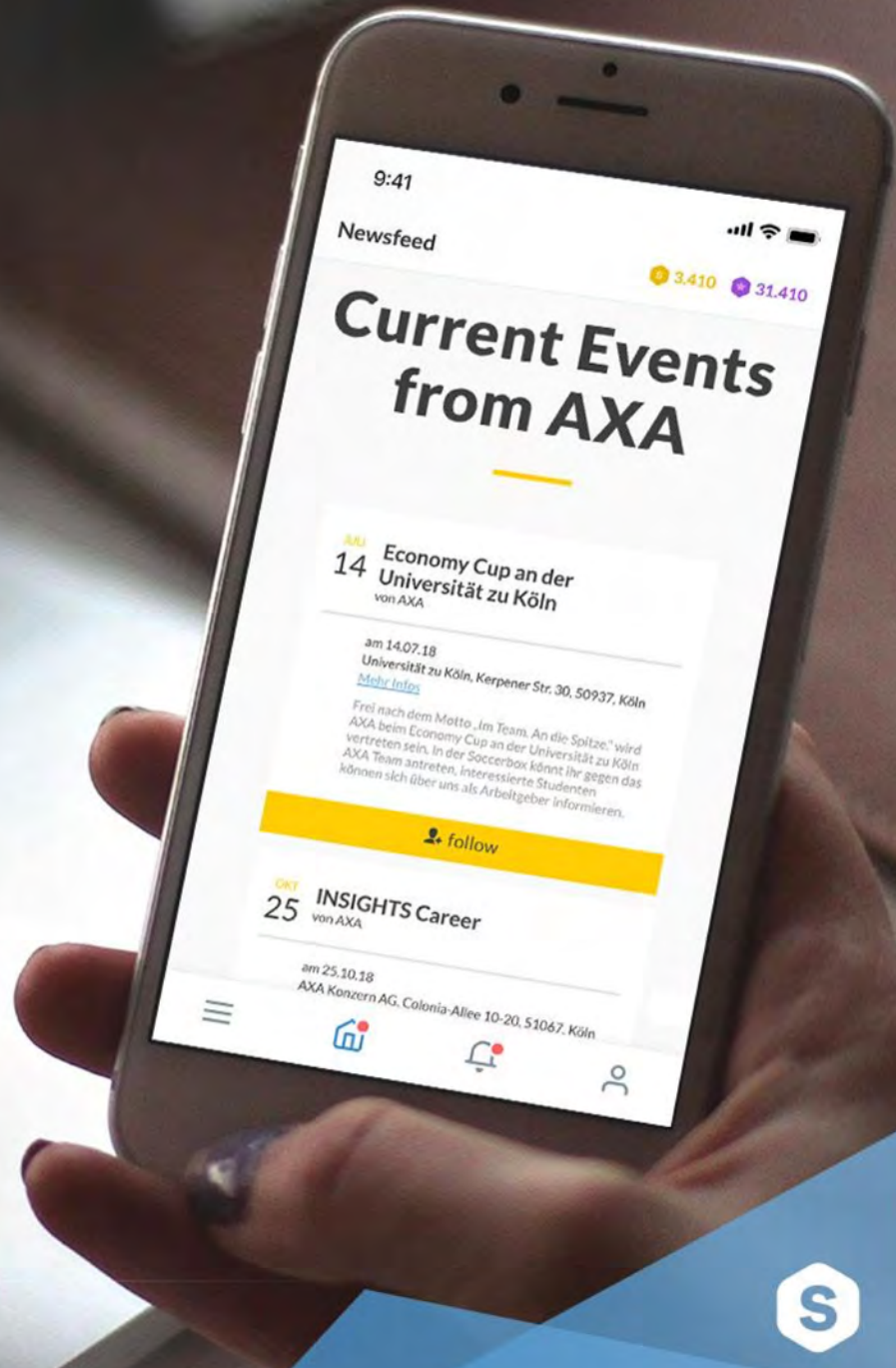
Data

Recommendations

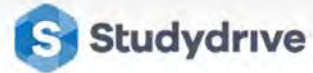


Recruit today – lead tomorrow





Precise targeting tailored to your needs



University

RWTH Aachen

University Mannheim

University Cologne

LMU Munich

TU Berlin

...

Studies

Business

Engineering

Informatics

Mathematics

Law

...

Semester

1st bachelor semester

2nd bachelor semester

3rd bachelor semester

4th bachelor semester

5th bachelor semester

...

Gender

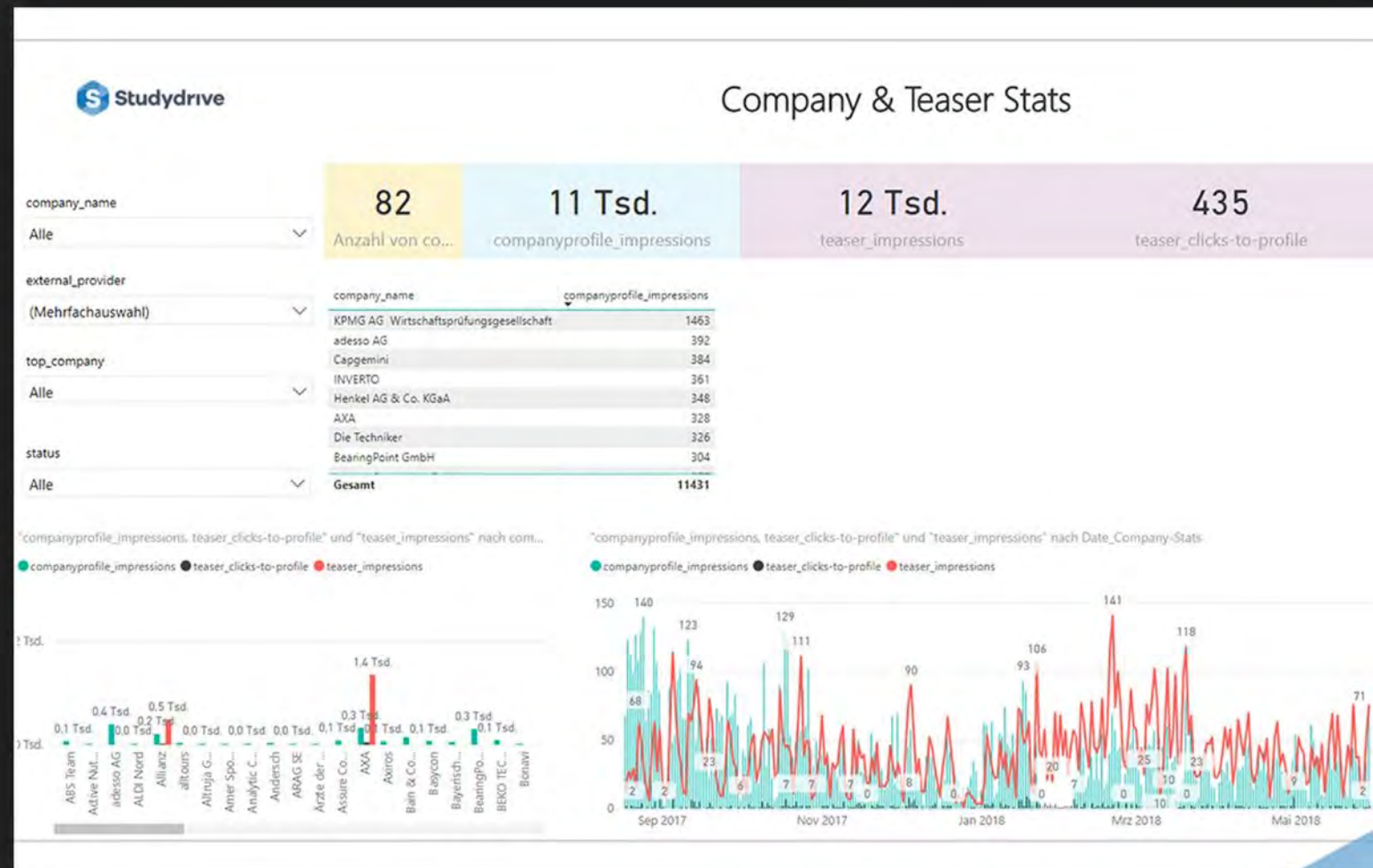
Female

Male

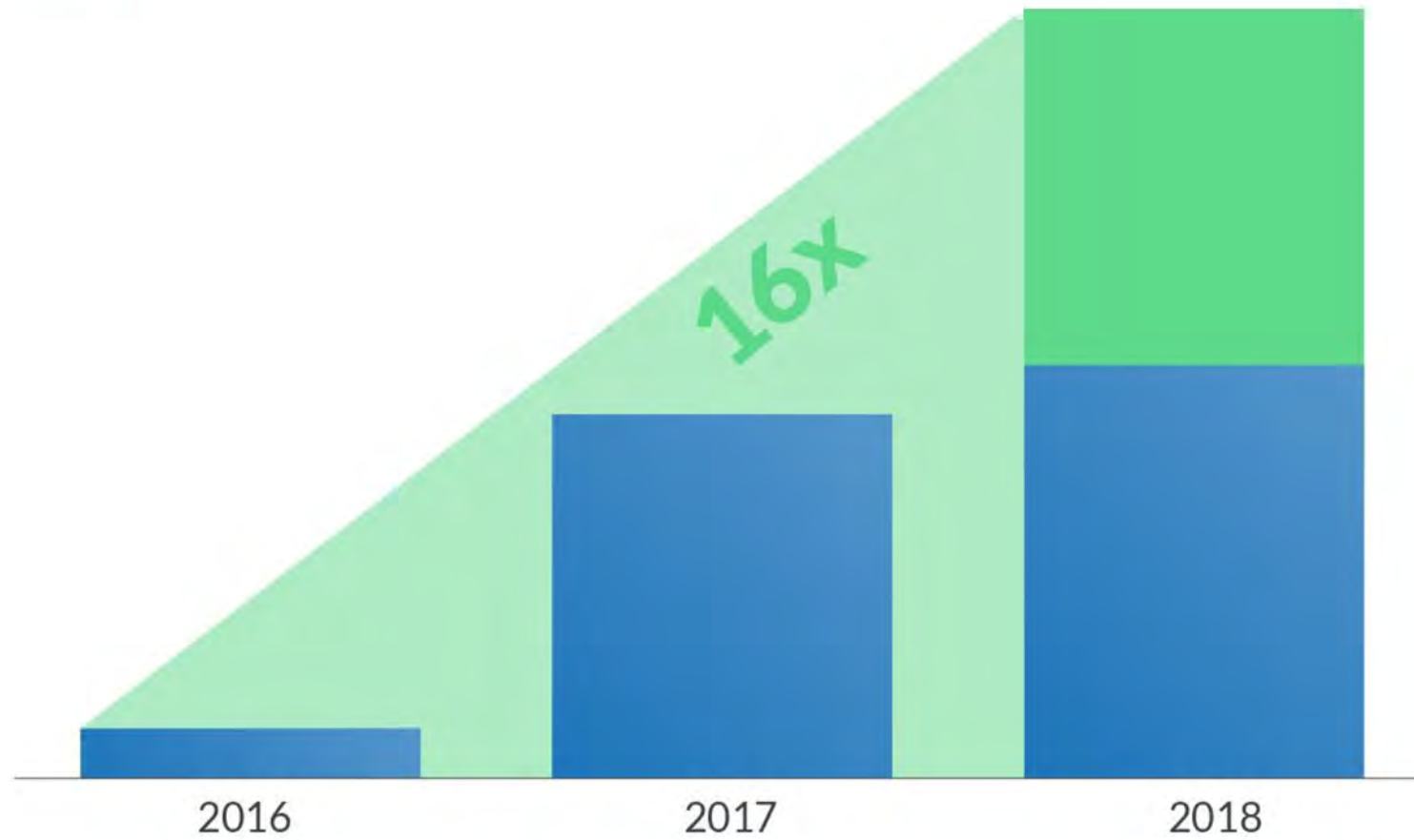


intelligent controlling
of campaigns and budgets

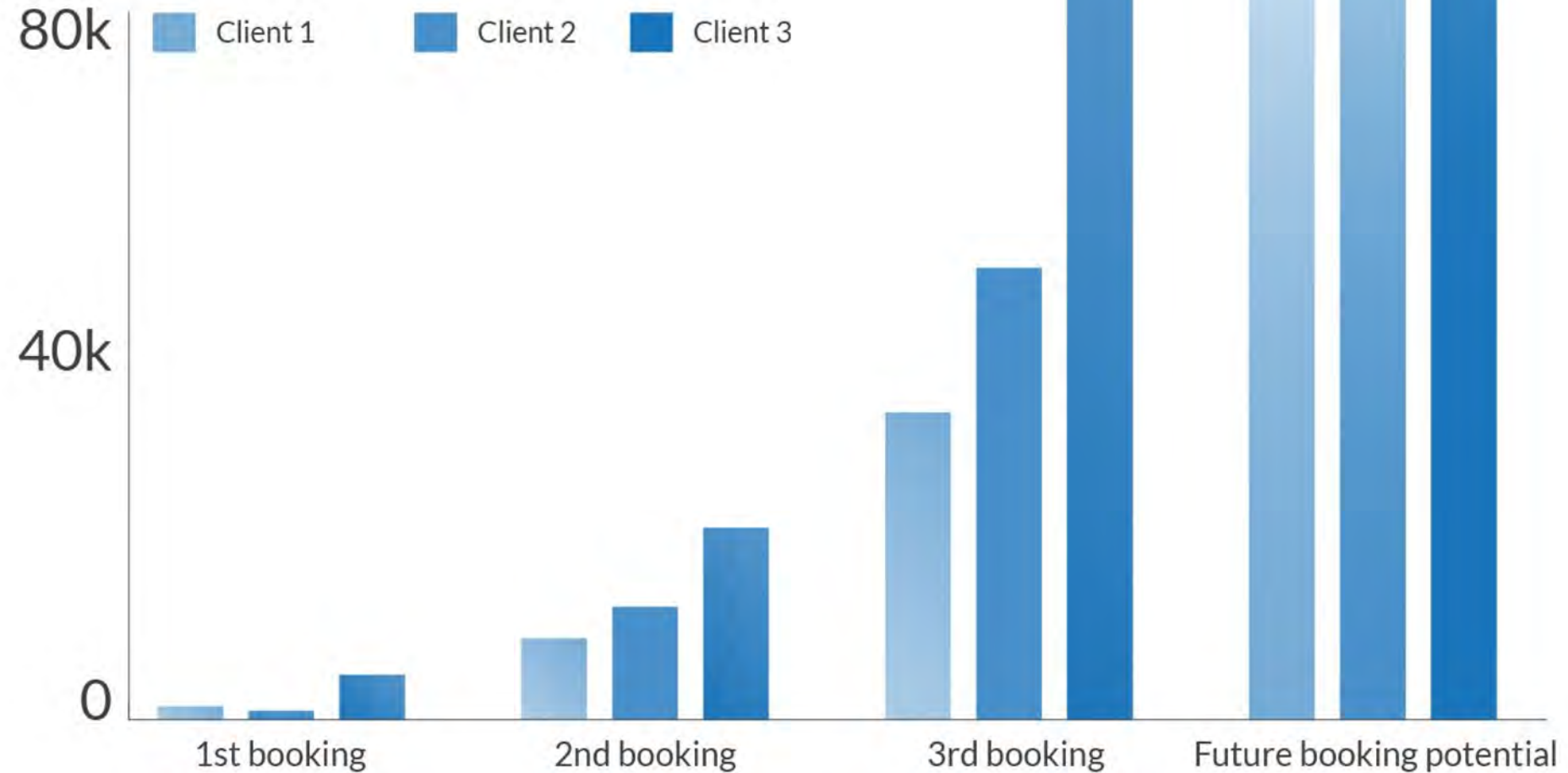
intelligent controlling
of campaigns and budgets




Track record – revenue growth



Track record – our success stories





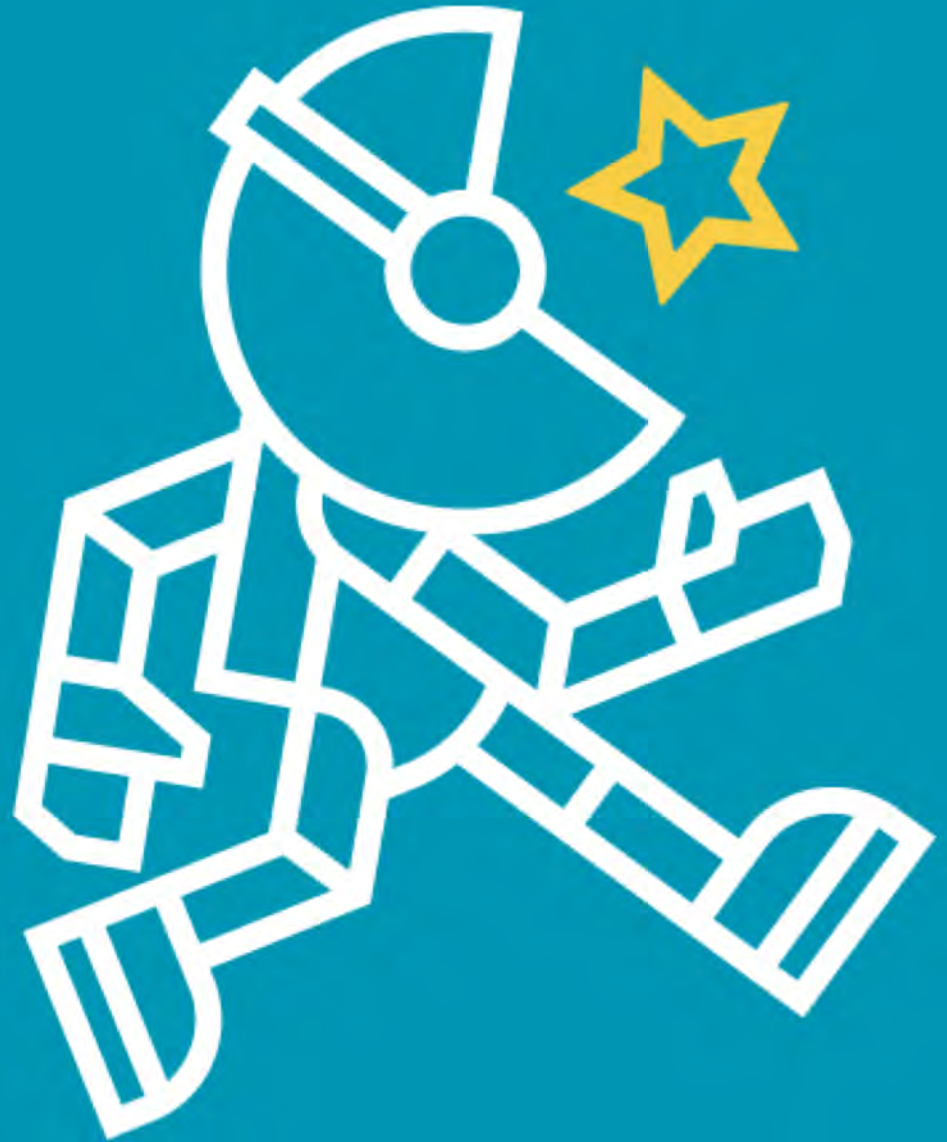
A close-up photograph of a thin metal rod with a small green bead at the top, standing upright in a pile of dry, golden-brown straw. The straw is tangled and out of focus in the background, while the rod and bead are sharp and in focus.

**Life is easier
when we help
each other.**

Amazing Hiring

AmazingHiring

**WHERE ARE YOU,
MY SUPERSTAR?**



AMAZINGHIRING — SEARCH ENGINE FOR TECHNICAL TALENTS:

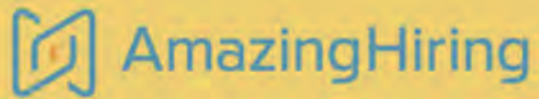
**50+
SOURCES**

**FULLEST
PROFILES**

**GLOBAL
COVERAGE**



**OUR SOFTWARE + EXPERTISE =
YOUR SOURCING PRODUCTIVITY
X2**



You need AmazingHiring
when you are searching for
TECHNICAL TALENTS...

Use AmazingHiring to find
software engineers, data scientists,
UI/UX designers, QA engineers, etc.



1 FIND

200 MLN PROFILES
AGGREGATED FROM



50+

Indexed sources

Social Networks:

LinkedIn, Facebook,
Twitter, etc.

Professional communities:

Github, Stackoverflow,
Kaggle, Behance,
Dribbble, etc.

**MORE TECHNICAL PROFILES
THAN ON ANY OTHER
RESOURCE**

Search Engine:

Source through 200 mln
candidates database using
Boolean operators

Plugin:

immediately get the contacts
of professionals you liked
on LinkedIn, Github, Facebook, etc.

2 EVALUATE

Get an access to the **FULLEST INFORMATION ON CANDIDATE'S TECHNICAL STACK** aggregated from various professional communities - don't miss anyone out!

Pre-asses tech skills and achievements with our unique ratings based on candidates' activity



GitHub



Stackoverflow



Kaggle



Google
play

John Doe

Principal Software Engineer, Acme Corporation

San Jose, USA and 3 more locations

Phone: +1510 498 from [facebook](#)

Skype: [johondoe.acme](#) from [GitHub](#)

Email: [john@doe.me](#) from [GitHub](#)

AH-help [Contact search](#)



ACHIEVEMENTS

- Among top **0.2%** of **Java** developers on GitHub, committed code into popular **Java** repository.
- Among top **4%** of **SQL** developers on GitHub, committed code into popular **SQL** repository.

SKILLS

★★★★★

Java Jetty Hadoop Maven Hive Hbase Oozie Glassfish
Yarn Jenkins Zookeeper Solr Kafka Maven-plugin Jni Jdbc
Jvm Ant Apache-spark Junit

★★★★★

SQL Postgresql Mysql Oracle

[Show 12 more](#)

EXPERIENCE

6 years 3 months

HortonWorks

Co-founder and Senior Architect

3 CONTACT

Use **PUBLICLY AVAILABLE CONTACTS** found on the 50+ resources

John Doe

Principal Software Engineer, Acme Corporation

San Jose, USA and 3 more locations

Phone +1510 498 from facebook

Skype johondoe.acme from GitHub

Email john@doe.me from GitHub

AH-help [Contact search](#)



We will find candidate contacts for you

Results will be sent to you by email denis@bolmazov.ru

Credits will be refunded if there are no results.

[more](#)

☒ personal email OR ☐ work email OR ☐ phone OR ☐ skype

Company balance: 19 credits

Price: 1 credit

Deadline: 24 hours

[Request a service](#)



ACHIEVEMENTS

- Among top 0.2% of **Java** developers on GitHub, committed code into popular **Java** repository.
- Among top 4% of **SQL** developers on GitHub, committed code into popular **SQL** repository.

SKILLS

TRUSTED BY

MORE THAN 1000 HAPPY SOURCERS FROM 20+ COUNTRIES



AmazingHiring

THANK YOU!



Enboarder



ENGAGING ONBOARDING EXPERIENCES FOR TODAY'S DIGITAL GENERATION

First impressions matter

2% of new hires leave a job after a disastrous first day.

22% of staff turnover occurs in the first 45 days of employment.

90% of new hires decide to stay or leave in the first 6 months.

Source: Bersin by Deloitte's industry study: *Onboarding Software Solutions 2014: On-Ramp for Employee Success*

It needs to be **more** than just paperwork, form completion and compliance, it needs to be an extension of the recruitment process. **Personalised.**

Enboarder is a workflow tool that engages new hires ***and their managers*** throughout the onboarding process

- HR build bespoke workflow communications that trigger messages along a timeline
- New hire/manager choose how they receive communications (SMS, email, Slack)
- Each will send with an embedded link, which when clicked, opens in the device's browser



Workflow

(1) Careers at Nationwide - YouTube

Online notepad

Workflow Manager

New workflow

Diversity Test

Maternity Leave Returner

OffBoarding Workflow

Finance Hires

Logistics Hires

Sales Hires

WORKFLOW

Workflow

+ ADD NEW PEOPLE

Function = Graduate

Graduates

Function = IT

IT Hires

Function = Marketing

Marketing Hires (demo)

Default Workflow

Workflow Editor

(1) Careers at Nationwide - YouTube

Online notepad

Workflow Editor

SEQUENCES

MODULES

WORKFLOW

Content page

Communication

1 Event

Embed

Forms

Acknowledge

Electronic signing

Send data

Logic

Workflow / Marketing Hires (demo)

Your new hire starts soon

Direct Manager

Notification

BP: Congratulations

1 Meet and Greet

BP: Tech Request

Choose a buddy

Direct Manager

Notification

BP: Choose a Buddy

BP: Buddy details update

Thank You

28 Days before

Welcome to the company!

Notification

Welcome to Nationwide

Company Benefits (Spark)

BP: A Bit About You...

14 Days before

Company information

Notification

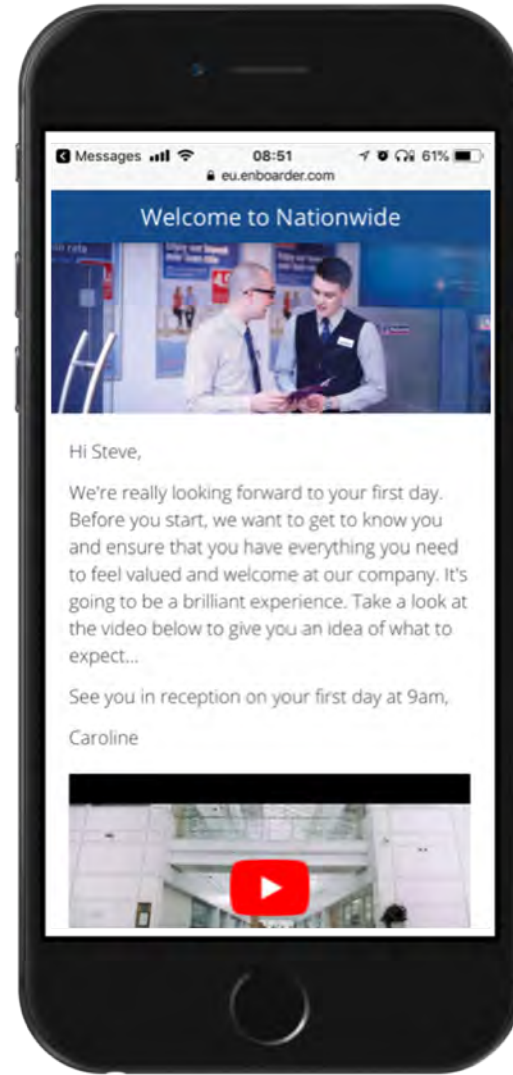
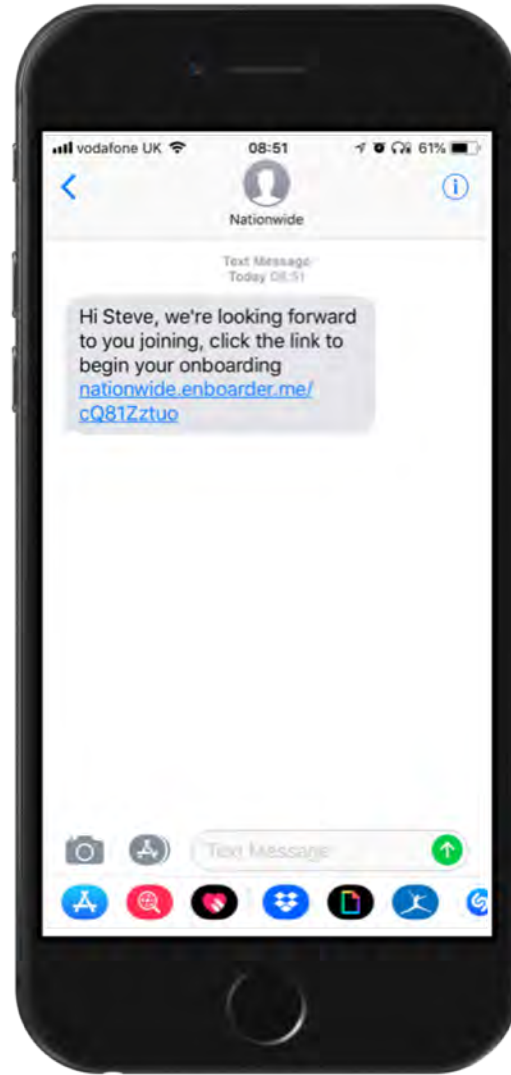
BP: Working With Us

Thank You

10 Days before

After: Welcome to the company!

Employee area



eu.enboarder.com

Forms Editor


(1) Careers at Nationwide - YouTube

Online notepad

Workflow / Marketing Hires (demo) / Your new hire starts soon - BP: Tech Request

< 1 2 3 4 5 >

Technology Request



Below is a standard IT order.

Please make any adjustments before you submit and it will be all ready to go for day one.

Required

EmpName

Employee name:

Employee (Full name) X

Required

start date

Start Date

Start date X

Required

Computer

Computer Type:

☒ MacBook Pro

☐ MacBook Air

☐ iMac

SAVE AND EXIT

Forms

Text

Image

Horizontal line

Short text

Long text

Date, time, number, email...

Dropdown

Multiple choice

Contact channel

Ratings

File upload

WORKFLOW

?

eu.enboarder.com

Communication Module

(1) Careers at Nationwide - YouTube

Online notepad

Communication

Text

Image

Horizontal line

WORKFLOW

Workflow / Marketing Hires (demo) / Your new hire starts soon - BP: Congratulations

1


2

3

4

5

Congratulations!



Let's start with a welcome. newhire_firstname is now official and due to start on newhire_startdt.

This would be a great opportunity for a call to say congrats and welcome onboard.

Also, newhire_firstname's favorite 3pm snack is form / bp: a_bit_about_you... / 3pm_munchie in case you want to surprise them on the first day.

Here is Employee's contact details:

Employee

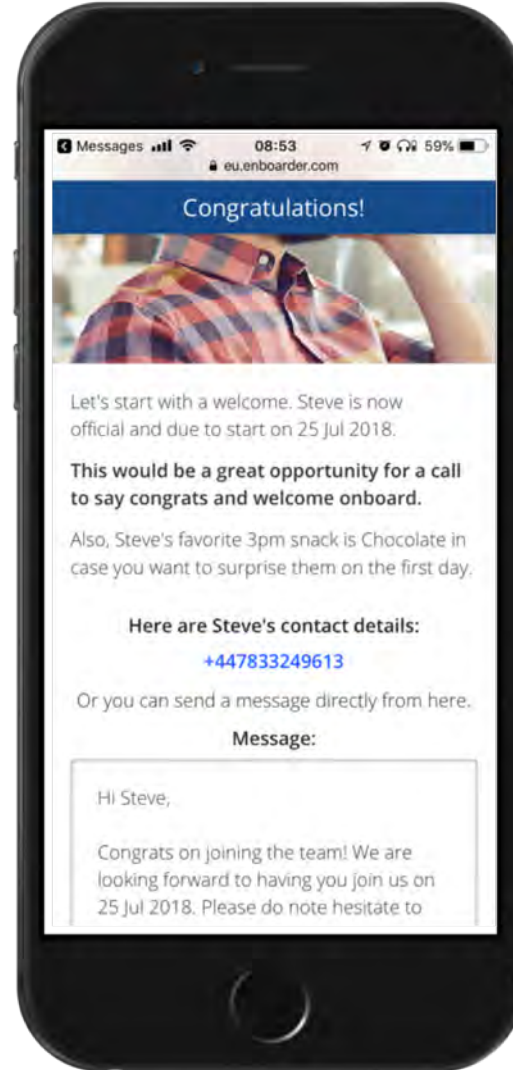
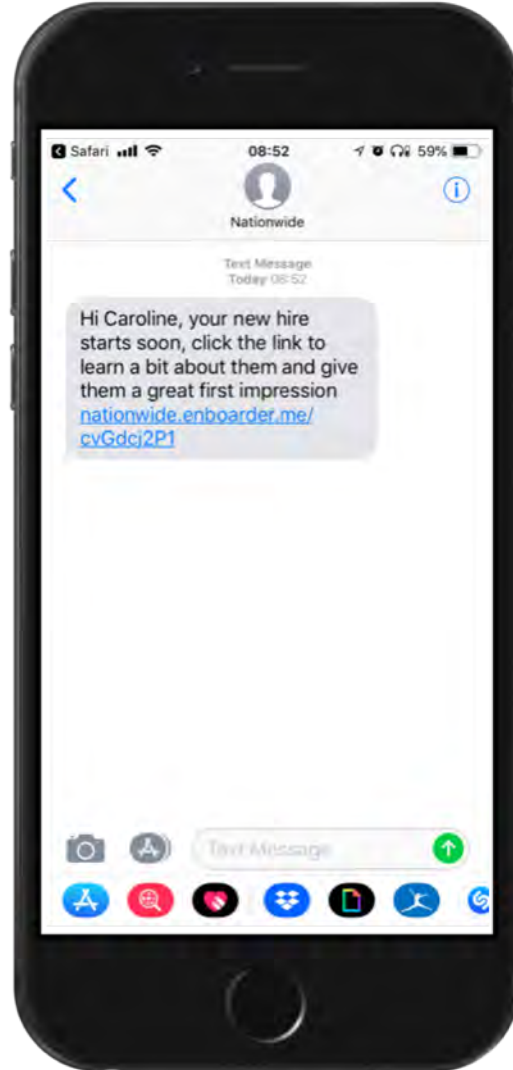
Or you can send a message directly from here.

Message:

Hi newhire_firstname,

Congrats on joining the team! We are looking forward to having you join us on newhire_startdt. Please do note hesitate to contact me if you have any questions.

SAVE AND EXIT



EXPERIENCE ENBOARDER NOW

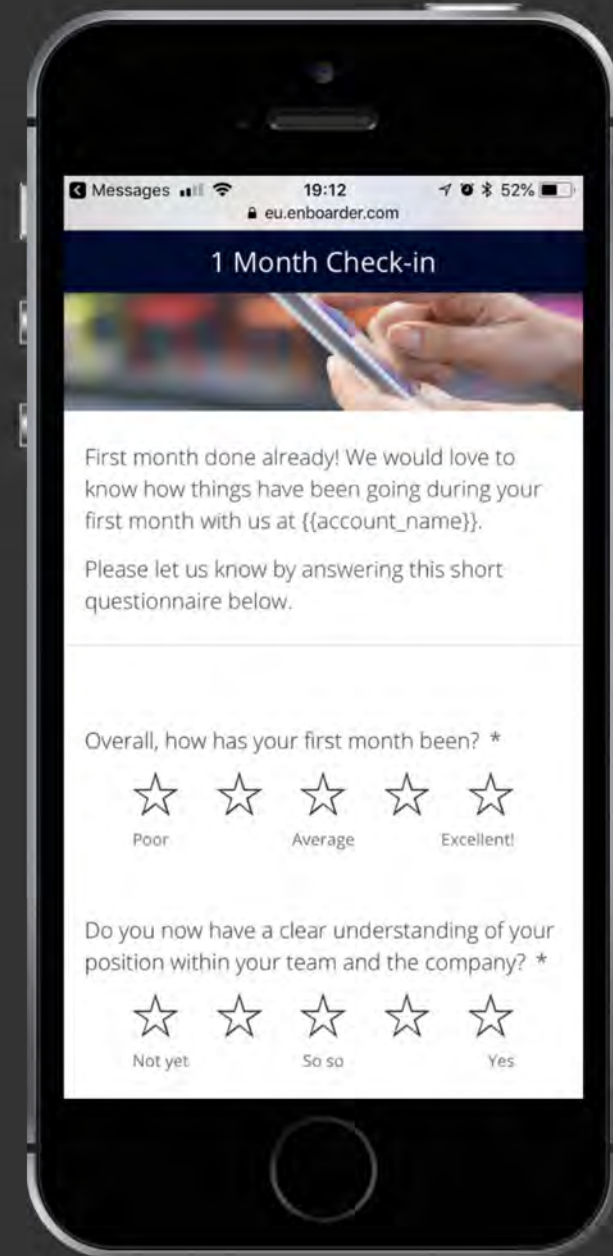
TEXT YOUR NAME TO:

0044 7481 343 931



- Reduce attrition and alert for potential no shows
- Make new hires feel valued, accepted and welcomed
- Predict flight risks
- Create advocacy that can be leveraged for social media, Glassdoor reviews, and referrals

0044 7481 343 931



"ENBOARDER IS SO SIMPLE. WE HAVE BEEN ABLE TO USE IT TO IDENTIFY POTENTIAL FLIGHT RISKS, AS WELL AS ENGAGE EMPLOYEES AND HIRING MANAGERS THROUGH THEIR ONBOARDING JOURNEY. IT OFFERS AN EASY AND EFFECTIVE WAY TO AUTOMATE COMMUNICATIONS YET ENCOURAGE AND INCREASE HUMAN INTERACTION."



CAROLINE HORWOOD - ONBOARDING STRATEGY, NATIONWIDE

Keynote

Recruiting Startup Award



Victoria Sehgal
VP Global Talent Acquisition
Rocket Internet/Global Founders
Capital



Anna Ott
Freelance
Frauott



Franziska Leonhardt
Executive Legal Consultant



Meera Innes
Venture Development
Atlantic Labs



Emma Tracey
Co-Founder
Honeypot

HIRING SUCCESS 18

Please take our conference survey!



Hiring Success Happy Hour

at Escobar (directly when conference ends)

Brought to you by

X R E F talentry.





SmartX Closing Celebration

Hiring Success 18 Europe
Berlin Edition

Follow the White Rabbit to

Säälchen (Kater Blau),
Holzmarktstraße 25, 10243
Berlin

—
THURSDAY, 20th SEPTEMBER
—

HIRING
SUCCESS 19

Save the Date for #Hire19

February 26-27, 2019
Pier 27, San Francisco

HIRING SUCCESS

September 25-26, 2019