

Big Data for Recruitment

A few examples

- Improving efficiency in Active Sourcing:
Know which candidates are more willing to change jobs
- Finding candidates and know their mobility
- Finding the best Job Title for an Online Vacancy

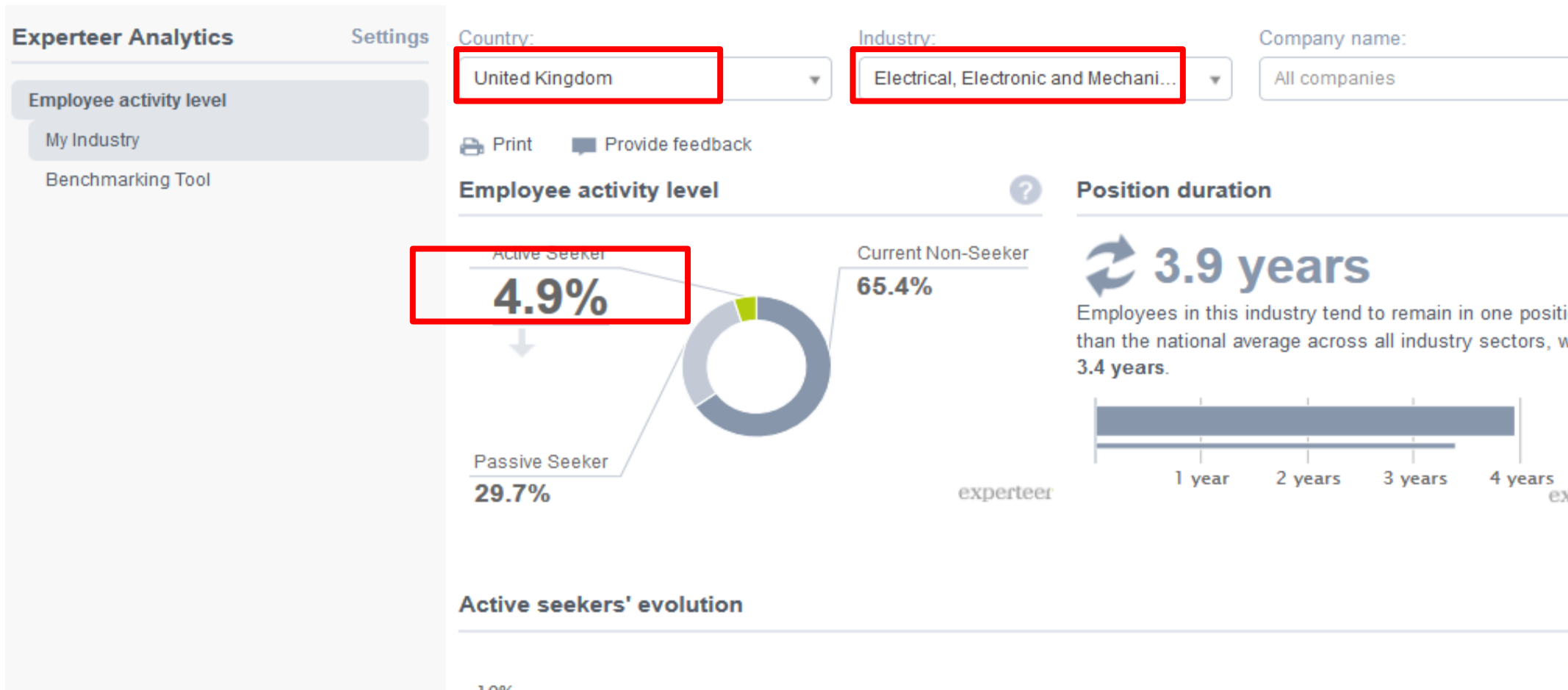
Improving efficiency in Active Sourcing:

Know which candidates are more willing to change jobs

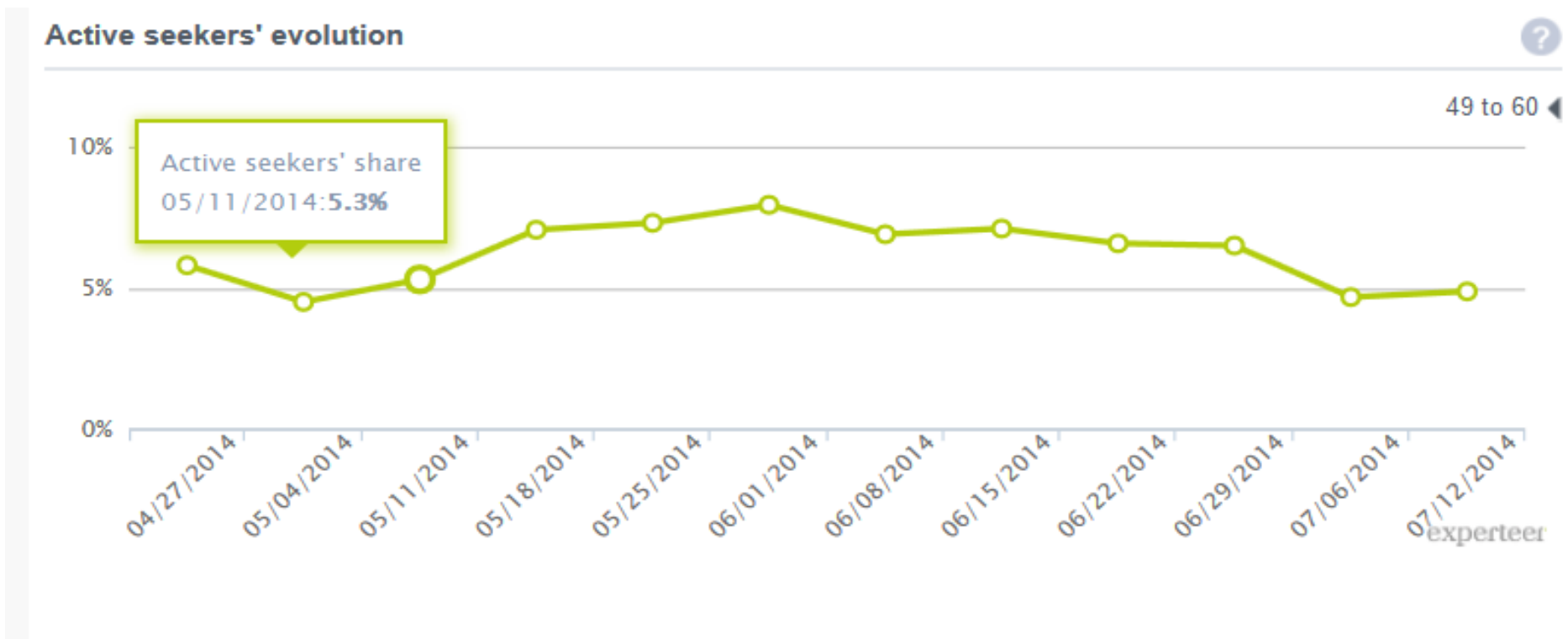
Would you like to know in which companies it would be most promising to approach employees with Active Sourcing

exper^{teer}.de
hunt for talent

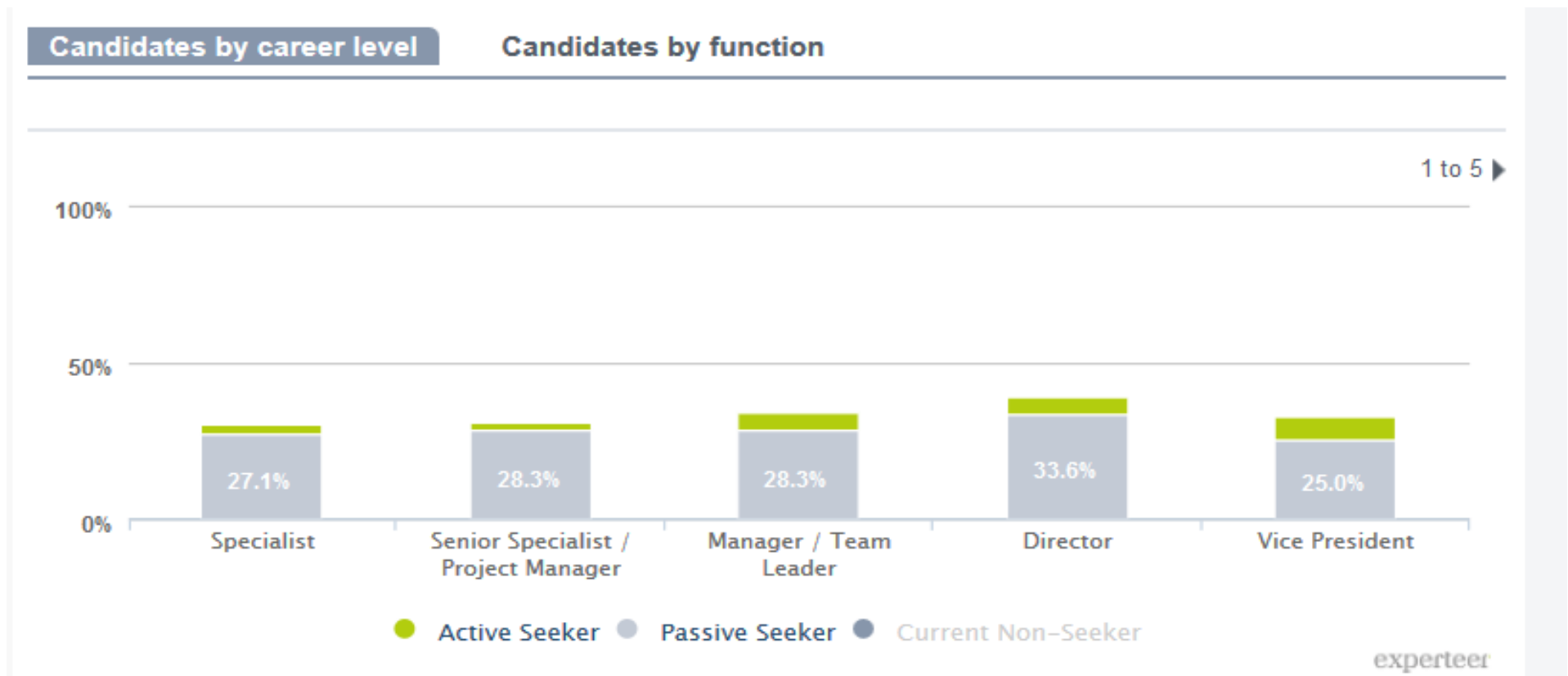
Would you like to know in which companies it would be most promising to approach employees with Active Sourcing



Would you like to know in which companies it would be most promising to approach employees with Active Sourcing?



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Would you like to know in which companies it would be most promising to approach employees with Active Sourcing?

Are you interested in candidate profiles from Johnson Controls or Honeywell?

Top Companies		Top Industries	Top Cities	
	Company	Active Seekers	Trend	
01	Johnson Controls	16.1%	↑	
02	Honeywell	11.8%	↑	
03	Nokia Solution and Networks	7.3%	→	
04	Thales Group	4.2%	→	
05	General Electric	4.1%	↘	
06	Siemens	3.7%	↗	
07	ALSTOM	3.2%	↓	
08	GE Energy & Infrastructure	0.0%	↓	
08	Motorola	0.0%	→	

Would you like to know in which companies it would be most promising to approach employees with Active Sourcing?

5 of 1,671,419 candidates found

1 to 5

Filter by: all contact status ▾

<input type="checkbox"/>	Profile	Job Title	Company	Industry	City	Actions
<input type="checkbox"/>	 Pak-Loke Wong	Regional Continuous Improvement Manager, EMEA	JOHNSON CONTROLS, UK	Facility Management	–	  
<input type="checkbox"/>	 Alwyn Howie	Global Account Director	Johnson Controls Building Efficiency	Building Services Engineering, Building Completion and Support Services	Washington	  
<input type="checkbox"/>	 Paul Cockayne	Continuous Improvement Manager	Johnson Controls	Electrical, Electronic and Mechanical Engineering	–	  
<input type="checkbox"/>	 Anna Sukhomlina	Financial Lead	Johnson Controls Building Efficiency	Building Services Engineering, Building Completion and Support Services	–	  

















Are you interested in active candidates from Johnson Controls or Honeywell?

Would you like to know in which companies it would be most promising to approach employees with Active Sourcing?

Are you interested in active candidates from Johnson Controls or Honeywell?

4 of 1,671,419 candidates found

1 to 4

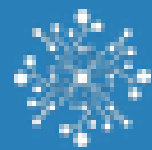
Filter by: all contact status							
<input type="checkbox"/>	Profile	Job Title	Company	Industry	City	Actions	
<input type="checkbox"/>	 Balaji Kiran Sheshadri	Mr.	Honeywell Transportation Systems	R & D Service Providers for Automobile Manufacturers	Basildon	  	
<input type="checkbox"/>	 Katleen Van Assche	OEM Customer Care Leader	Honeywell Automation and Control Solutions	Ventilation and Cooling Equipment	-	  	
<input type="checkbox"/>	 Michael Wharton	Service Engineer	Honeywell Automation and Control Solutions	Other Industrial Facilities	-	  	
<input type="checkbox"/>	 Owen Cooper	Feild Service Manager	Honeywell	Electrical, Electronic and Mechanical Engineering	-	  	

Would you like to know in which companies it would be most promising to approach employees with Active Sourcing?

Tipp:

Once you know there is something going on in a certain company, you can of course search for the employees of the company in other social networks and approach them there.

Finding candidates and know their mobility



TALENTWUNDER

v0.9.8 (beta)

Finding candidates and know their mobility

Portals in use at Talentwunder



Google+

312.5 Million Candidates



Twitter

132.5 Million Candidates



LinkedIn

95.5 Million Candidates



Gravatar

65.7 Million Candidates



Xing

8.1 Million Candidates



GitHub

7.9 Million Candidates



Viadeo

5.2 Million Candidates



SlideShare

4.7 Million Candidates



Stack Overflow

3.5 Million Candidates



about.me

1.8 Million Candidates



Coderwall

118,016 Candidates



geekli.st

36,434 Candidates



Kress

31,016 Candidates



Mercury Puzzle

7,059 Candidates



Bintray

2,972 Candidates

Finding candidates and know their mobility

Java Developer Zurich

☰ Search Criteria: Advanced Search

General search terms
java developer

Current Job Title
Software Engineer, Senior, Servicedesk, ...

Job Location
zurich OR Zürich

Industry
IT, Automotive, ...

Languages
English, Spanish, Mandarin, ...

Career Level (highest)

<input type="checkbox"/> Junior	<input type="checkbox"/> Head
<input type="checkbox"/> Senior	<input type="checkbox"/> Chief
<input type="checkbox"/> Lead	<input type="checkbox"/> CxO
<input type="checkbox"/> Manager	<input type="checkbox"/> Consultant

Freelancer? Don't care Yes No

Looking for a job? Don't care Yes No

Has Email? Don't care Yes No

Finding candidates and know their mobility

Java Developer Zurich

Candidate List 1 - 10 (1,432 Results)

Query used for search:

General search terms: **java developer** Job Location: **zurich OR Zürich**



Biography: Das Portfolio von Shweta Diwan
Previous Jobs: java developer
Previous Companies:
Previous Industries: Informationstechnologie & -dienste
Previous Locations: zurich, Schweiz
Languages: **English**



Add to candidate list



Biography: Das Portfolio von Wolfgang Grinfeld
Previous Jobs: Senior Developer-Architect , Snr dev , Senior developer/architect , Senior Developer/Architect , Developer - Architect , Lead Architect/Developer , software developer , software developer , software developer/architect , Lead Developer/architect , R & D Manager , Open Systems Development Manager
Previous Companies: software house , Credit Suisse Group - Investment Banking , Crealogix , Crealogix , Credit-Suisse Group - Clariden Leu , Greenfield developers , UBS - Investment banking , Patsystems , TradingScreen , Thomson Reuters , MIS Banking Systems



Java Developer Zurich



Software engineer – JIRA developer



Biography:

Das Portfolio von Marc Rodriguez Sanz [Video] Huawei seeks Catalan talent From Television of Catalonia's news site: Huawei is the first manufacturer telecommunications equipment in the world, but even though it is present in 145 countries, is still relatively unknown. As part of efforts to make themselves known, the company has a scholarship program. Three Catalan students have participated in this first edition. <http://www.324.cat/video/4661071/economia/Huawei-busca-talent-catala>

Employment Status: at company European Commission | everis Belgium

Location: Zürich, Schweiz

Skills: Java , Software Engineering , Multilingual , Atlassian , Team Leader , Web Services , XML , JIRA , Confluence , Groovy , Scripts , SQL , MySQL , Unix , Ubuntu , Crowd , Fisheye , Agile , Scrum , Eclipse , Telecommunications , Consulting , Spanish , English , French , Italian , Catalan , Chinese , SVN , GIT , Weblogic Server , Oracle

Previous Jobs: Software engineer – JIRA developer , Software Engineer , Java Developer , Internship. Master Thesis , IT Technical Leader

Previous Companies: AdNovum Informatik AG , everis Spain (Barcelona) , IHG , Institut Català de la Salut (Catalan Public Health Service), HR Dept.

Previous Industries: Informationstechnologie & -dienste , Telekommunikation

Previous Locations: Zürich, Schweiz

Languages:

- Englisch (Fließend)
- Spanisch (Muttersprache)
- Französisch (Fließend)
- Italienisch (Fließend)
- Chinesisch (Gut)
- Deutsch (Grundkenntnisse)
- Catalan
- English (Fließend)
- Spanish (Muttersprache)
- French (Fließend)
- Italian (Fließend)
- Chinese (Gut)
- German (Grundkenntnisse)

Contact Data

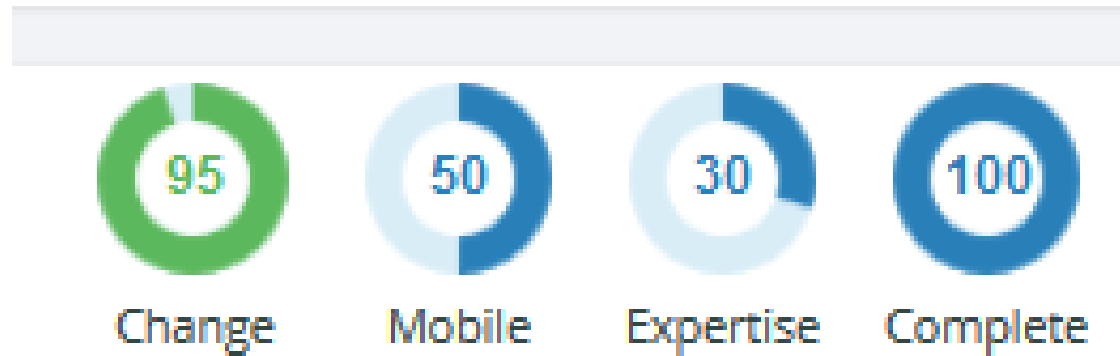
Email N/A
Phone N/A
Fax N/A

Contact via Social Networks



Finding candidates and know their mobility

Java Developer Zurich



Finding candidates from 300-600 Networks/Communities

TalentBin

BY MONSTER

Open Web: The world's talent at your fingertips



Finding the best Job Title for an Online Vacancy

The Google logo is displayed in its characteristic multi-colored font.

Trends

Finding the best Job Title for an Online Vacancy

What is the best job title?

Software Developer

Software Entwickler

IT Consultant

IT Berater

Finding the best Job Title for an Online Vacancy

Trending Now

Searches

Switzerland



HC Davos

2,000+ searches

Image Source - Le Matin Online



Swisscom Login

1,000+ searches

Image Not Available



Jessica Biel

1,000+ searches

Image Source - FOCUS Online

2014 Charts

Most Searched

Switzerland

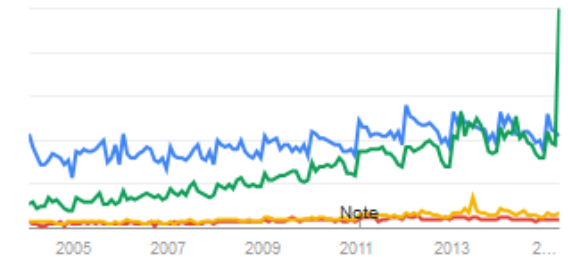
Städte und Dörfer

- 1 Zermatt
- 2 Zürich
- 3 Basel
- 4 Lausanne
- 5 Bern

Explore In Depth

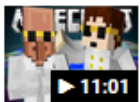
Search interest in vegetarian favourites

tofu seitan tempeh hummus



YouTube

Global



Minecraft | BIGGEST D...

5,000+ new local views

Australia • By TheDiamondMinecart // DanTDM

Most Searched

Switzerland

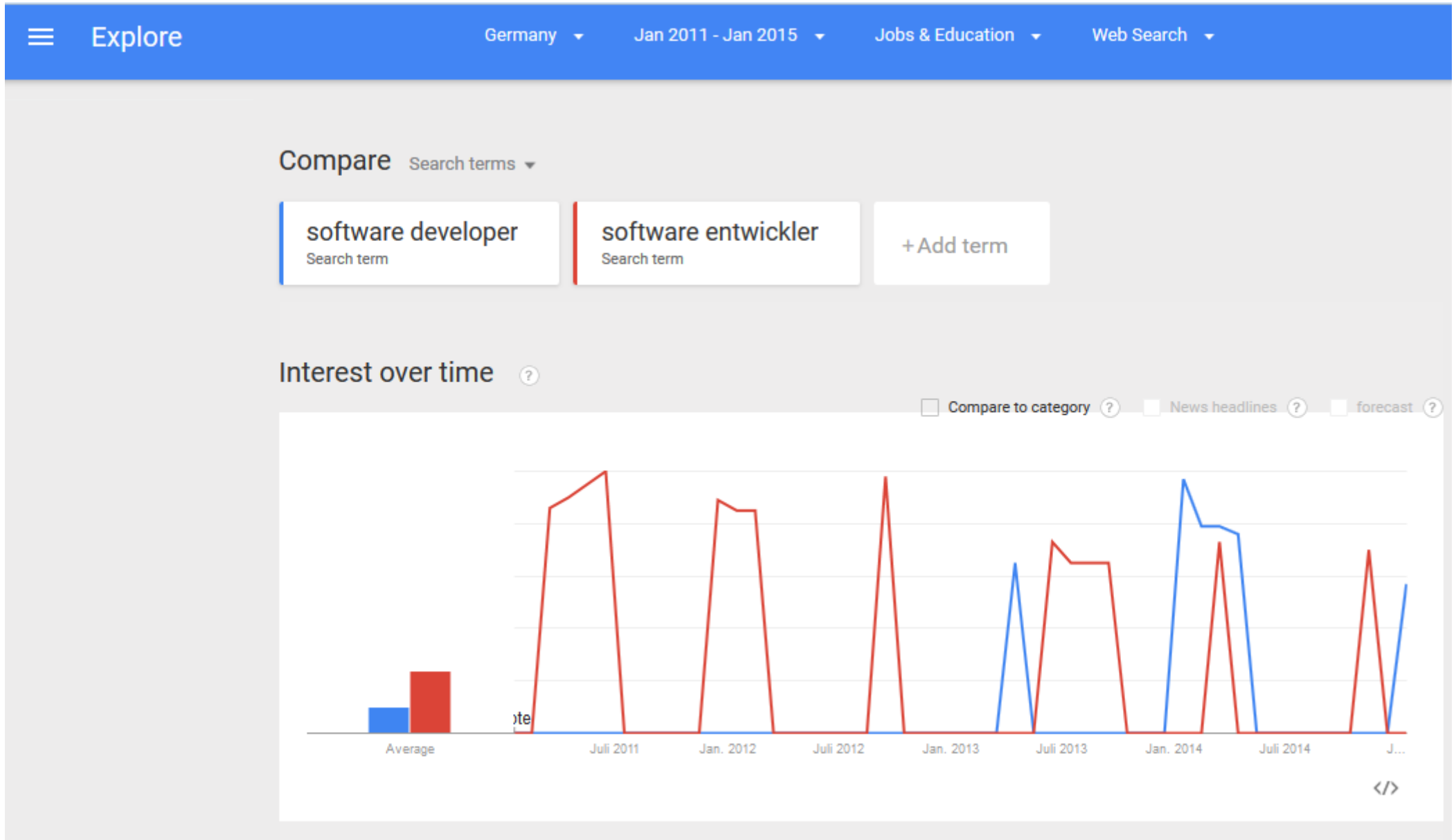
Uhrenmarken

- 1 Omega

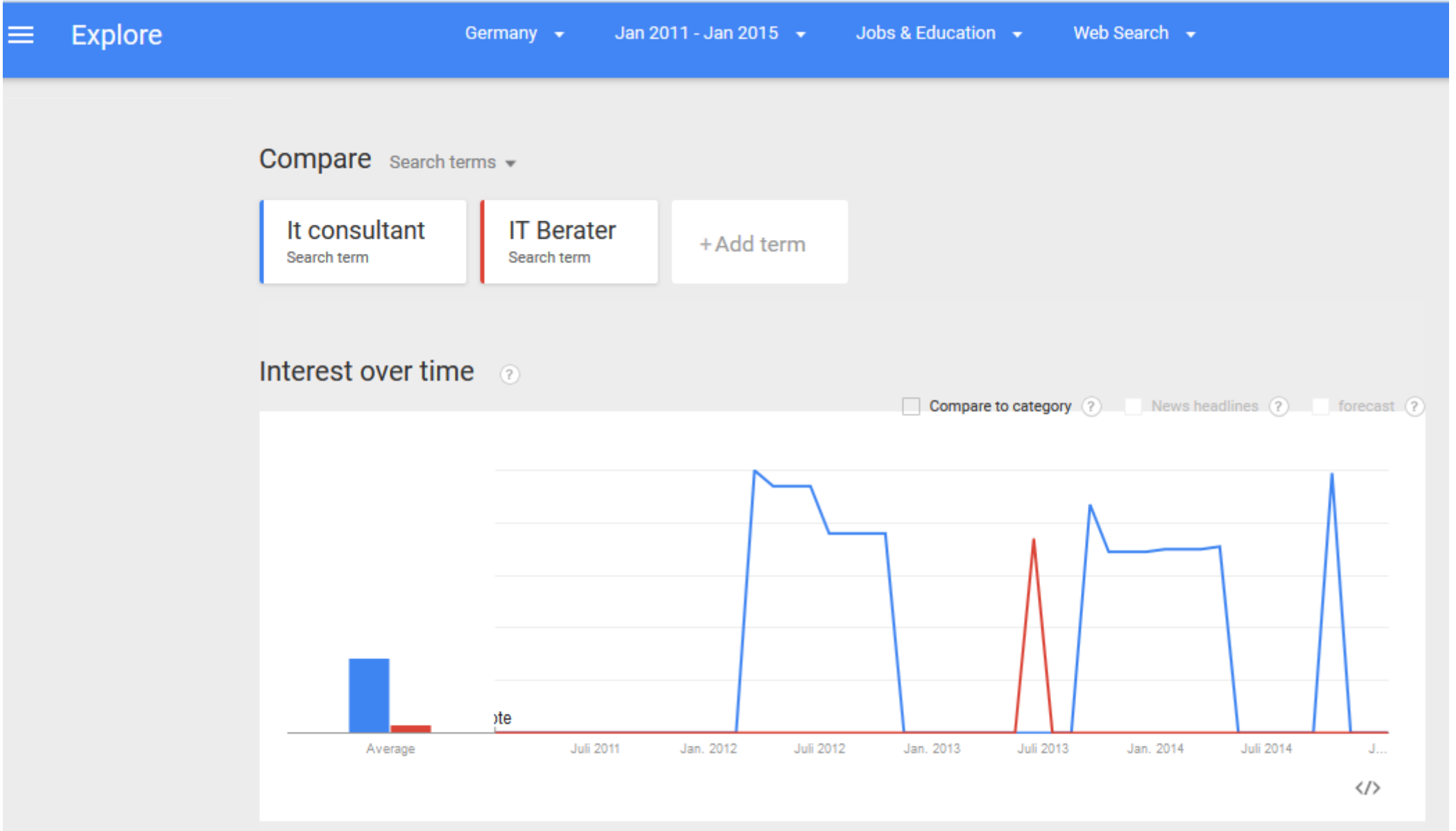
Global interest in Game of Thrones



Finding the best Job Title for an Online Vacancy



Finding the best Job Title for an Online Vacancy





Thanks for listening

Any Questions?



Wolfgang Brickwedde

Director

Institute for Competitive Recruiting
Heidelberg

Tel. +49 (0) 6221 7194007

Mobile +49 (0) 160 7852859

email: info@competitiverecruiting.de