

# The Impressions We Leave on Candidates



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Global Head of Talent Acquisition  
Ramboll



INVITING  
BRIGHT MINDS

# HIRING SUCCESS EU

AMSTERDAM 10th of September 2019

RAMBOLL

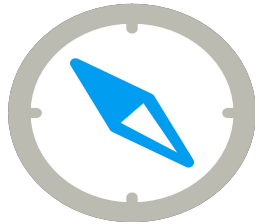


Anyone done something interesting  
on candidate experience recently?

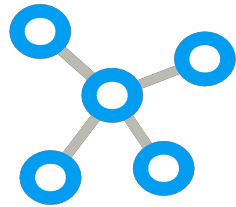
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# THE WORLD AT WORK IS CHANGING!



Workforce  
shift



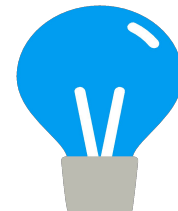
Cross over  
competition



Talent  
mobility



Overheated  
talent market



Industry  
4.0



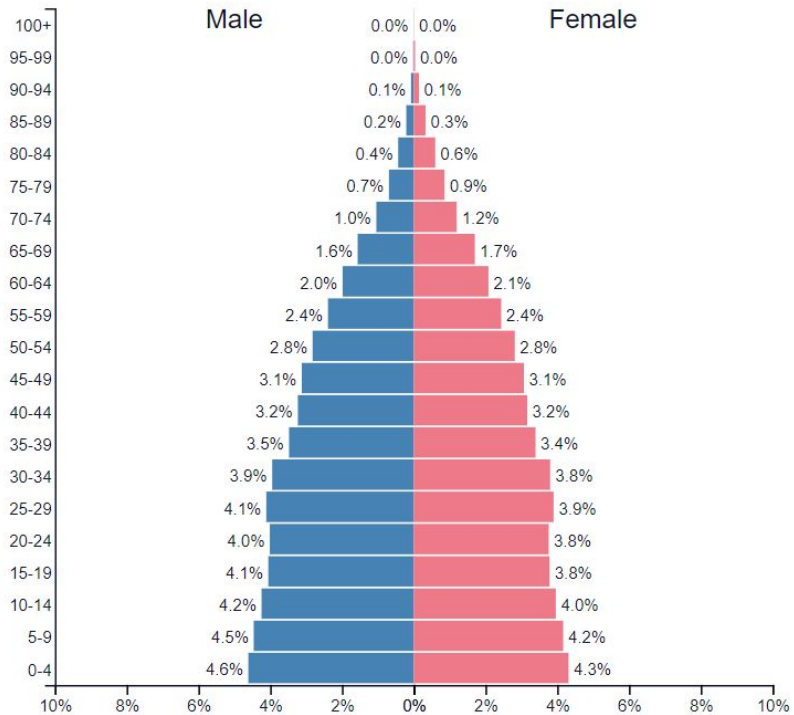
Political  
volatility

# POPULATION PYRAMIDS

WORLD ▼

2018

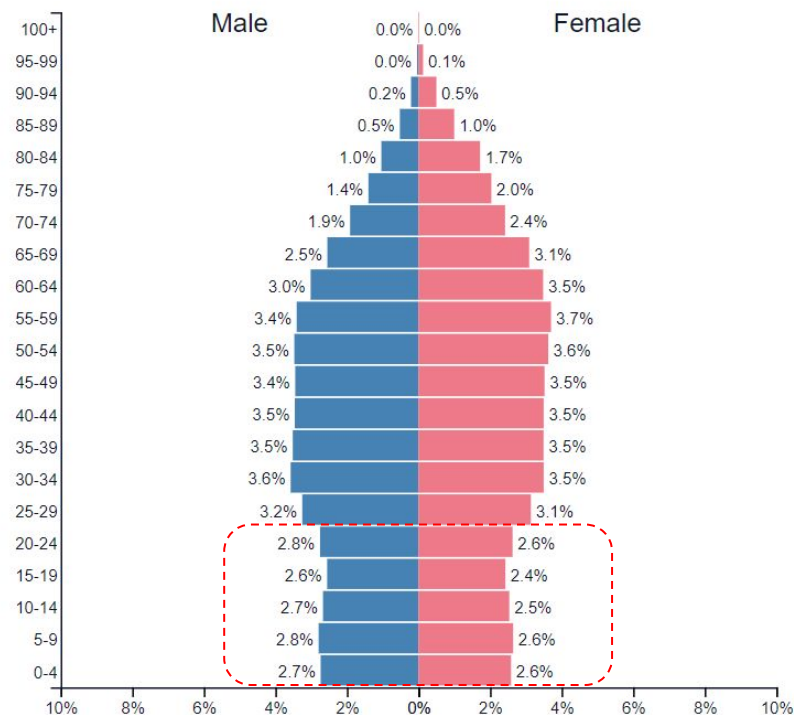
Population: 7,597,175,534



EUROPE ▼

2018

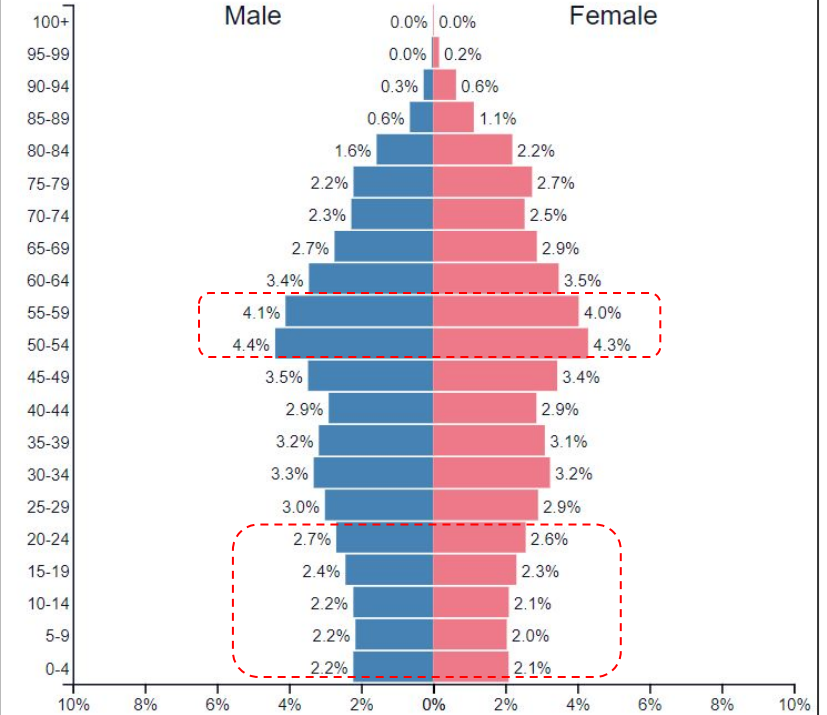
Population: 739,495,014



Germany ▼

2018

Population: 80,560,849





By 2030, demand for skilled workers will outstrip supply, resulting in a global talent shortage of more than 85.2 million people and \$8,5 trillion in unrealized annual revenue.



Candidates today are not job hunters.  
They are savvy shoppers.



# OUR FOCUS





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Participate via the app....

Bright ideas. Sustainable change.



# HIRING SUCCESS

