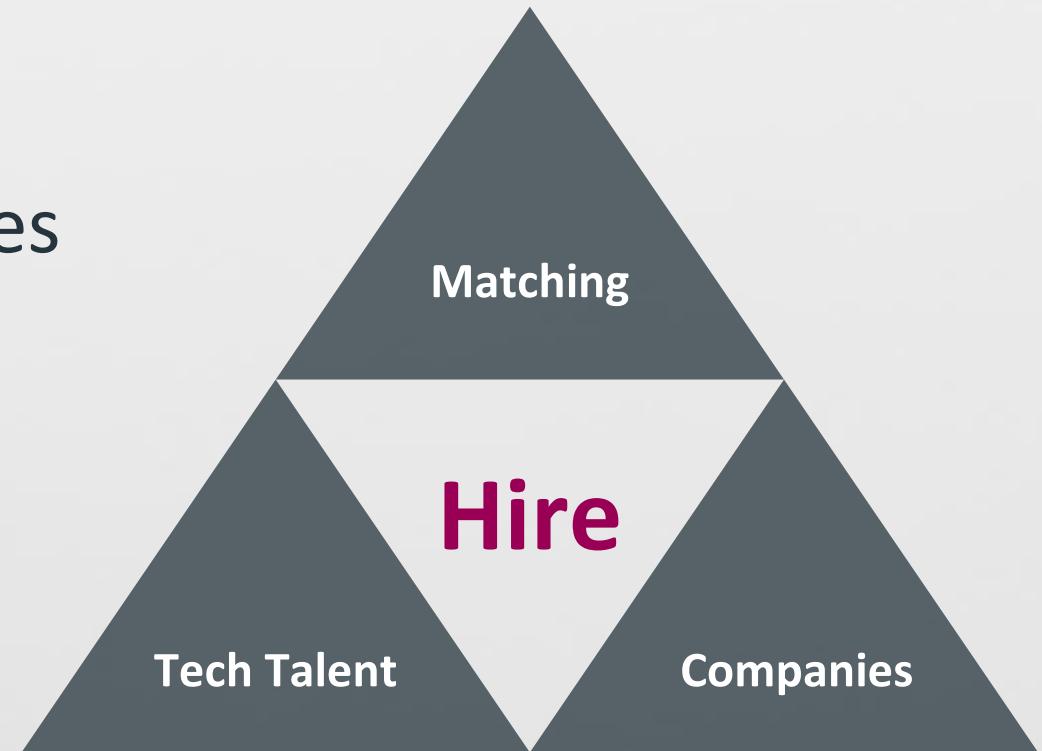


Recruiting Startup Award

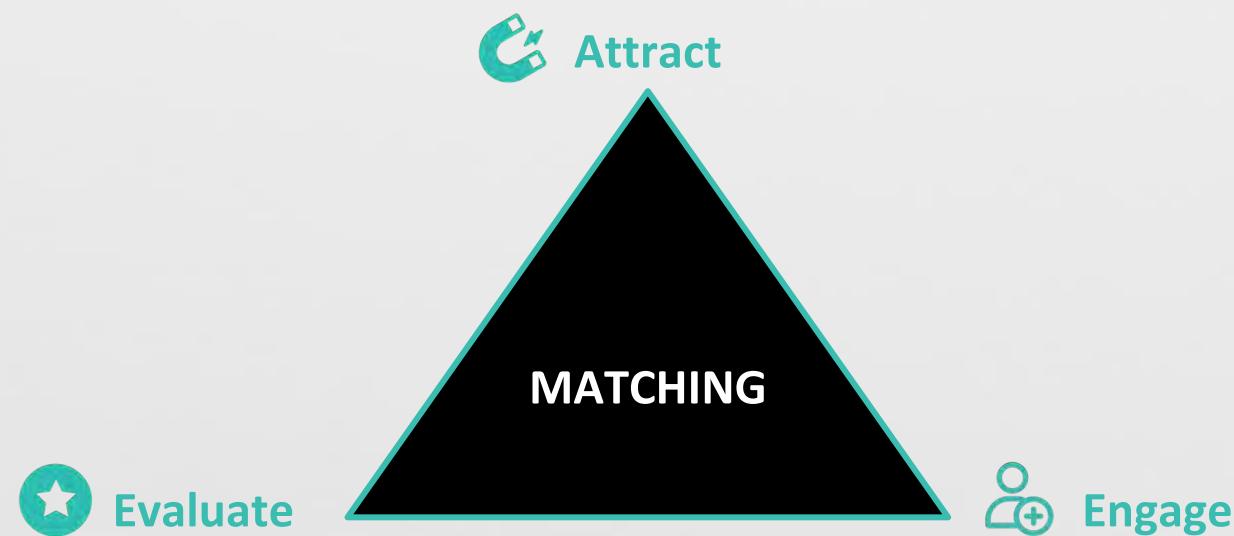
Landing.jobs

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
focusbc 🔥 Lisbon, Portugal ■ Junior €15.000 - €25.000

Docker Java Jenkins Spring

(i) More Info: Technology 6 to 20 people

BI Developer
HUUB 🔥 Porto, Portugal ■ Junior

Machine Learning NoSQL Python REST APIs SQL

(i) More Info: Logistics 21 to 50 people

Mac System Administrator
mytaxi DE 🔥 Hamburg, Germany ■ Junior

Computer Science Network Administration Python System Administration

(i) More Info: Technology 501 to 5.000 people

Product Demo  Evaluate

Curation of Applications



Person 78345

iOS Developer @ mytaxi  

5/5

RATING

82%

MATCH SCORE

Product Demo



Engage

Candidate Search

SEARCH PENDING ACCEPTED REJECTED

CLEAR FILTERS

Experience level

At least: 2 Years

At most: Any

Categories

Remote

Relocation

Citizenship

Other

SEARCH

React Berlin, Germany SEARCH

React Based in Berlin, Germany Experience level >= 2 years

SAVE AS A NEW SEARCH

(69 results)

The Flying Gypsy from the Black Lagoon 9 years of experience Berlin, Germany

JavaScript, AngularJS, CSS, HTML, React

Hard Boiled Diaries 4 years of experience Berlin, Germany

React, JavaScript, HTML, CSS, iOS

Hard Boiled Identity 2 years of experience Berlin Area, Germany

React, JavaScript, Redux, GraphQL, CSS

Request Request Request

Product Demo



Engage

Candidate Search

The screenshot shows the Landing.jobs Candidate Search interface. At the top, there are navigation links: MY AREA, CANDIDATE SEARCH, COMPANY PAGE, and a POST A JOB button. The main area displays a message thread on the left and a detailed candidate profile on the right.

Message Thread (Left):

- João Cabrito:** The interview could be scheduled for Monday. It... (New, 3 messages)
- Joana Flores:** Hey Joana! Could we book a 30min call to... (14 Aug)
- Maria Celeste:** Hello Maria! I hope everything is fine with... (12 Aug)
- Rita Gouveia:** Today would be great! Thank you for your quick... (08 July)
- Pedro Campos:** I've uploaded my CV now. Hope everything is ok... (05 July)
- Rute Silveira:** (01 June)

Profile View (Right):

João Cabrito

See Profile

Profile Details:

- Profile picture of João Cabrito
- João Cabrito
- CV, GitHub, 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

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



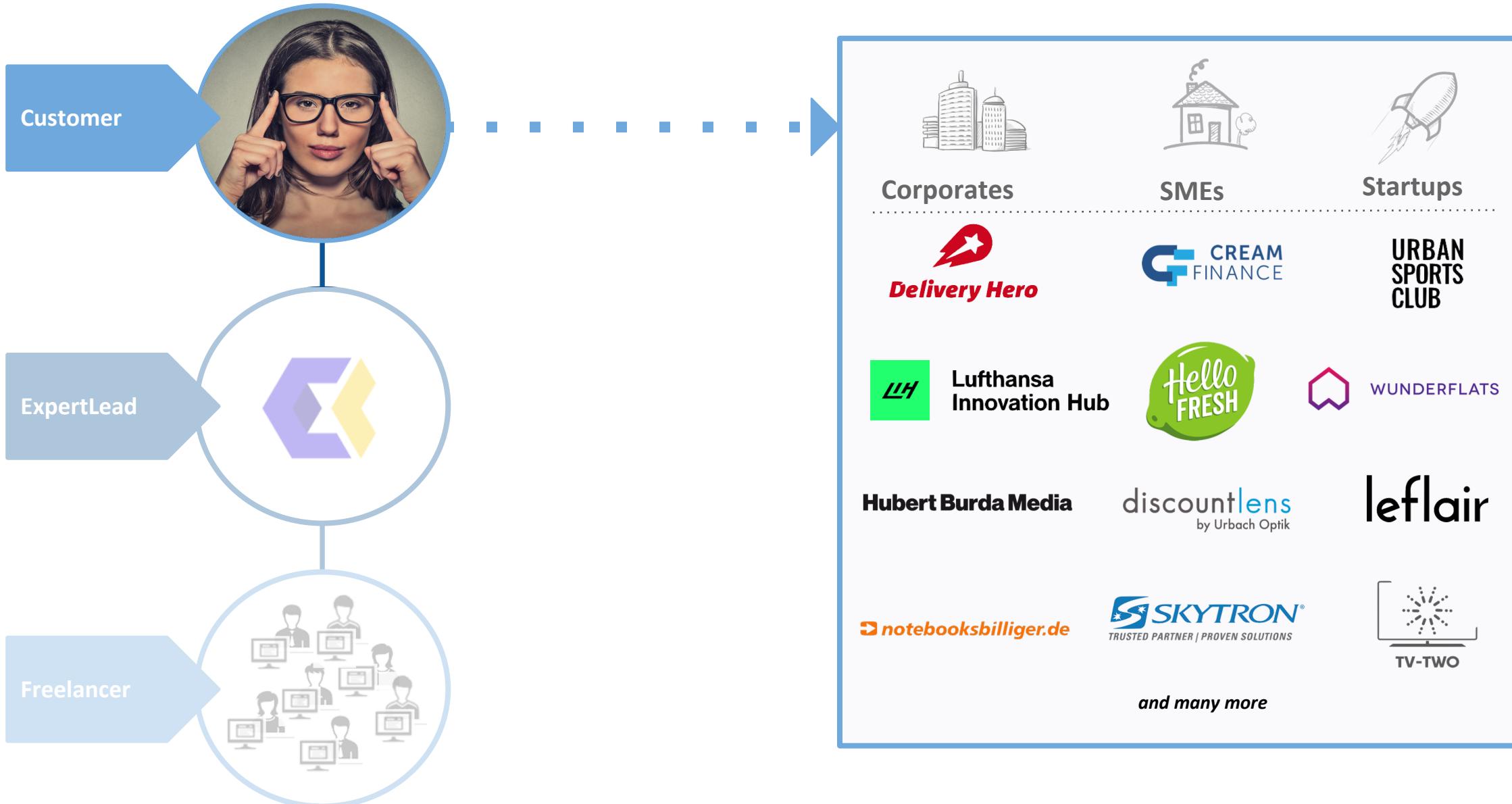
03 Live coding



04 Regular checks



We work for Corporates, SMEs and Startups...



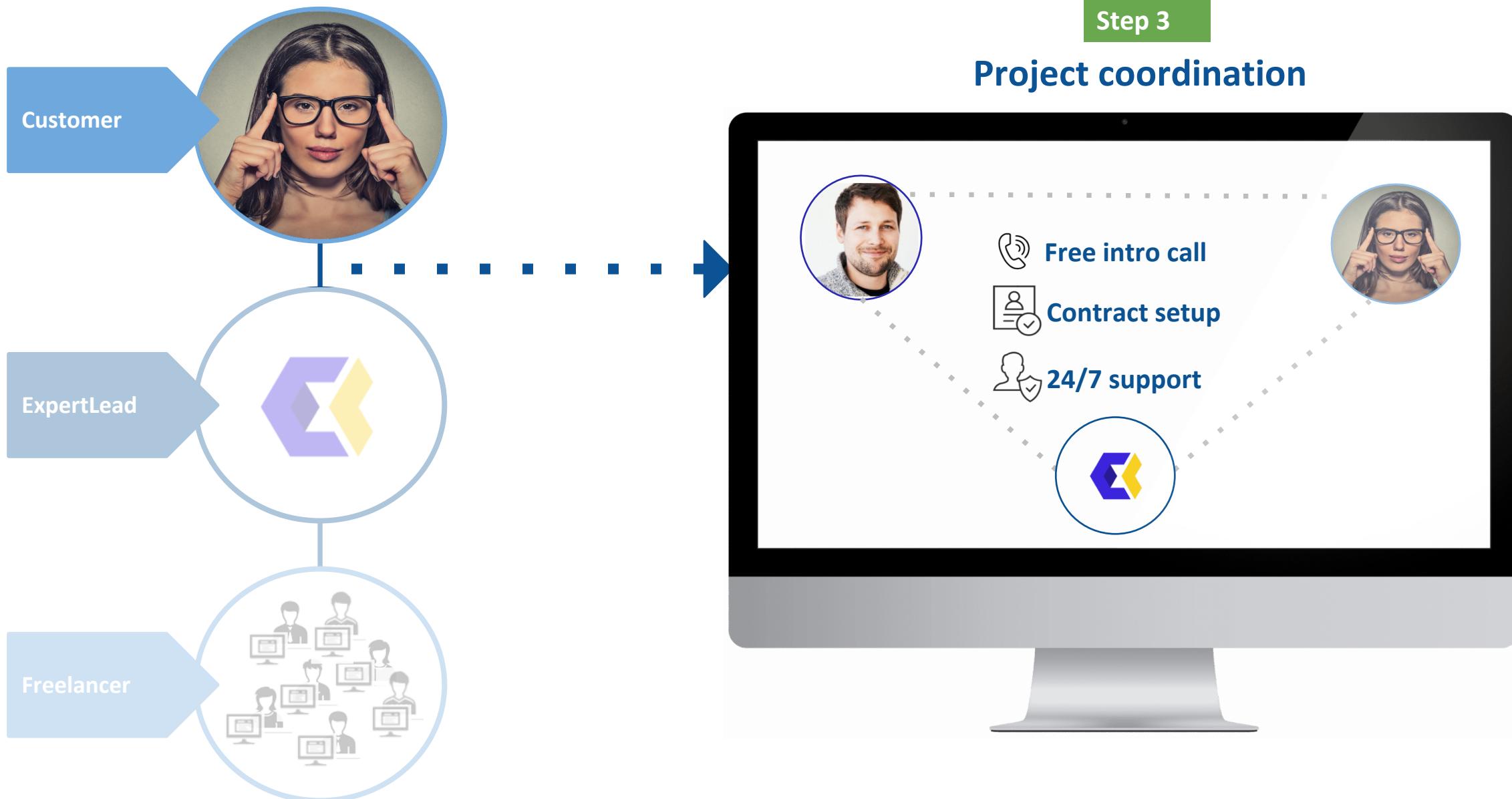
... and provide access to freelancers in three easy steps



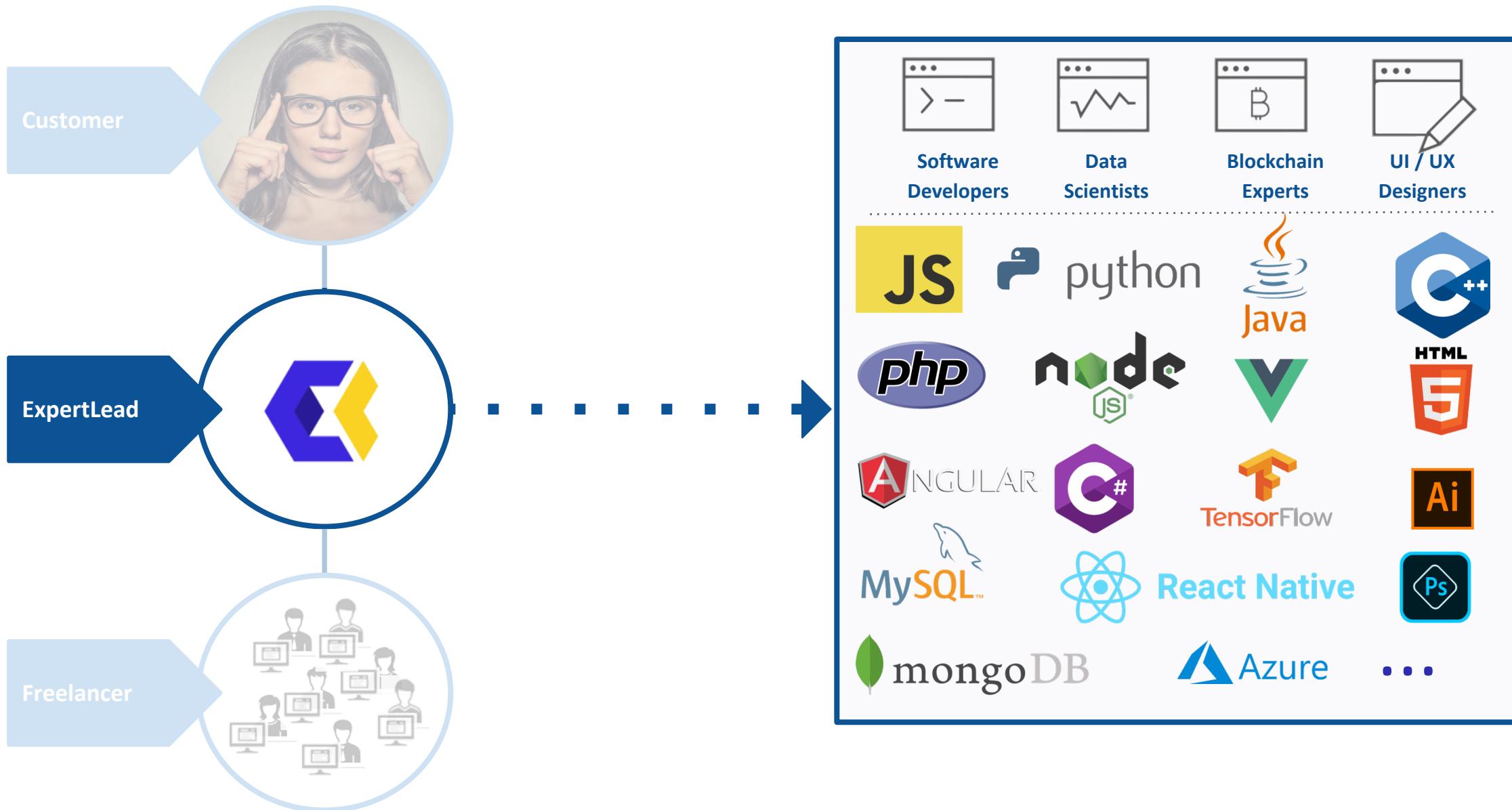
... and provide access to freelancers in three easy steps



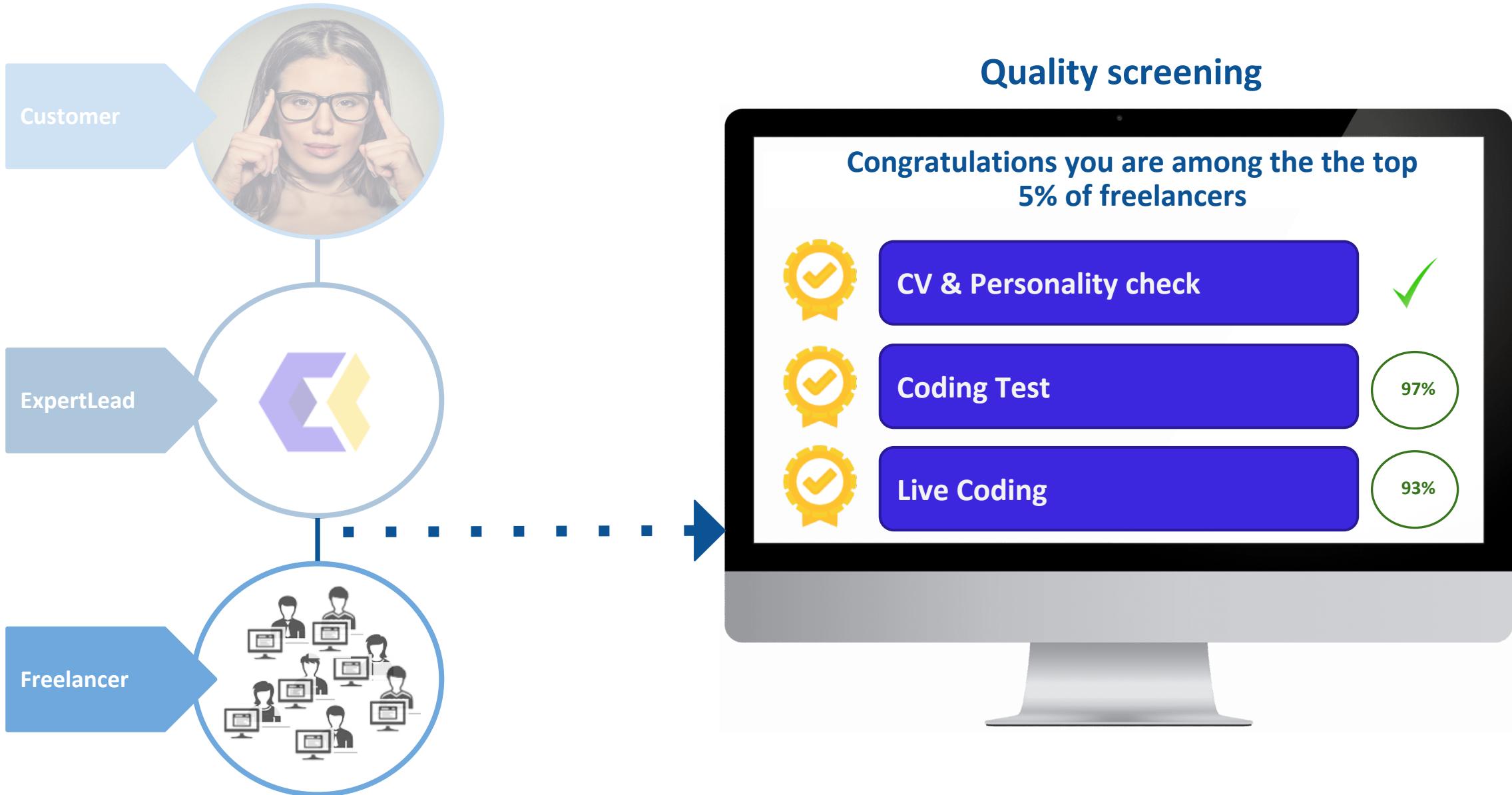
... and provide access to freelancers in three easy steps



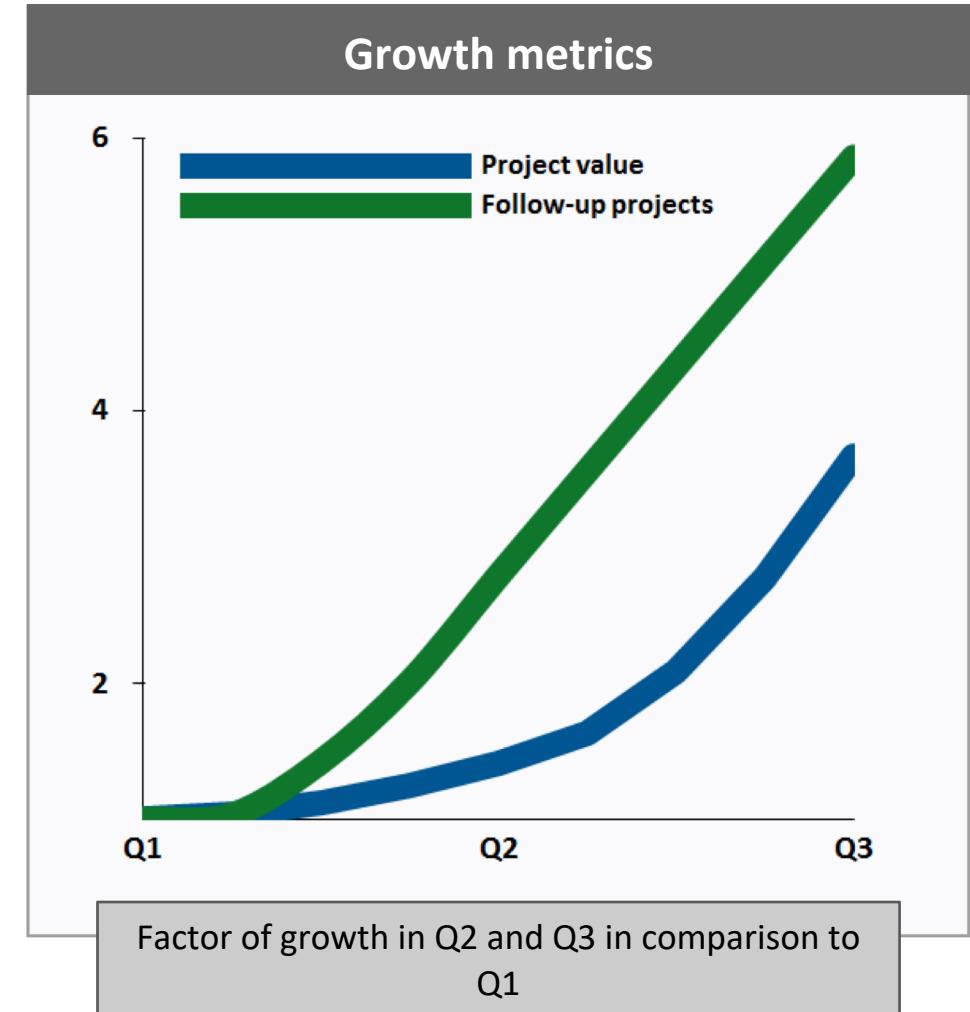
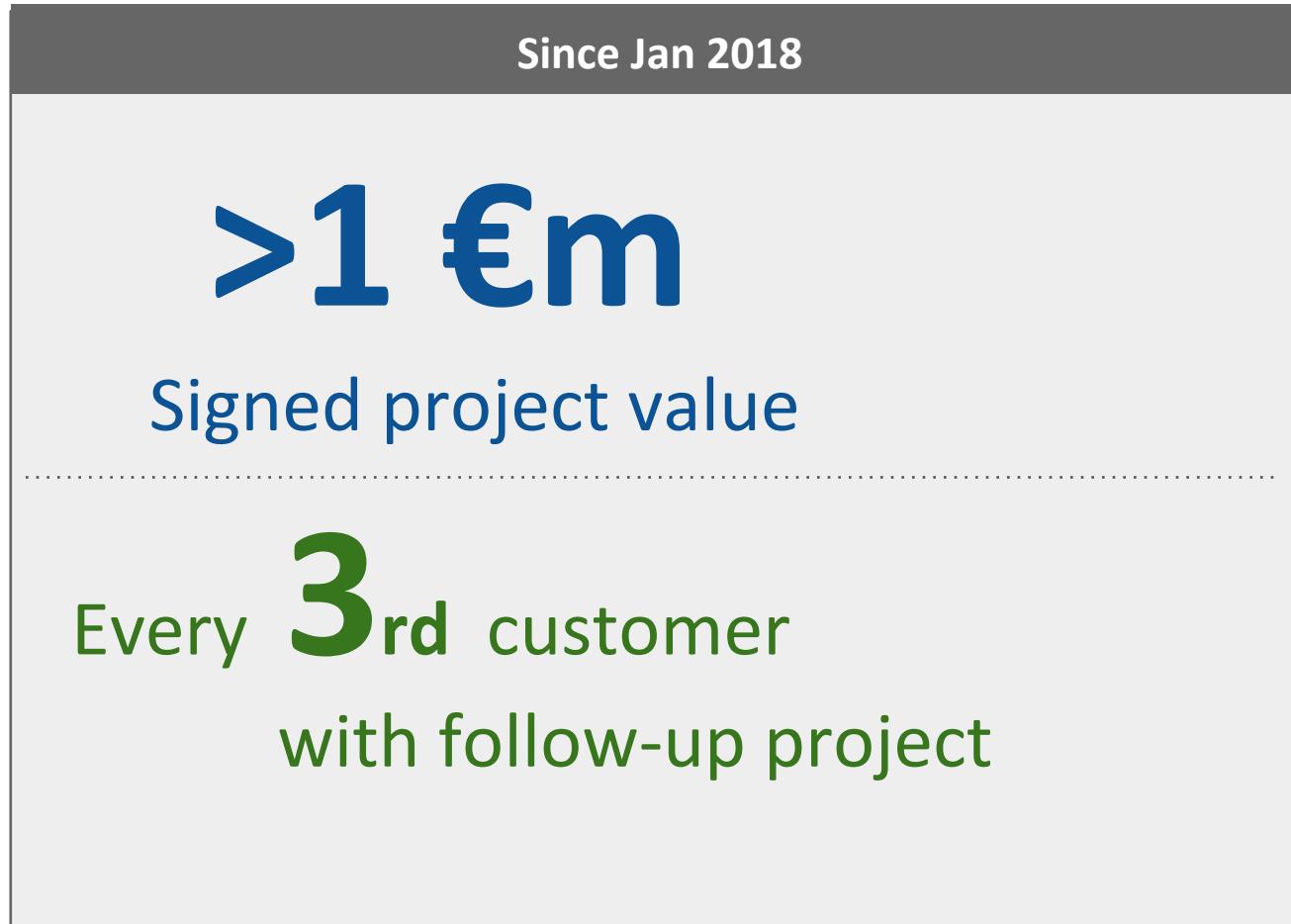
Our experts work with all major languages / frameworks



Freelancer onboard in three steps



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





Works!





**Thank you very much //
Get In Touch With Us**

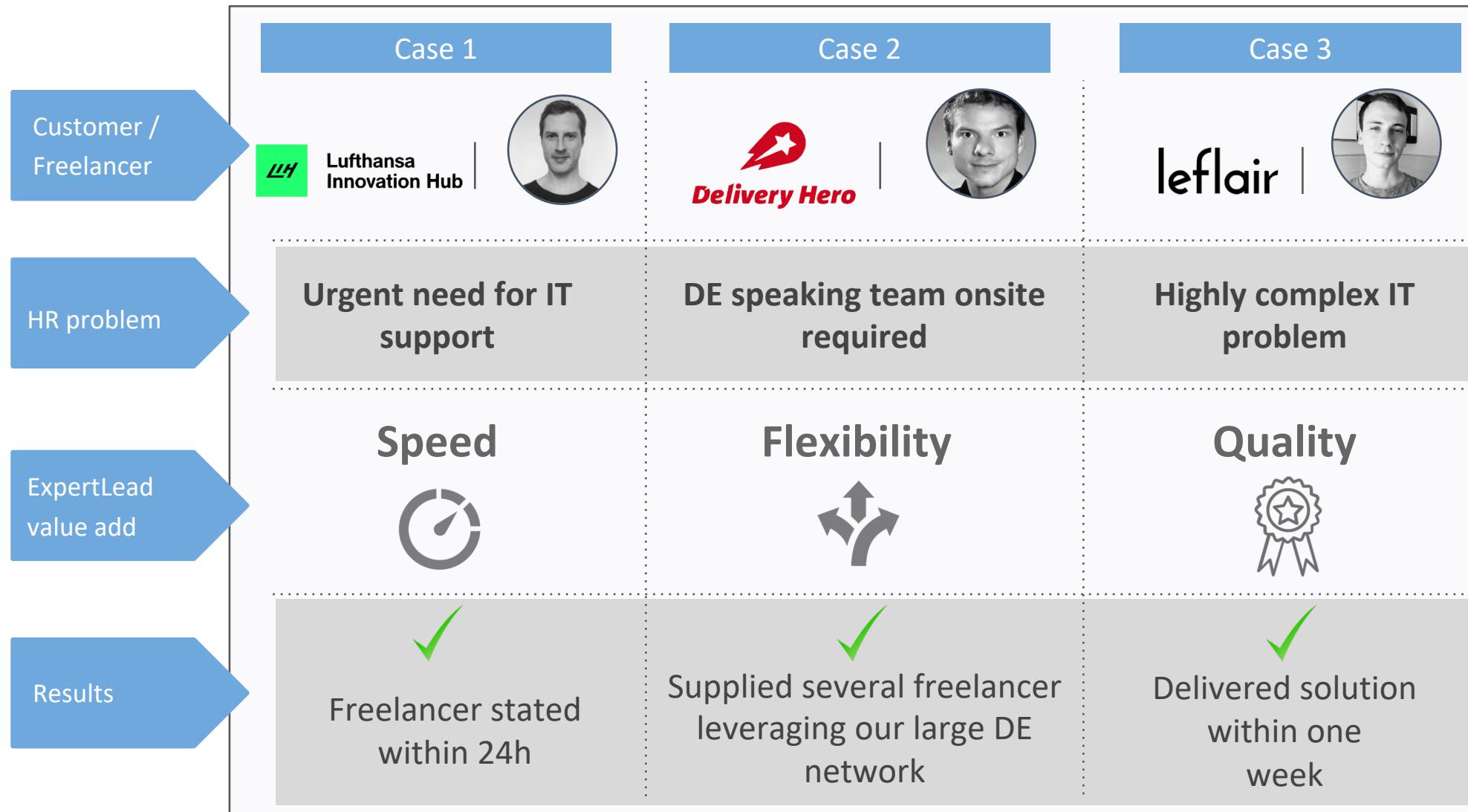


Alexander Schlomberg
MD & Co-founder
a.schlomberg@expertlead.de
+49 (0) 163 335 544 3
Experience: McKinsey, Google



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

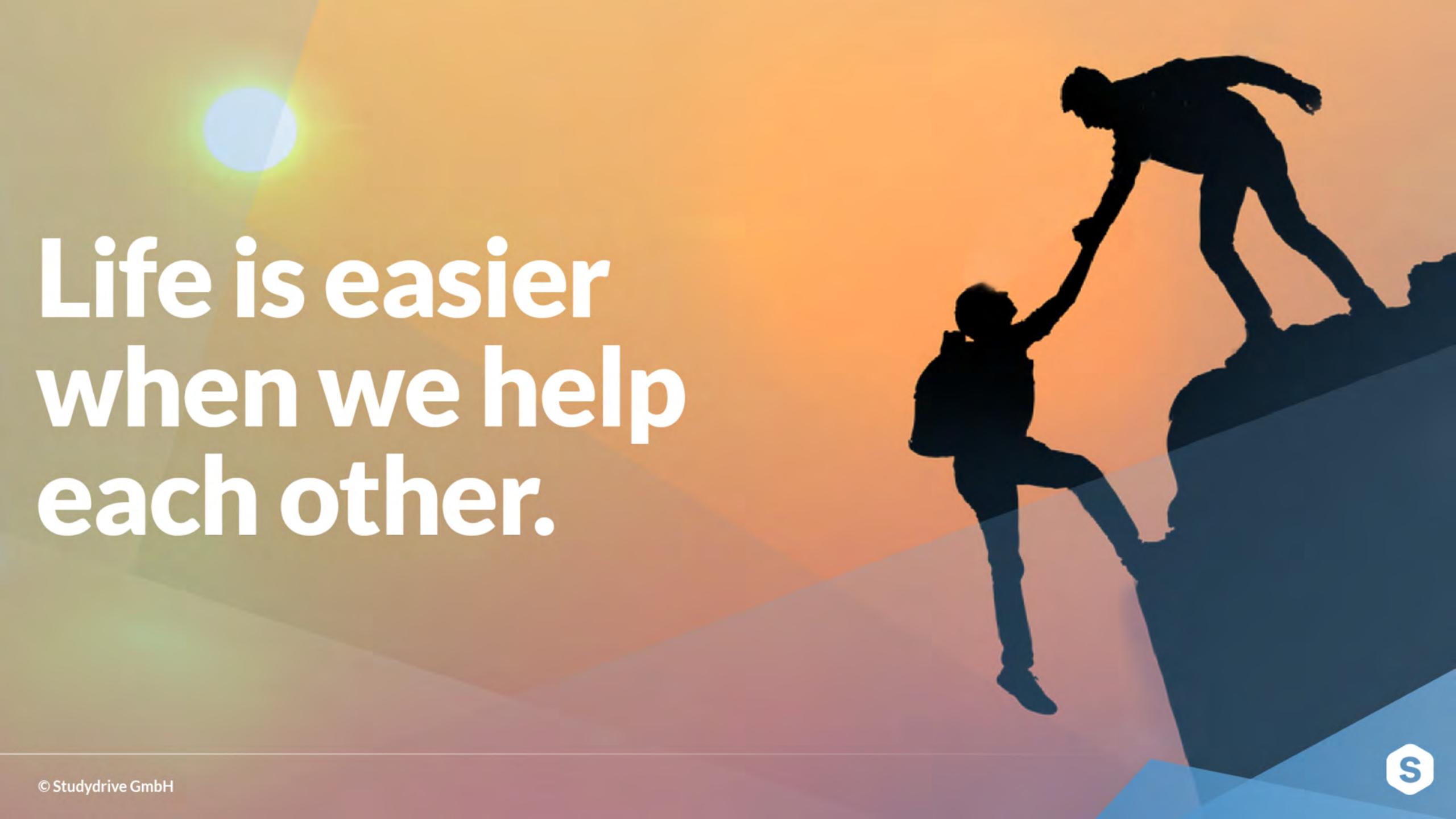


Studydrive





Studydrive



Life is easier
when we help
each other.

The image shows a tablet displaying a handwritten document titled "Finance Formula Sheet.pdf" on the Studydrive platform. The document contains several financial formulas:

- Interest Coverage ratio = $\frac{\text{Net income}}{\text{interest expenses}}$
- Return on equity = $\frac{\text{Net Income}}{\text{Book Value of Equity}}$
- Return on assets = $\frac{\text{Net income}}{\text{Total assets}} \left(= \frac{\text{Net income}}{\text{Sales}} \times \frac{\text{Sales}}{\text{Total Assets}} \right)$ Net profit margin \times Asset turnover
- ROE (DuPont) = $\text{ROA} \times \frac{\text{Total Assets}}{\text{Total Equity (Book)}}$
Equity multiplier
- 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

! $\text{NPV} = \text{PV}(\text{All project cash flows}) = \text{PV}(\text{Benefits}) - \text{PV}(\text{Costs})$!!

The background shows a smartphone displaying the Studydrive newsfeed, which includes posts from users like "Anonymous Flashlight" and "Lukas Althoff".



A large pile of golden straw or hay, filling the entire background of the image.

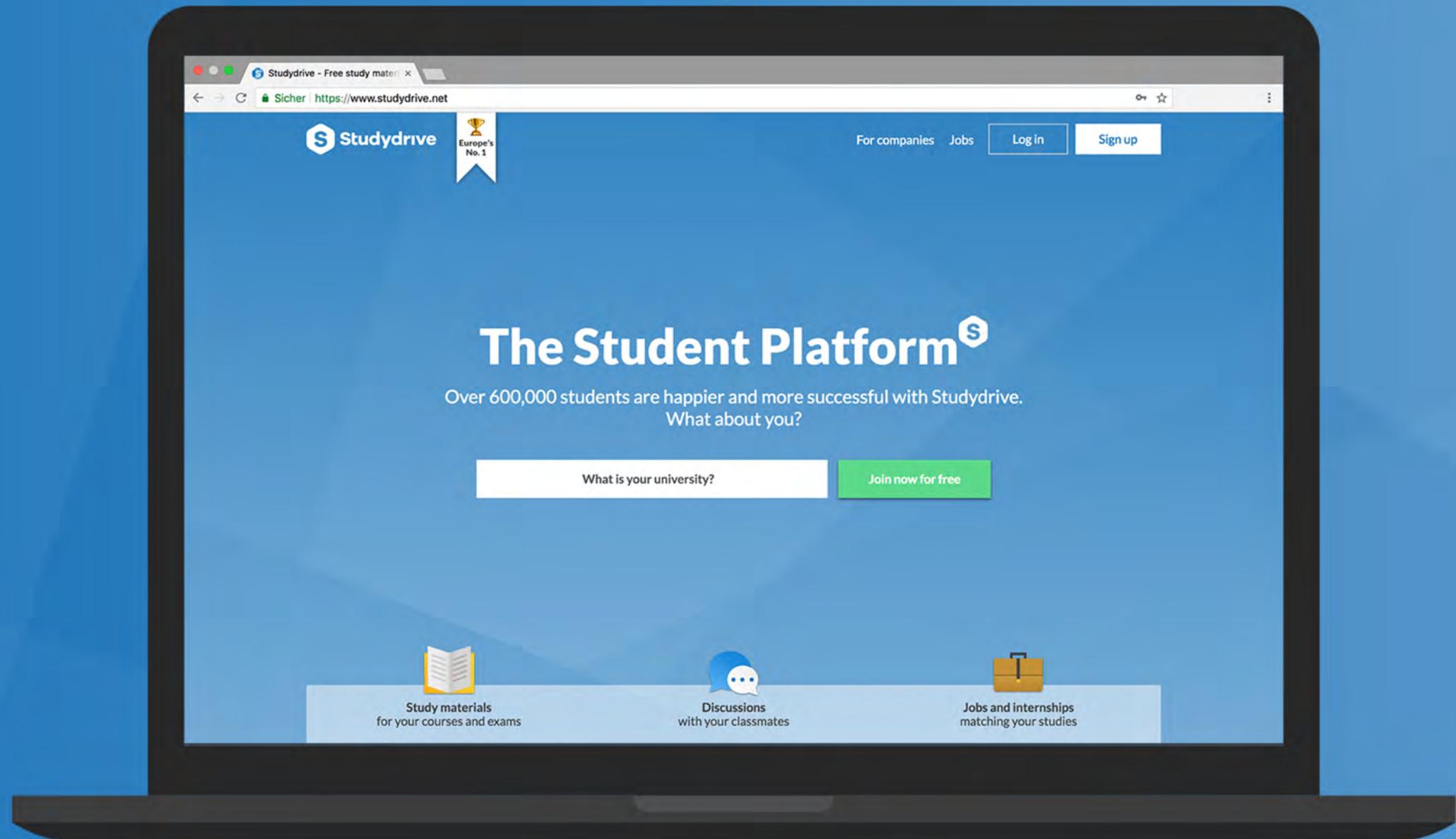
95%*

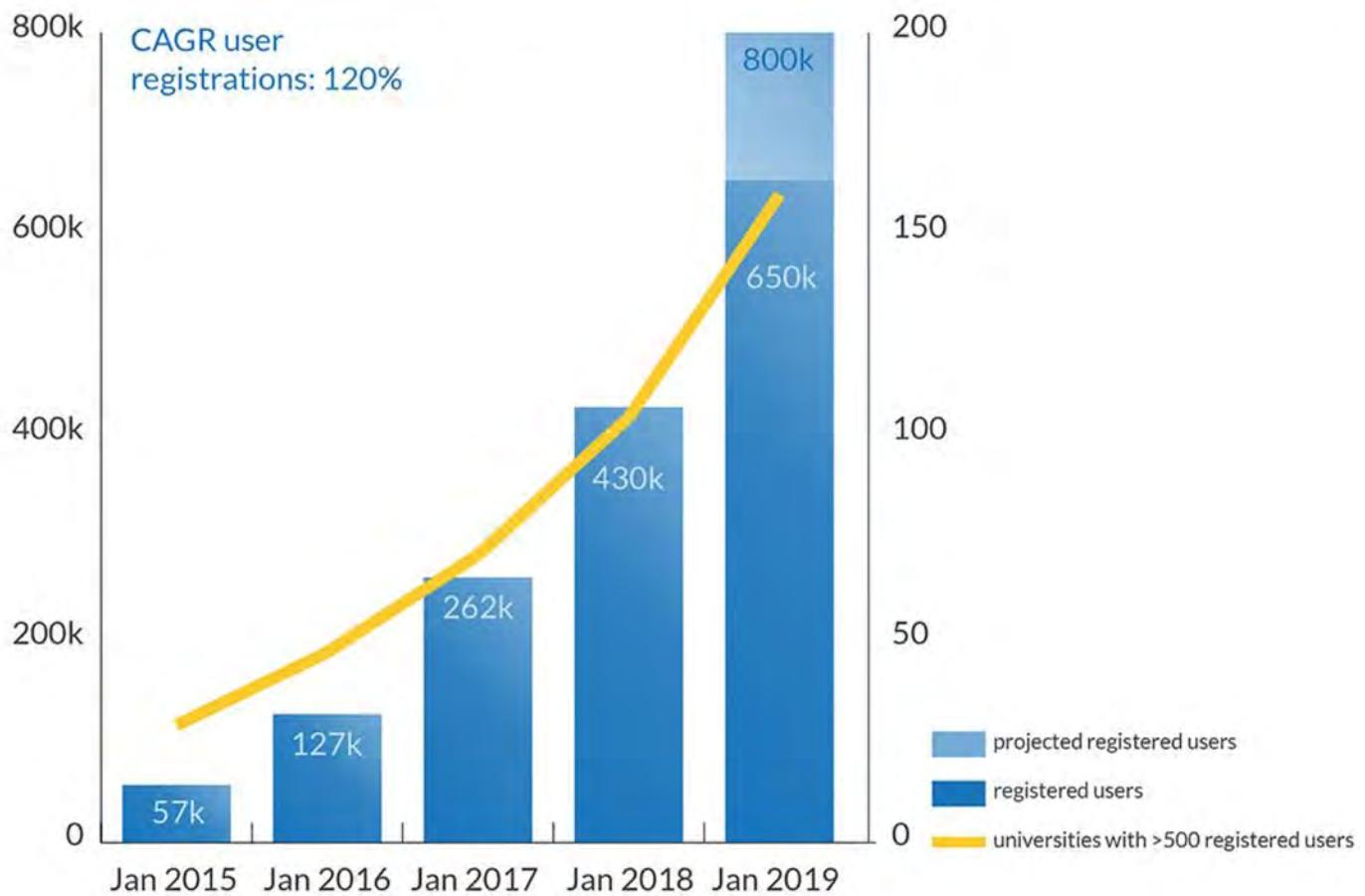
*ICR Recruiting Trends 2018



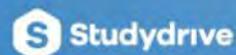








650,000



112,000

squeaker.net

100,000

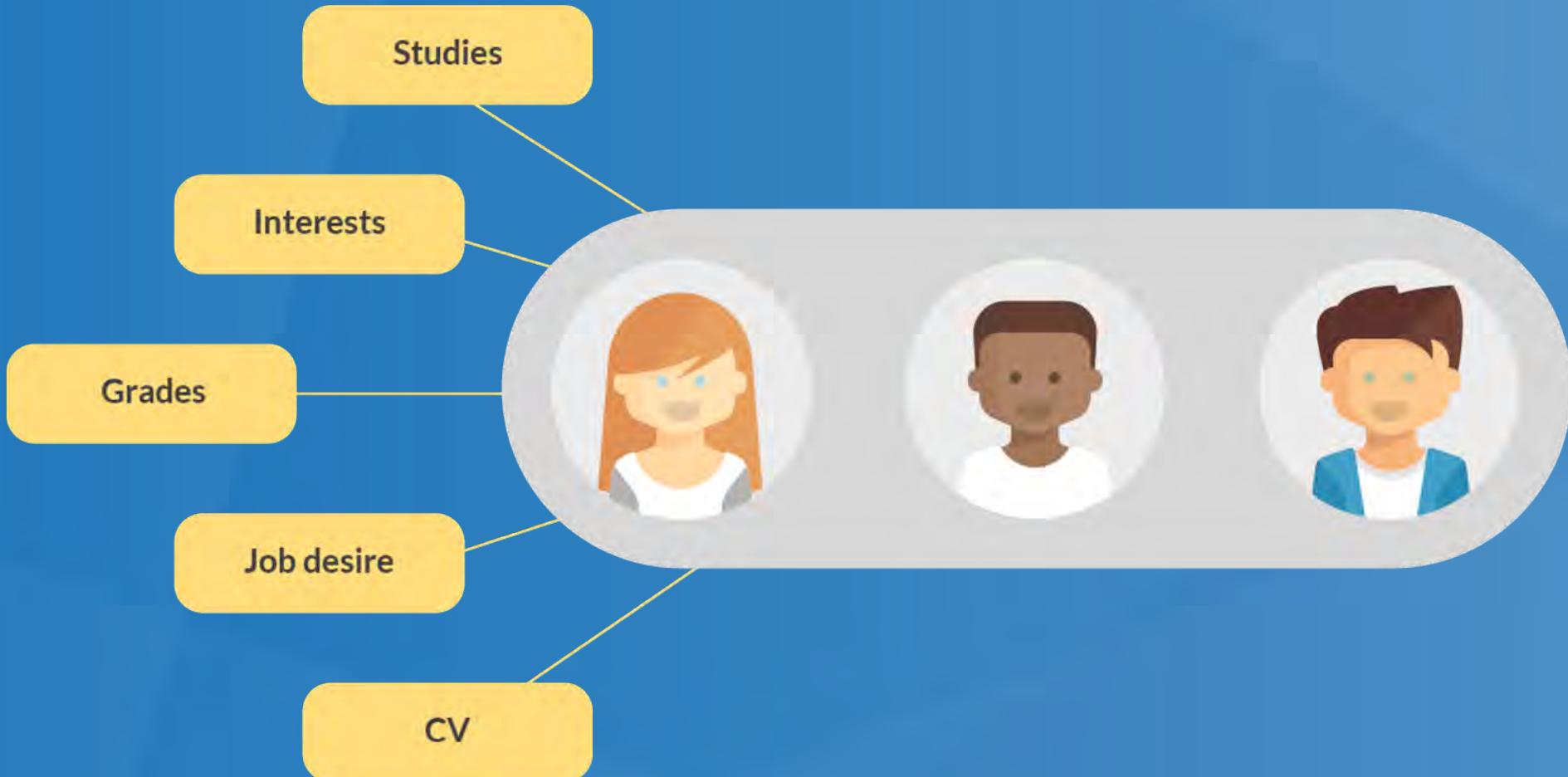
absolventa

60,000

e-fellows.net

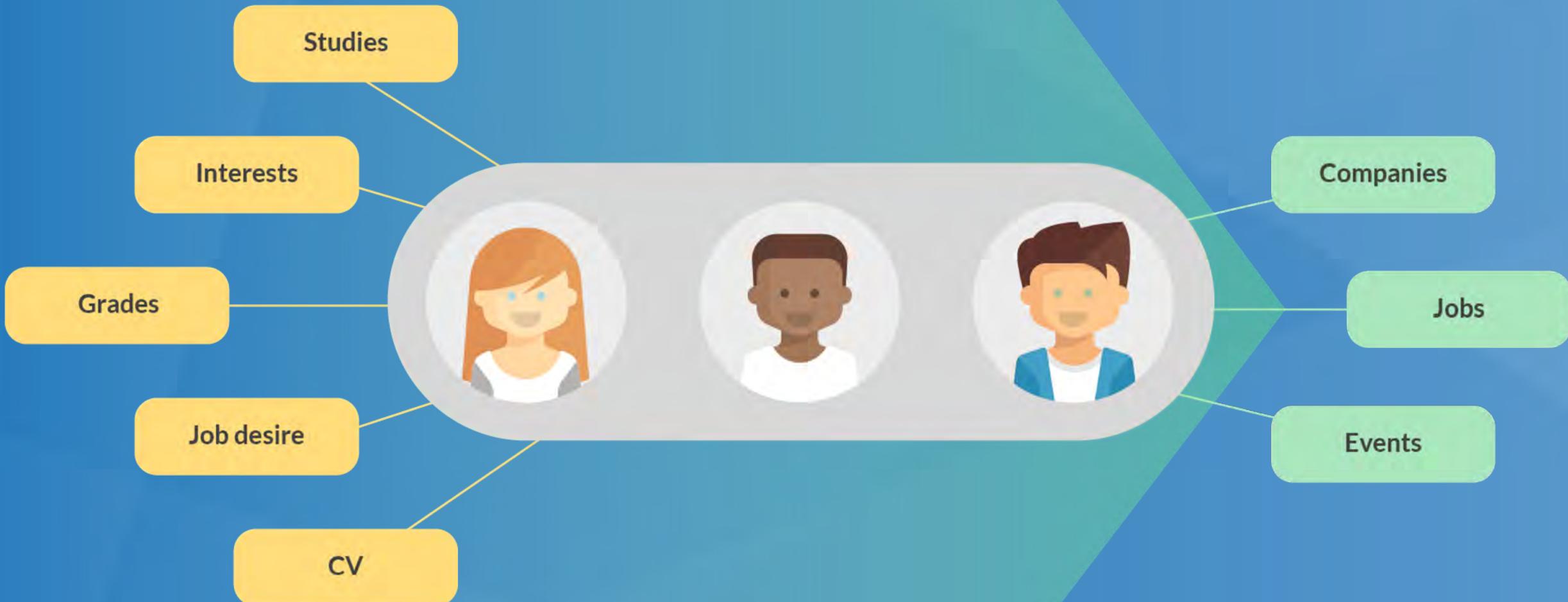


Data

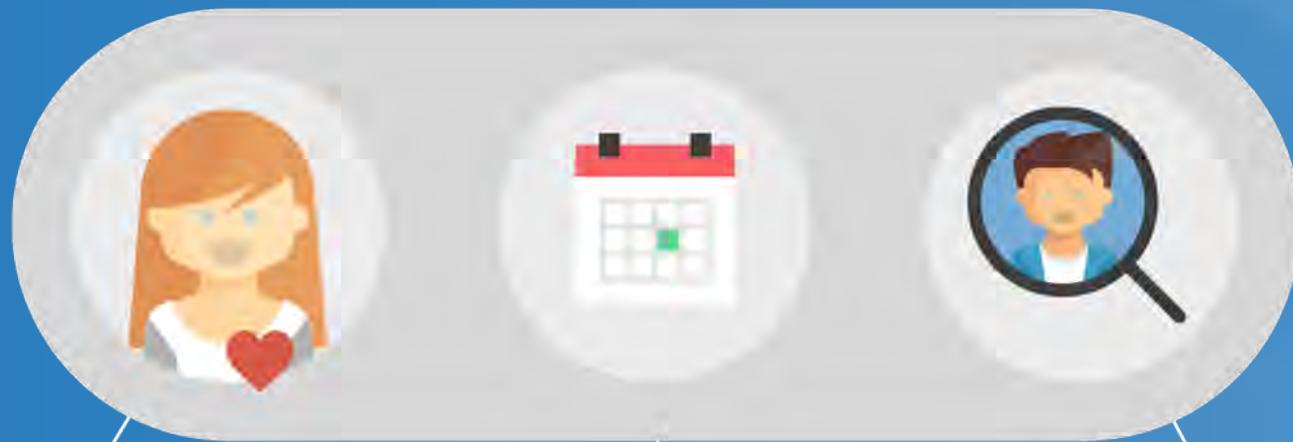


Data

Recommendations



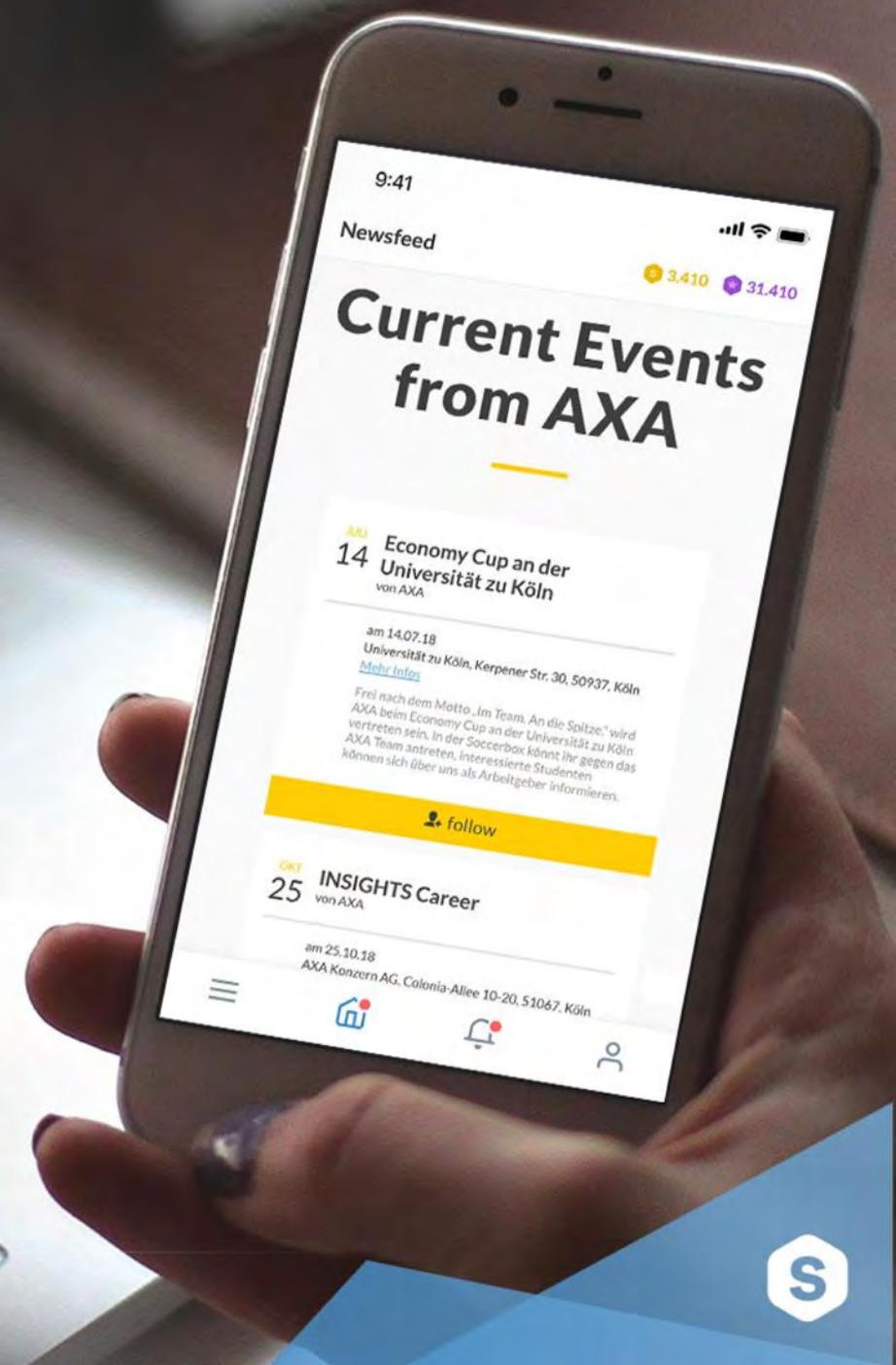
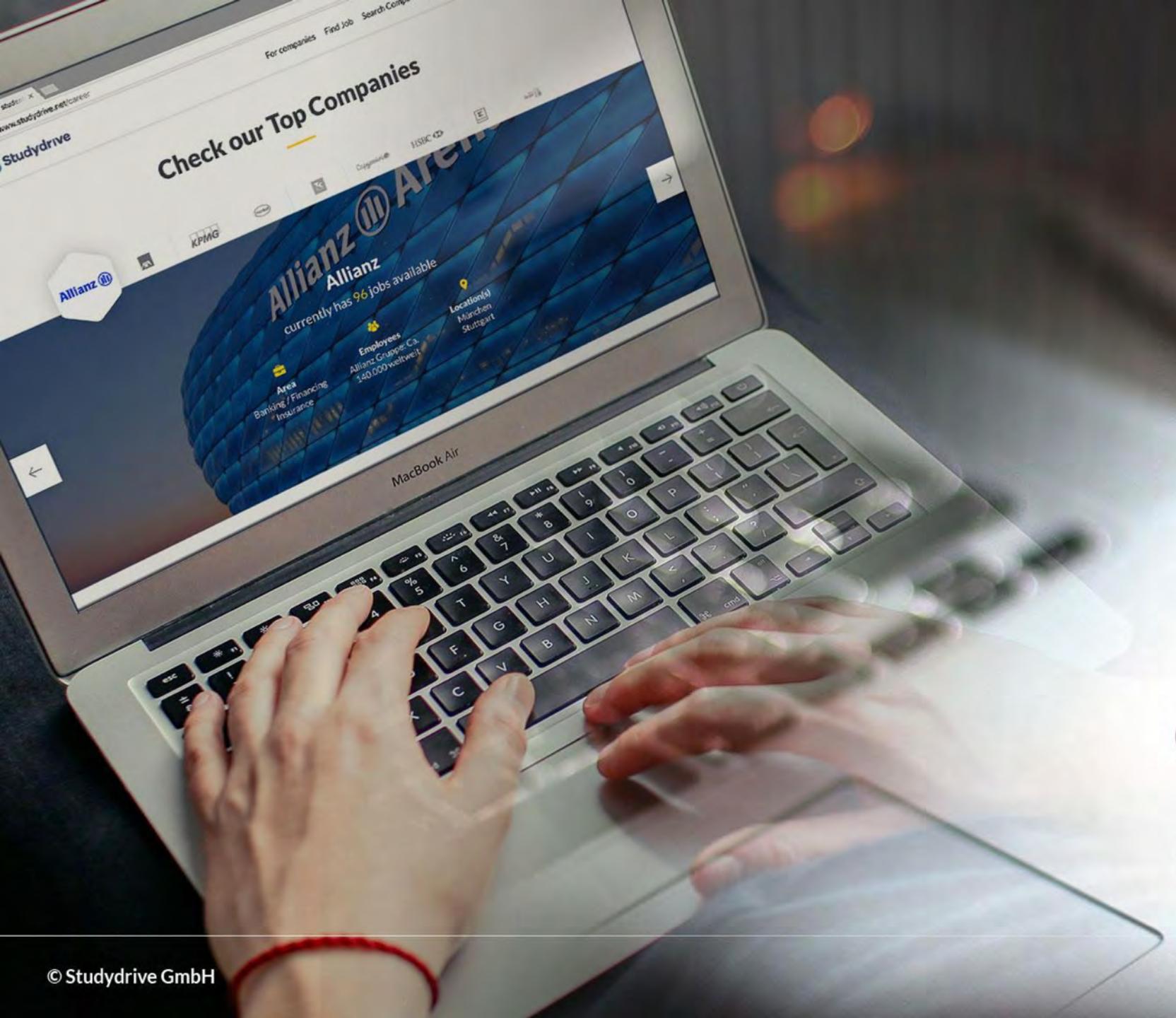
Recruit today – lead tomorrow



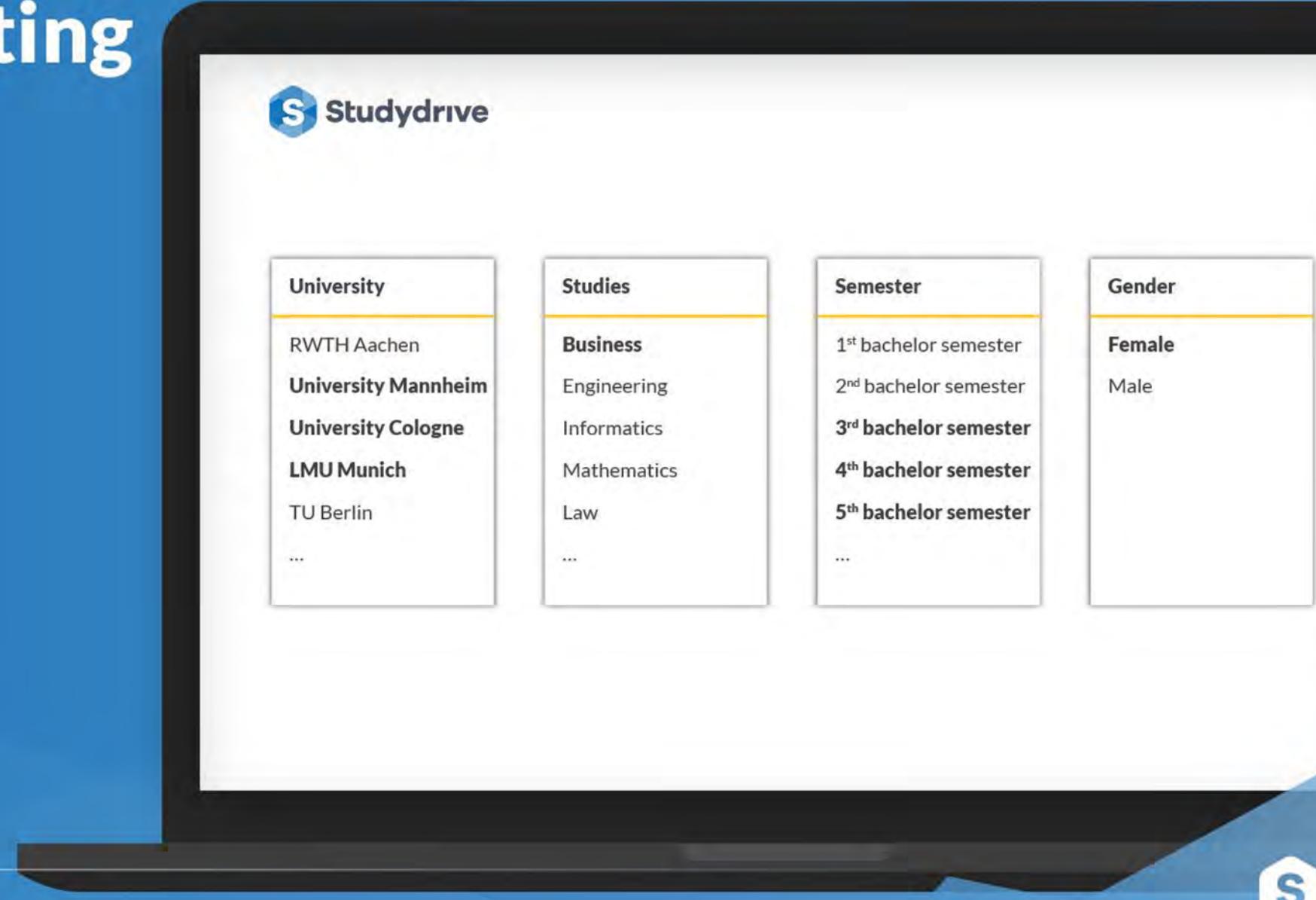
Employer Branding

Event Marketing

Recruiting



Precise targeting tailored to your needs

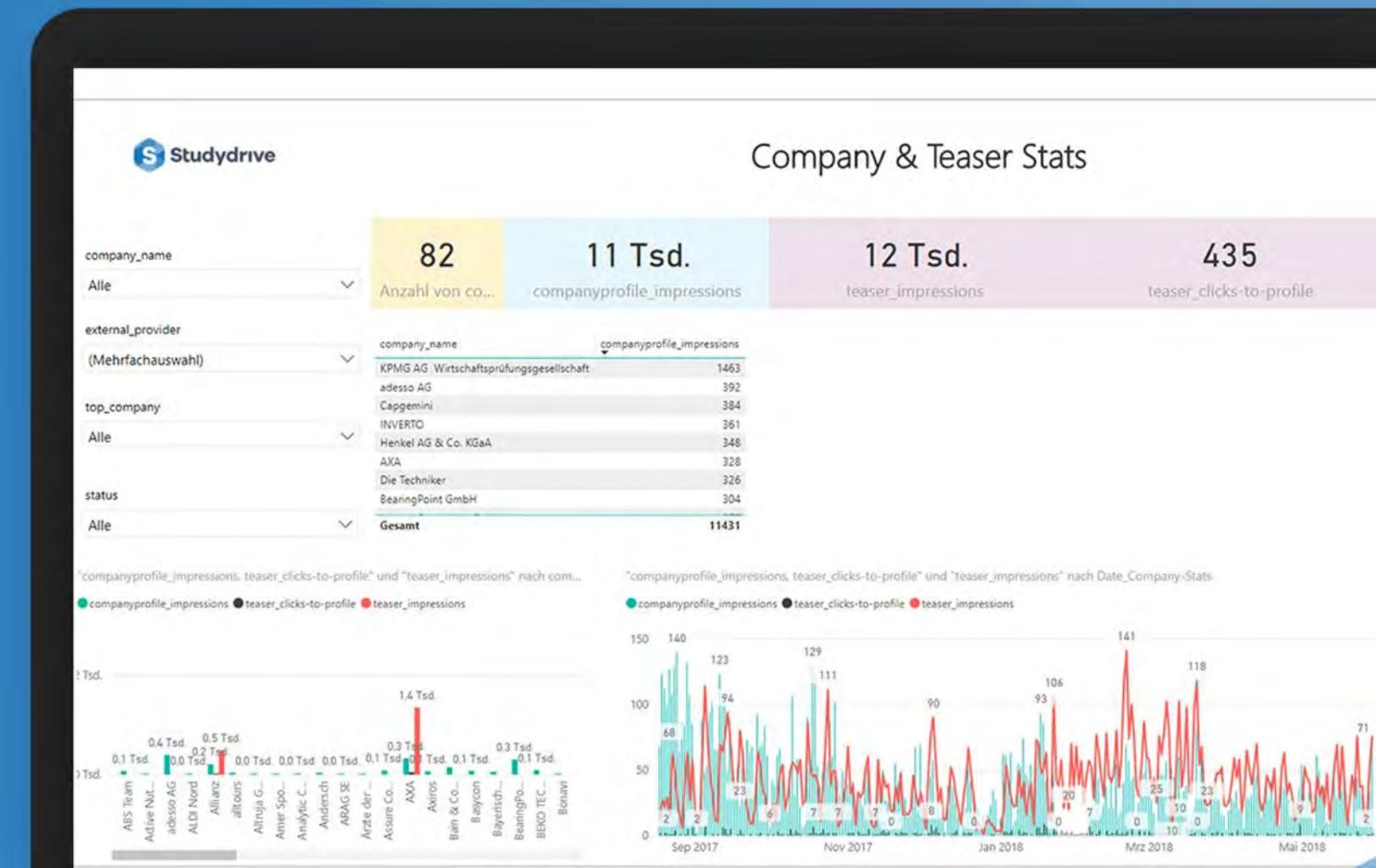


The image shows a smartphone displaying the Studydrive app interface. The screen is divided into four main sections: University, Studies, Semester, and Gender. Each section has a list of options with a yellow horizontal line separating the section header from the list.

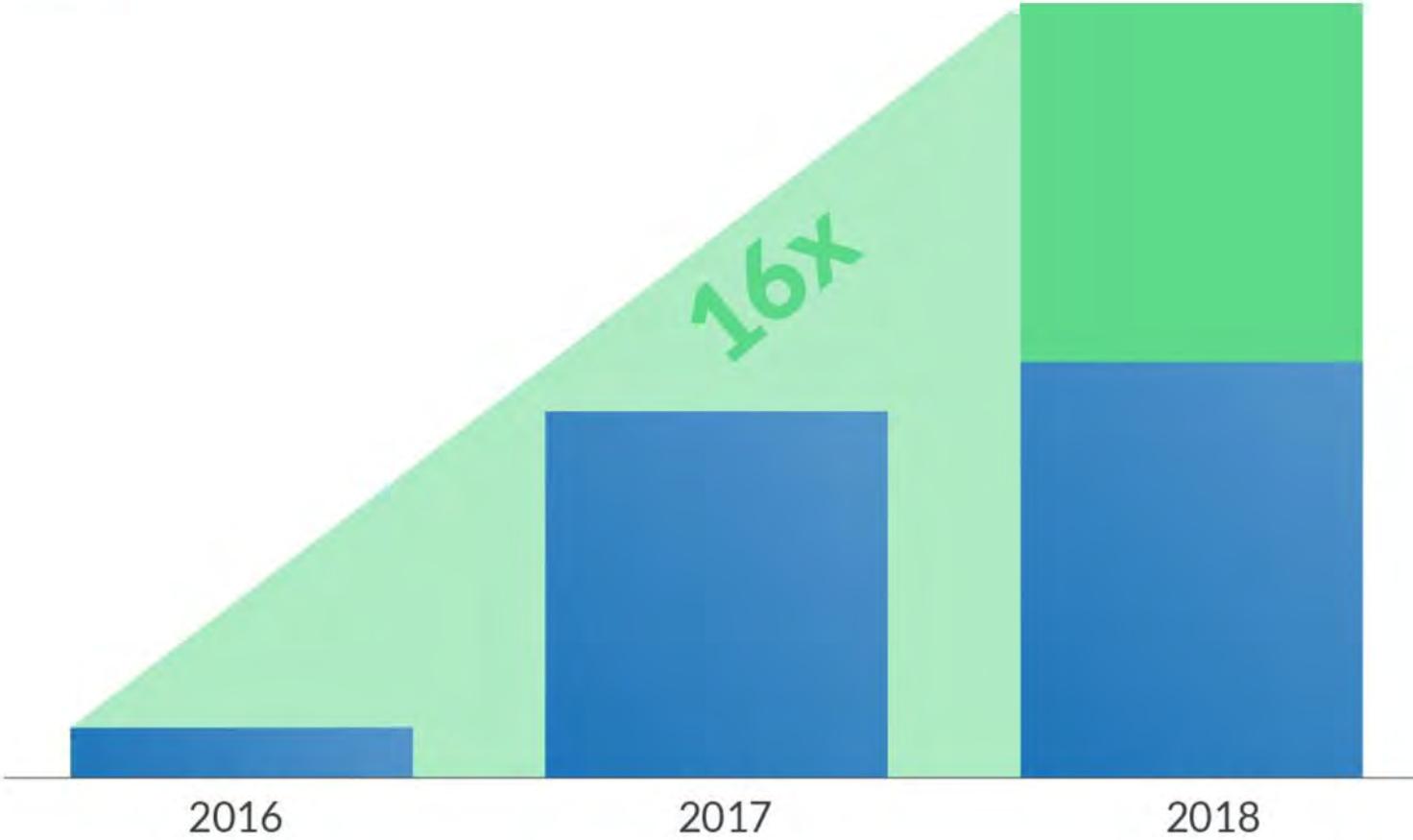
University	Studies	Semester	Gender
RWTH Aachen	Business	1 st bachelor semester	Female
University Mannheim	Engineering	2 nd bachelor semester	Male
University Cologne	Informatics	3 rd bachelor semester	
LMU Munich	Mathematics	4 th bachelor semester	
TU Berlin	Law	5 th bachelor semester	
...	

Performance and reporting

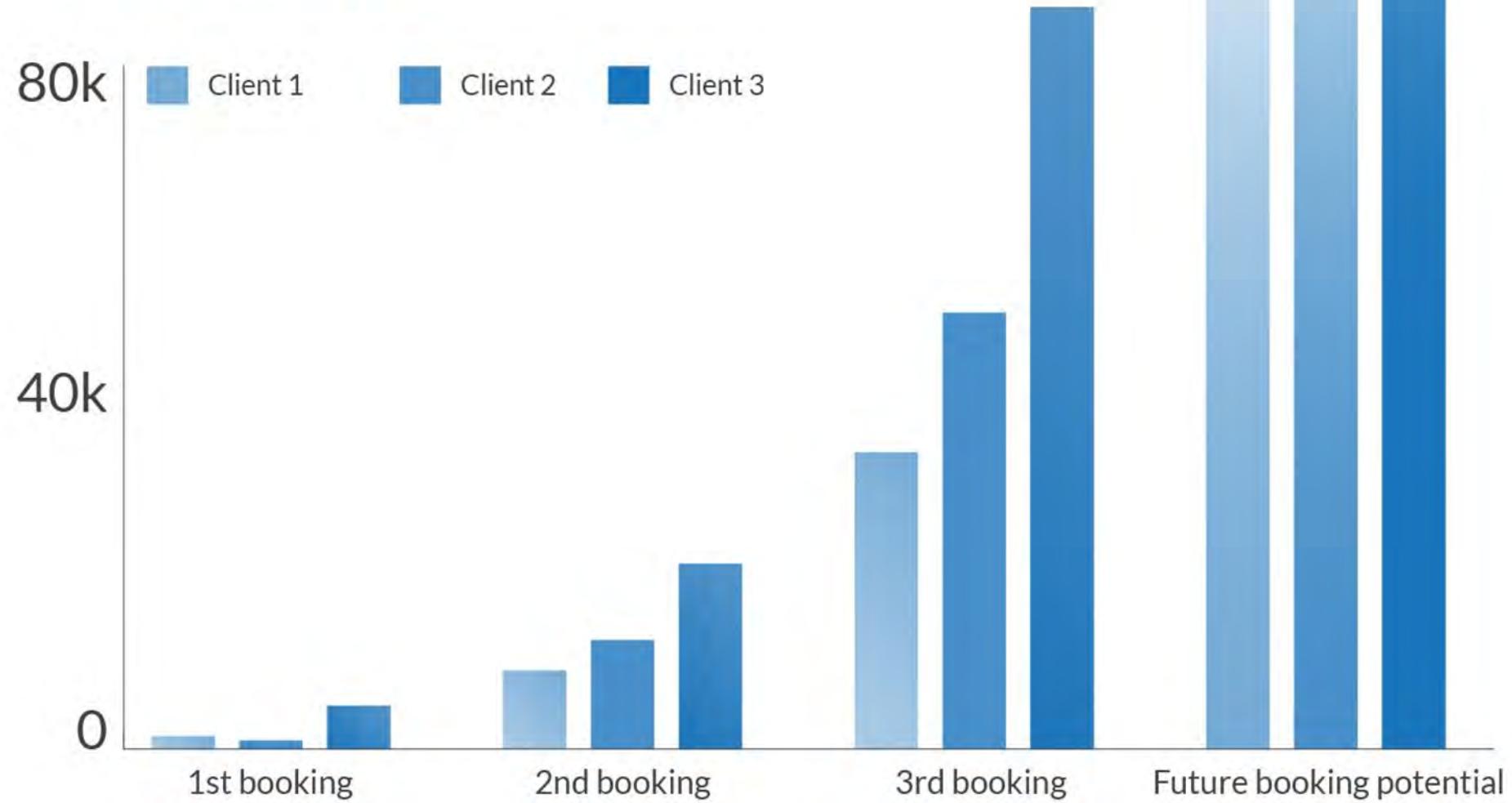
intelligent controlling of campaigns and budgets

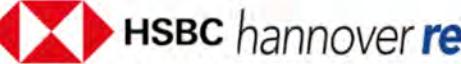
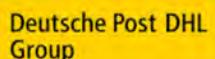


Track record - revenue growth



Track record – our success stories





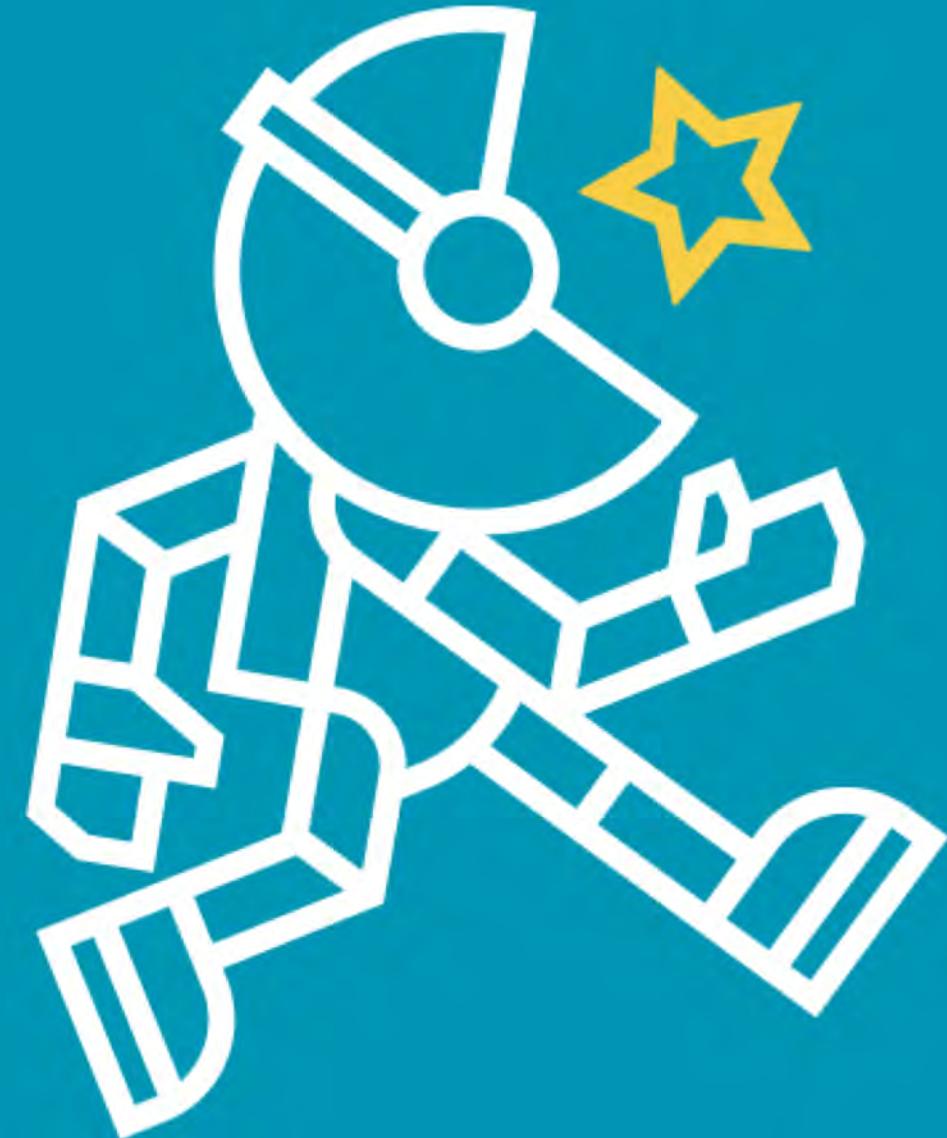


Life is easier
when we help
each other.

Amazing Hiring

AmazingHiring

**WHERE ARE YOU,
MY SUPERSTAR?**





AMAZINGHIRING – SEARCH ENGINE FOR TECHNICAL TALENTS:

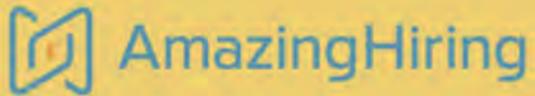
50+
SOURCES

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

MORE TECHNICAL PROFILES
THAN ON ANY OTHER
RESOURCE

Social Networks:
LinkedIn, Facebook,
Twitter, etc.

**Professional
communities:**
Github, Stackoverflow,
Kaggle, Behance,
Dribbble, etc.

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.

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



INTERCOM

Yandex



Deutsche Bank



INGRAM
MICRO

Evolution
Gaming

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.

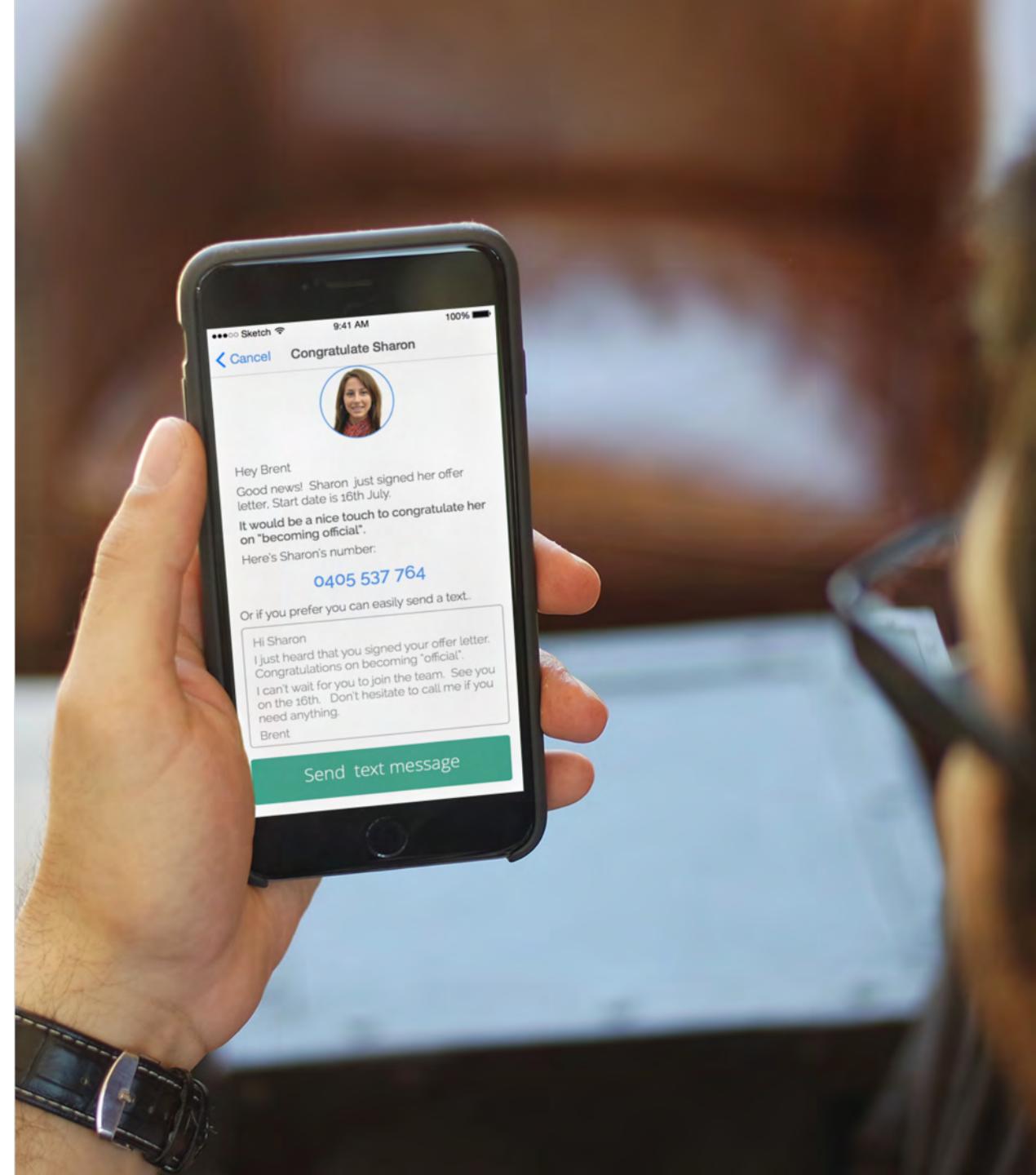
90% of new hires decide to stay or leave in the first 6 months.

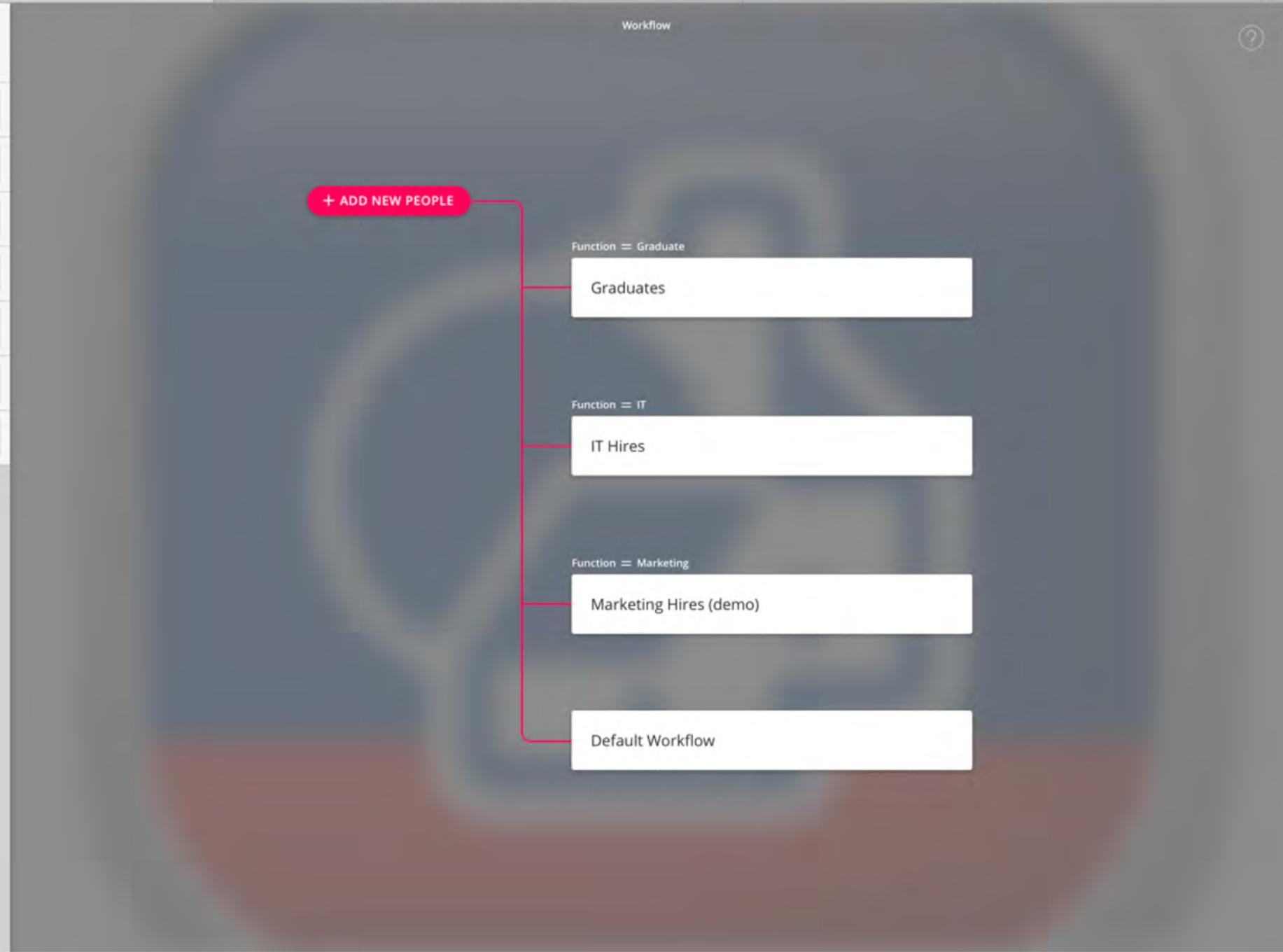
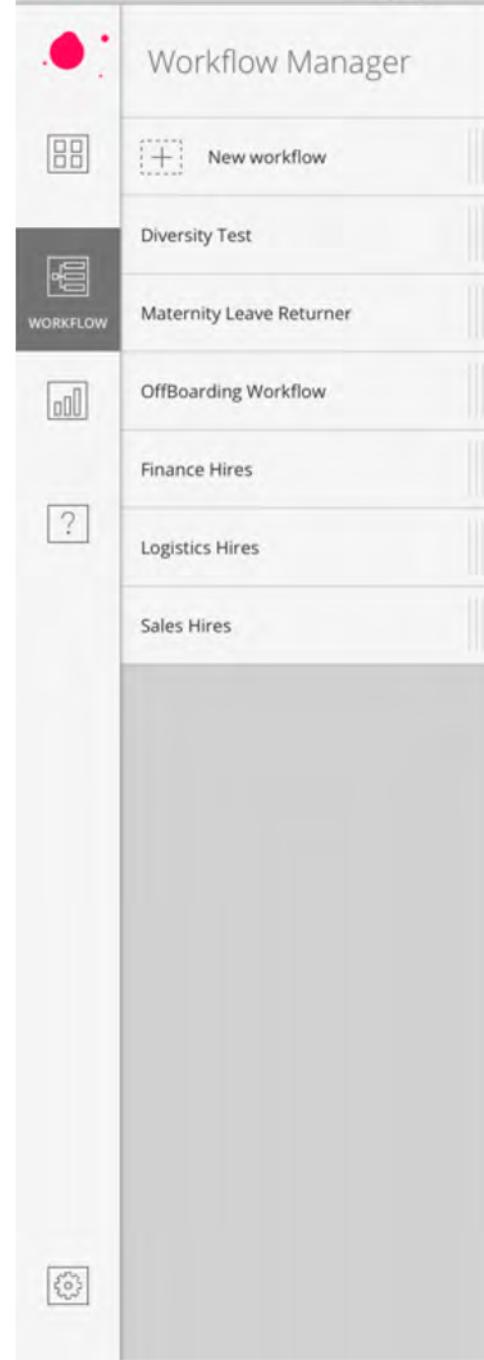
Source: Bersin by Deloitte's industry study: *Onboarding Software Solutions 2014: On-Ramp for Employee Success*

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





eu.enboarder.com

(1) Careers at Nationwide - YouTube

Workflow / Marketing Hires (demo)

Workflow Editor

Workflow

SEQUENCES MODULES

Content page

Communication

Event

Embed

Forms

Acknowledge

Electronic signing

Send data

Logic

Choose a buddy

Direct Manager

Notification

BP: Congratulations

Meet and Greet

BP: Tech Request

Your new hire starts soon

After: Welcome to the company!

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

Choose a buddy

Direct Manager

Notification

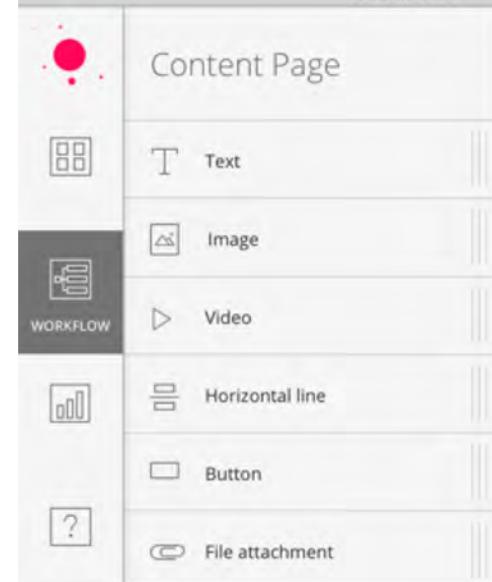
BP: Choose a Buddy

BP: Buddy details update

Thank You

Employee area

```
graph TD; A[28 Days before: Welcome to the company!] --> B[14 Days before: Company information]; B --> C[10 Days before: Choose a buddy]
```



Workflow / Marketing Hires (demo) / Welcome to the company! - Welcome to Nationwide

< 1 2 3 4 5 >

Welcome to Nationwide



Hi **newhire_firstname**,

We're really looking forward to your first day. Before you start, we want to get to know you and ensure that you have everything you need to feel valued and welcome at our company. It's going to be a brilliant experience. Take a look at the video below to give you an idea of what to expect...

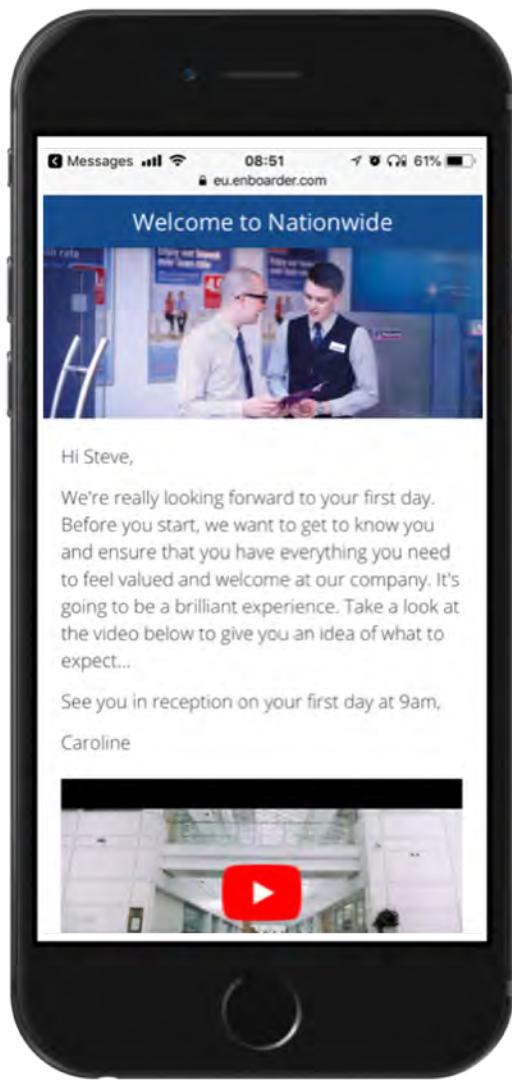
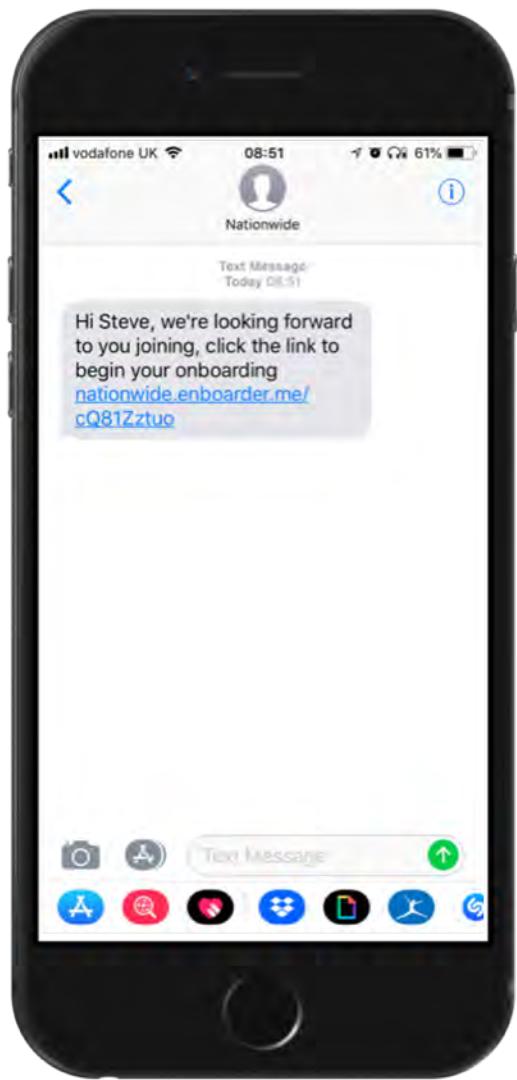
See you in reception on your first day at 9am,

direct_manager_name

https://www.youtube.com/embed/qdjcs39L_c?rel=0&showinfo=0



SAVE AND EXIT



Forms

- Text
- Image
- Horizontal line
- Short text
- Long text
- Date, time, number, email...
- Dropdown
- Multiple choice
- Contact channel
- Ratings
- File upload

Settings

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.

Employee name: Employee (Full name)

Start Date: Start date

Computer Type:

- Macbook Pro
- Macbook Air
- iMac

SAVE AND EXIT

Communication Module

eu.enboarder.com (1) Careers at Nationwide - YouTube Online notepad

Communication

T Text

Image

Horizontal line

WORKFLOW

?

Communication

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](#)

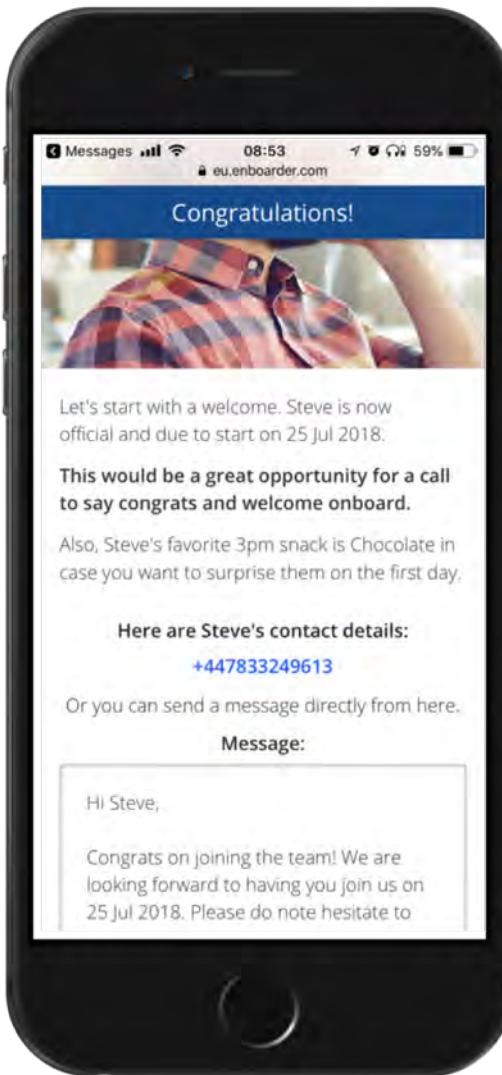
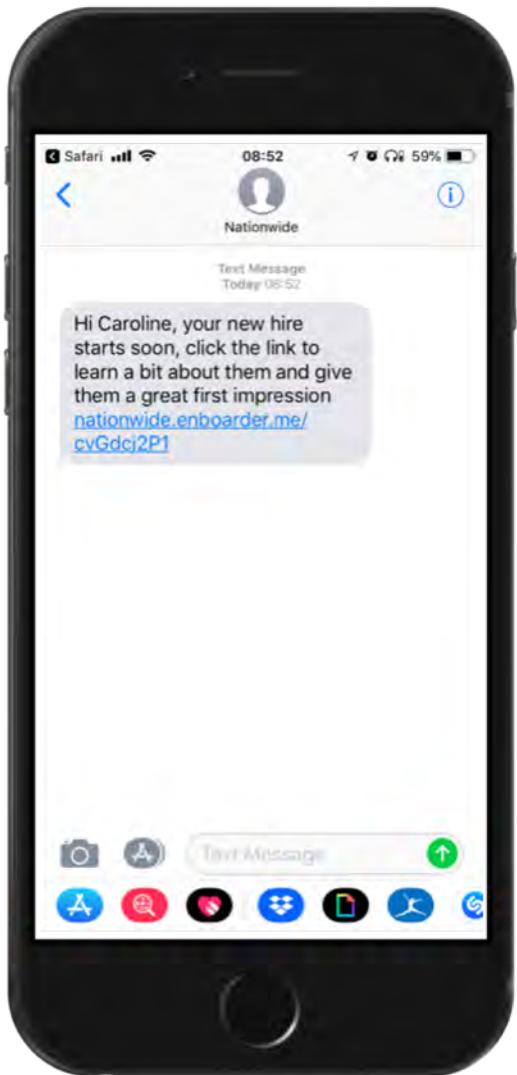
Or you can send a message directly from here.

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

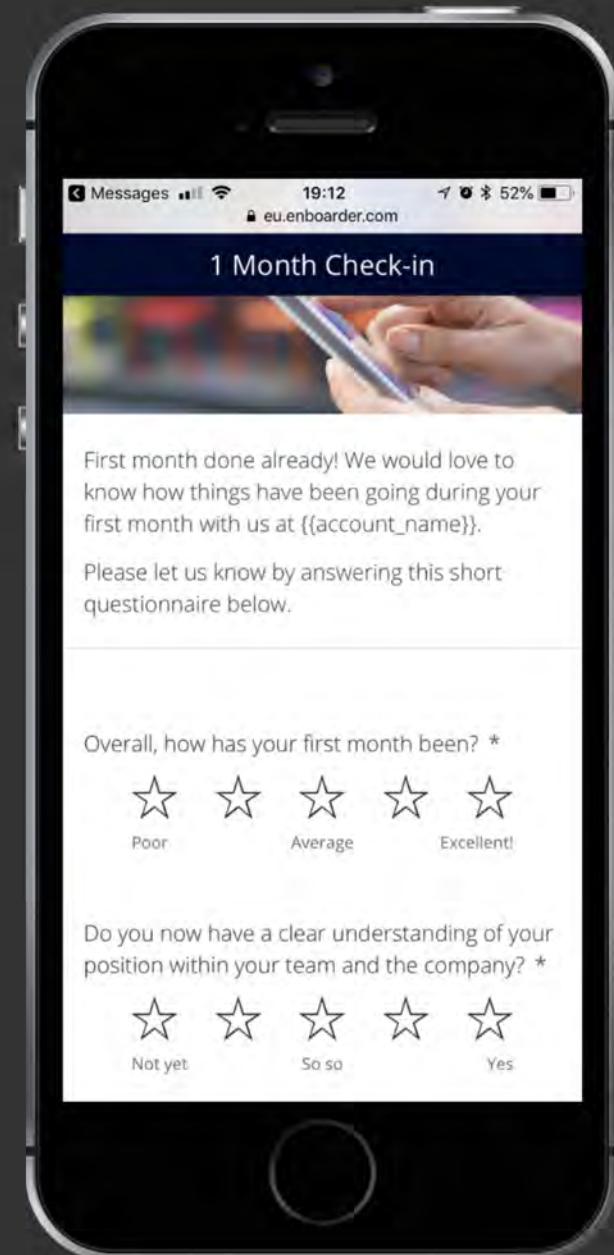
TEXT YOUR NAME TO:

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

XREF 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

Save the Date for #Hire19

February 26-27, 2019
Pier 27, San Francisco

HIRING SUCCESS



September 25-26, 2019