



# JobsReach Aviation

GeniusArena Software B.V.

THINK SIMPLE





# Agenda.

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## JobsReach Aviation

introduction

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## GSE Recruitment

Challenges

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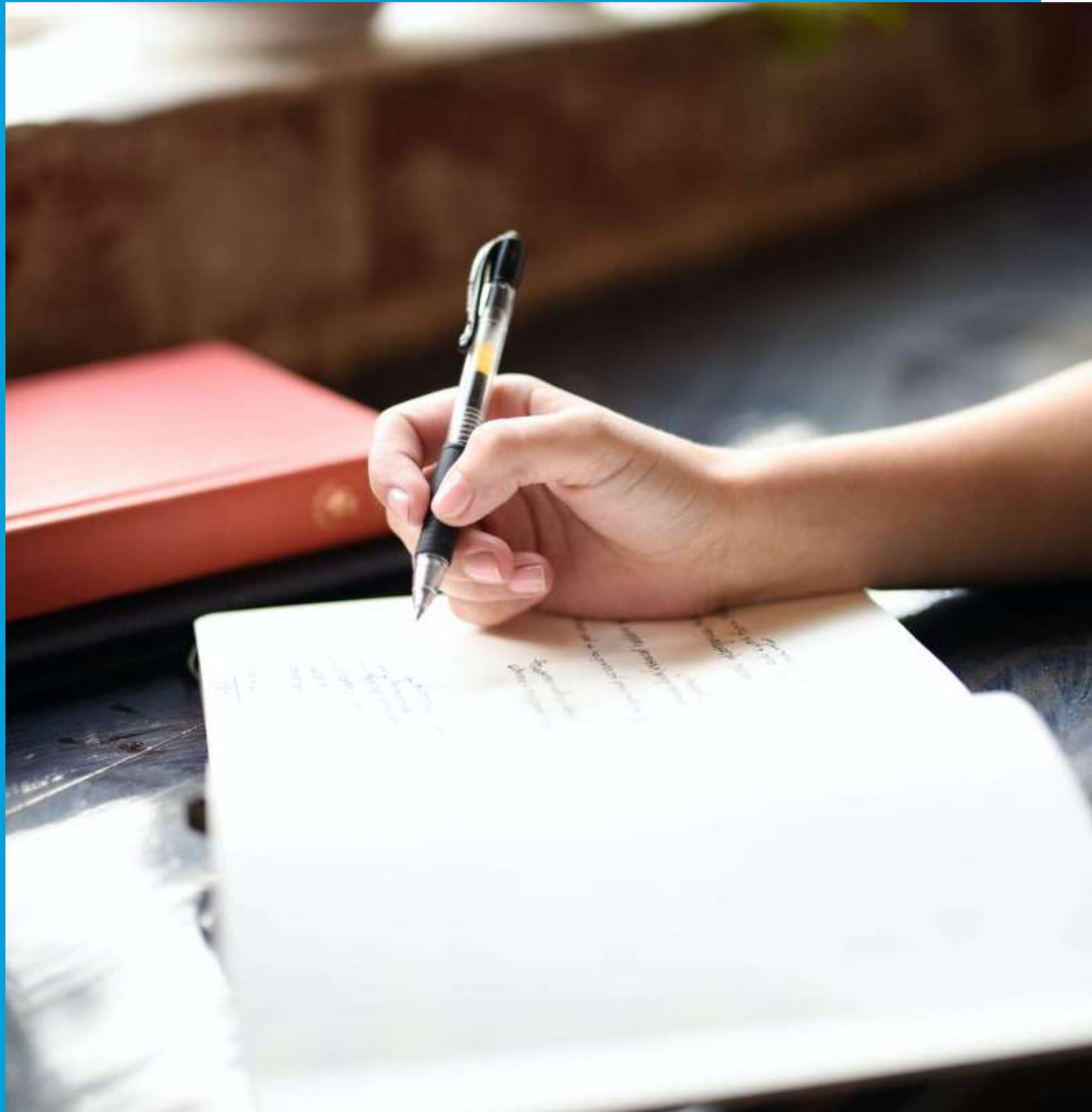
## The Perfect Fit for GSE Hiring

Fitness

04

## Next steps: Onboarding GSE companies

Next steps





# JobsReach Aviation Overview.

JobsReach Aviation is a specialized platform designed to connect aviation professionals worldwide. It simplifies the talent search for companies in the aviation industry by surpassing traditional headhunting methods used by recruitment and staffing agencies. By introducing an innovative recruitment process, we reduce costs by up to 90% and streamline hiring procedures, delivering exceptional value to our clients

## **Our Mission:**

We're dedicated to making aviation hiring easier, more effective, and cost-efficient by connecting companies with skilled professionals worldwide, tailored to their specific needs

Direct access to global aviation talent

Standard subscription package for unlimited hires at no additional cost. Access aviation professionals, including technicians, engineers, mechanics, and ground support, on demand as needed.

Easily define job requirements in any language with AI, without worrying about job role specifics, and publish them. JobsReach will automatically target and attract the right candidates for you.



# Our Expertise.

JobsReach Aviation is your premier platform for targeted aviation recruitment. Leveraging advanced algorithms, we identify the most effective channels to attract top talent in the aviation industry. Our innovative approach ensures precise talent matching, delivering exceptional results. As a specialist in niche hiring, JobsReach connects companies with skilled professionals not only in aviation but also in healthcare and IT

Network

## Worldwide

Our network links aviation professionals across Europe and around the world

Partnerships

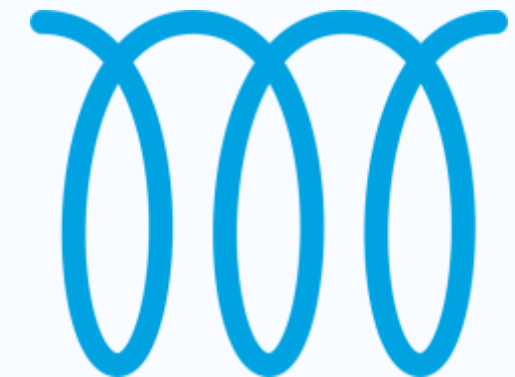
## Tech Institutes

Partnering with technical institutes across Europe to connect trained aircraft technicians, engineers, and maintenance engineers with new opportunities

Specialization

## Aviation recruitment

Our dedicated team specializes in aviation recruitment, with deep knowledge of industry needs and professionals





# Aviation Challenges.

The aviation industry faces significant challenges in recruiting a wide range of professionals essential for smooth operations, including Ground Support Equipment (GSE) Technicians, Engineers, Operators, Inspectors, Pilots, Maintenance Crew, and Air Traffic Controllers. These challenges are driven by various factors, such as:

01

## Talent Shortage:

Aviation companies worldwide are facing a shortage of qualified professionals, making it challenging to fill critical roles in areas like ground support equipment, technician positions, and aircraft engineering. Contributing factors include an aging workforce, increasing retirements, and declining interest from younger generations in pursuing careers in the aviation industry

02

## High Competition:

The demand for specialized technical skills and certifications is high, and fierce competition from other companies and industries in the same region makes it difficult to attract the same pool of talent



03

## Geographic Constraints:

Attracting talent from other parts of the world to specific regions can be challenging, often requiring relocation support and attention to work-life balance and cultural integration

04

## Retention Issues:

Economic downturns can cause layoffs and hiring freezes, making it tough to keep a stable workforce and attract new talent. High turnover rates add to the challenge of retaining skilled professionals





# JobsReach Aviation.

## The Perfect Fit for GSE Talent Needs - Europe

The JobsReach Aviation platform is a great fit for this situation, making it easy to address issues with our wider network access and quickly find candidates across Europe. It also broadens our reach beyond Europe when needed to balance the demand for skilled professionals in GSE roles.

### Hire from EEA

Easily find GSE professionals from Czech Republic, Poland, Hungary, Romania, Bulgaria, Lithuania, Portugal, Spain, Croatia

### Not in EEA but close Ties

Simple visa processing and quickly find resources from Ukraine, Turkey, Serbia, North Macedonia, Albania, Montenegro, Bosnia and Herzegovina

### Outside EEA

Complex visa processing but cheaper and faster to hire from Philippines, India, Sri Lanka, Morocco, Middle East

# Problem Statement.

## High recruitment costs and slow hires

- Agency fees per candidate vary by role, with higher rates for senior positions.
- Fees are typically a percentage of the candidate's first-year salary: 15%-30% for regular roles and 30%-35% for senior or specialized roles.
- Some agencies charge fixed fees between €5,000 and €15,000 per hire, depending on the role.
- Retained agencies require an upfront payment of 20%-30%, regardless of successful placement.

## Recruitment Agency's Role in Hiring GSE Positions

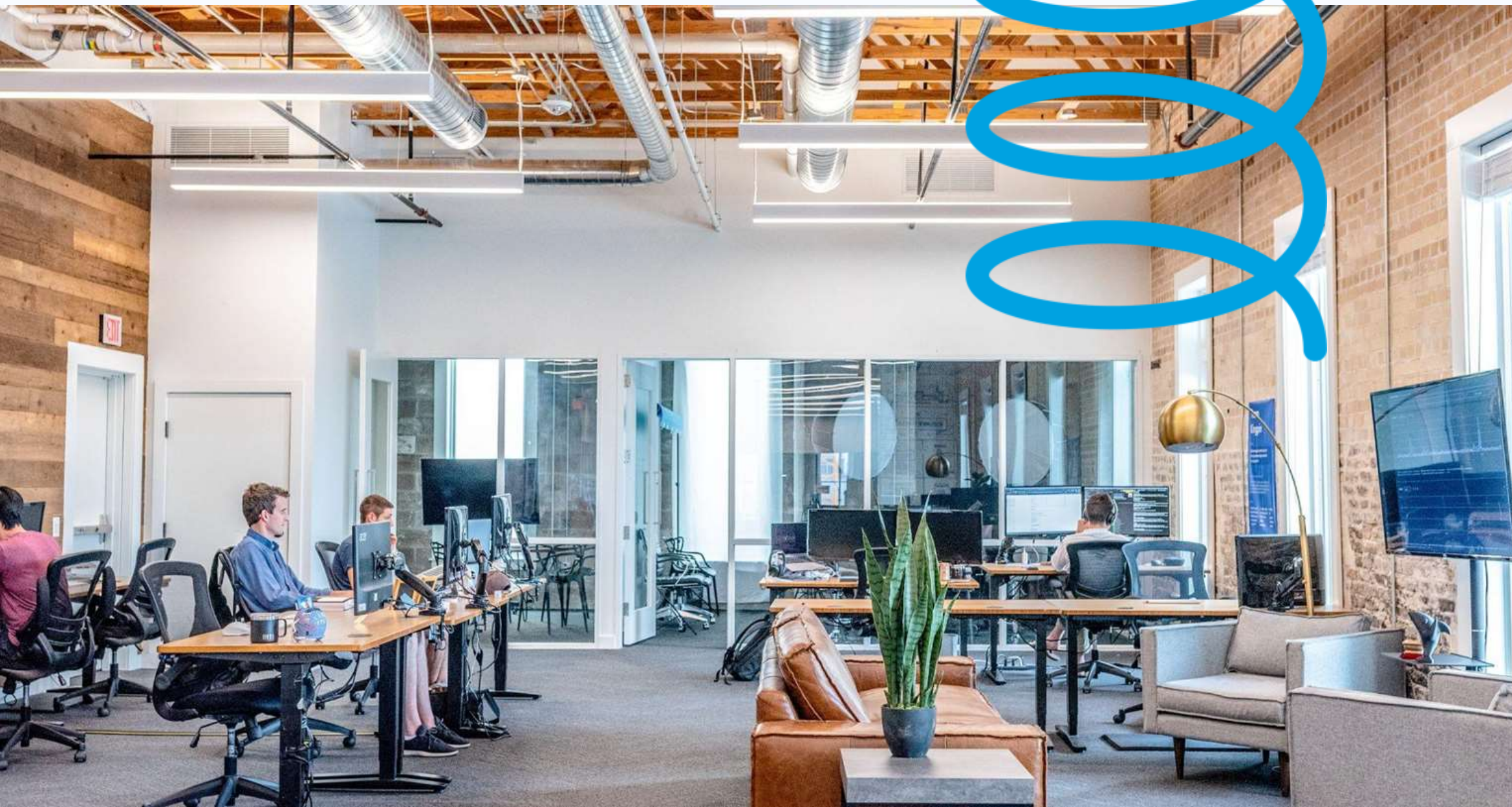
- **Identifying Talent:** They use networks to find candidates with specific GSE skills.
- **Screening for Expertise:** Agencies assess candidates' technical skills and certifications.
- **Shortlisting Candidates:** They provide a shortlist of the best-suited GSE candidates.
- **Facilitating Recruitment:** Agencies handle interview scheduling and candidate coordination.
- **Negotiating Terms:** They help negotiate offers, salaries, and benefits.
- **Managing Compliance:** Agencies ensure candidates meet GSE industry regulations.
- **Providing Insights:** They offer market trends and salary expectations for better hiring decisions.





# Solution Overview.

JobsReach Aviation automates key recruitment agency functions, including talent identification, screening, shortlisting, evaluation, interview scheduling, salary recommendations based on industry standards, and compliance checks, making the process more efficient and expanding its reach to a broader network to attract qualified applicants.







# Unique Selling Proposition.

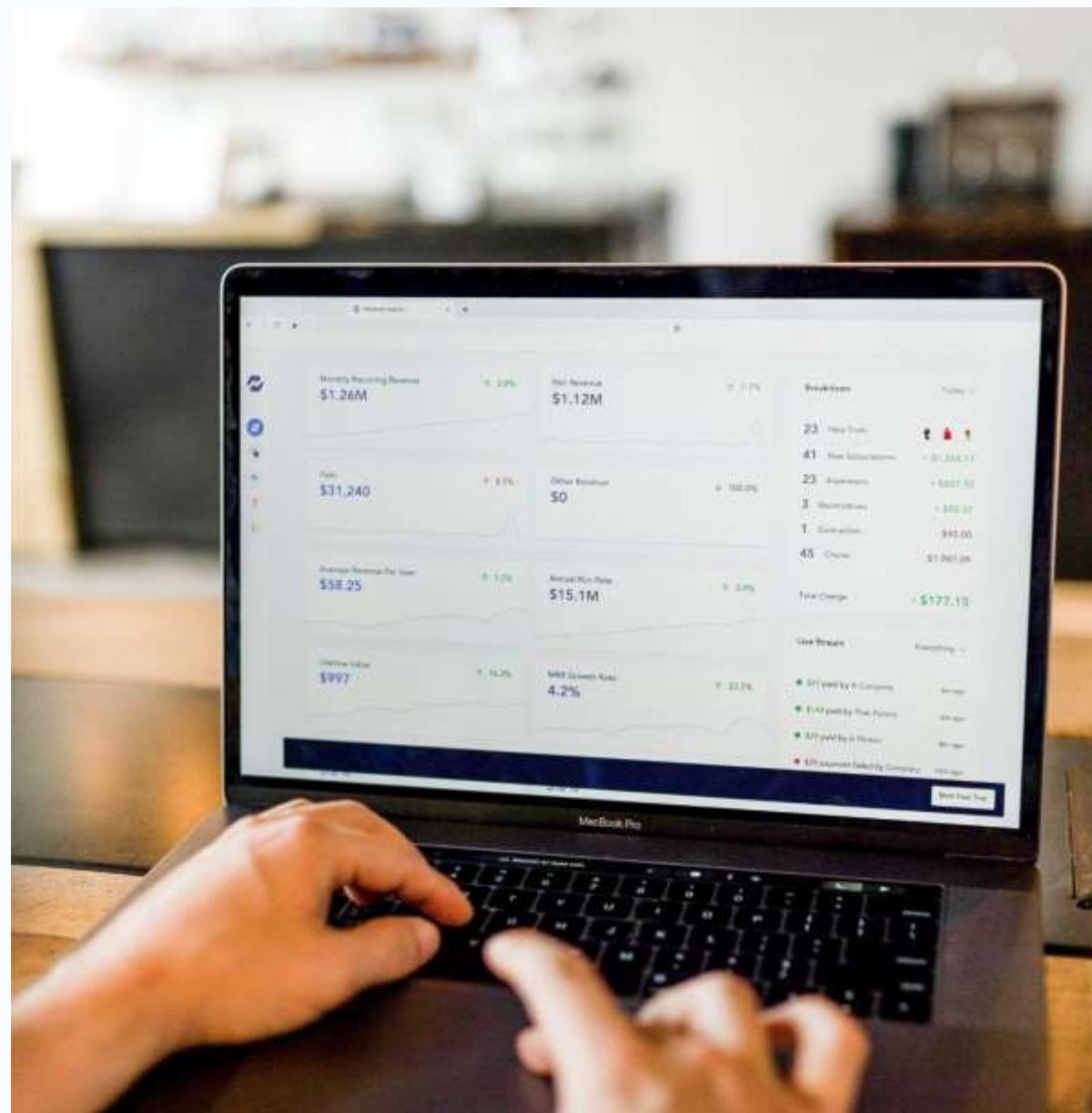
**Efficient GSE Recruitment:  
Cost Savings and Wider Talent Access  
with JobsReach Aviation**

JobsReach Aviation removes the need for recruitment agencies to find GSE professionals, offering cost savings for GSE companies. We assist GSE companies in sourcing GSE talent from across Europe, neighbouring countries, and beyond, simplifying the recruitment process from talent search to onboarding.



# Benefits.

JobsReach Aviation offers up to 90% cost savings on recruiting GSE professionals annually, providing a steady stream of qualified candidates on demand and reducing competition in a limited talent pool. This ensures GSE can operate smoothly without experiencing resource shortages.



- ✓ **Benefit 01:**  
A steady stream of GSE applicants for open vacancies as soon as they are published on JobsReach Aviation. You also gain direct access to the talent pool, enabling you to quickly address immediate requirements
- ✓ **Benefit 02:**  
Job applications are organized by vacancy. Shortlist applications, schedule interviews, send emails, verify documents, and finalize offers—all within the platform
- ✓ **Benefit 03:**  
With a standard enterprise subscription, you can hire for unlimited GSE roles and receive an unrestricted number of job applications at no additional cost
- ✓ **Benefit 04:**  
Receive dedicated customer support on weekdays and prompt responses on weekends. Enjoy ongoing updates and new features that simplify recruitment, all at no extra cost



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# Pricing Options.

JobsReach Aviation provides standard and flexible subscription options for weekly, monthly, and yearly plans. Set up automatic payments to avoid manual renewals and easily upgrade or cancel at any time. Note that access to features will be limited after cancellation or non-renewal.



## Best for Small Business

€125,00 per month  
€1.250,00 per year

## Best for Enterprises

**Per country**  
€1250,00 per month  
€12.5000,00 per year

## Best for Corporates Worldwide

Ask us for a Quote

### Limited

Limited User  
Limited Jobs  
Limited Applications

### Unlimited

10 users  
Unlimited Jobs  
Unlimited Applications

### Dedicated, Unlimited

Unlimited users  
Unlimited jobs  
Unlimited Applications

## Support Ticket

As early as possible

## Support on Office hours

Quick response on Weekends

## 24/7

Customer support



€ 1.250 per month  
Enterprise plan

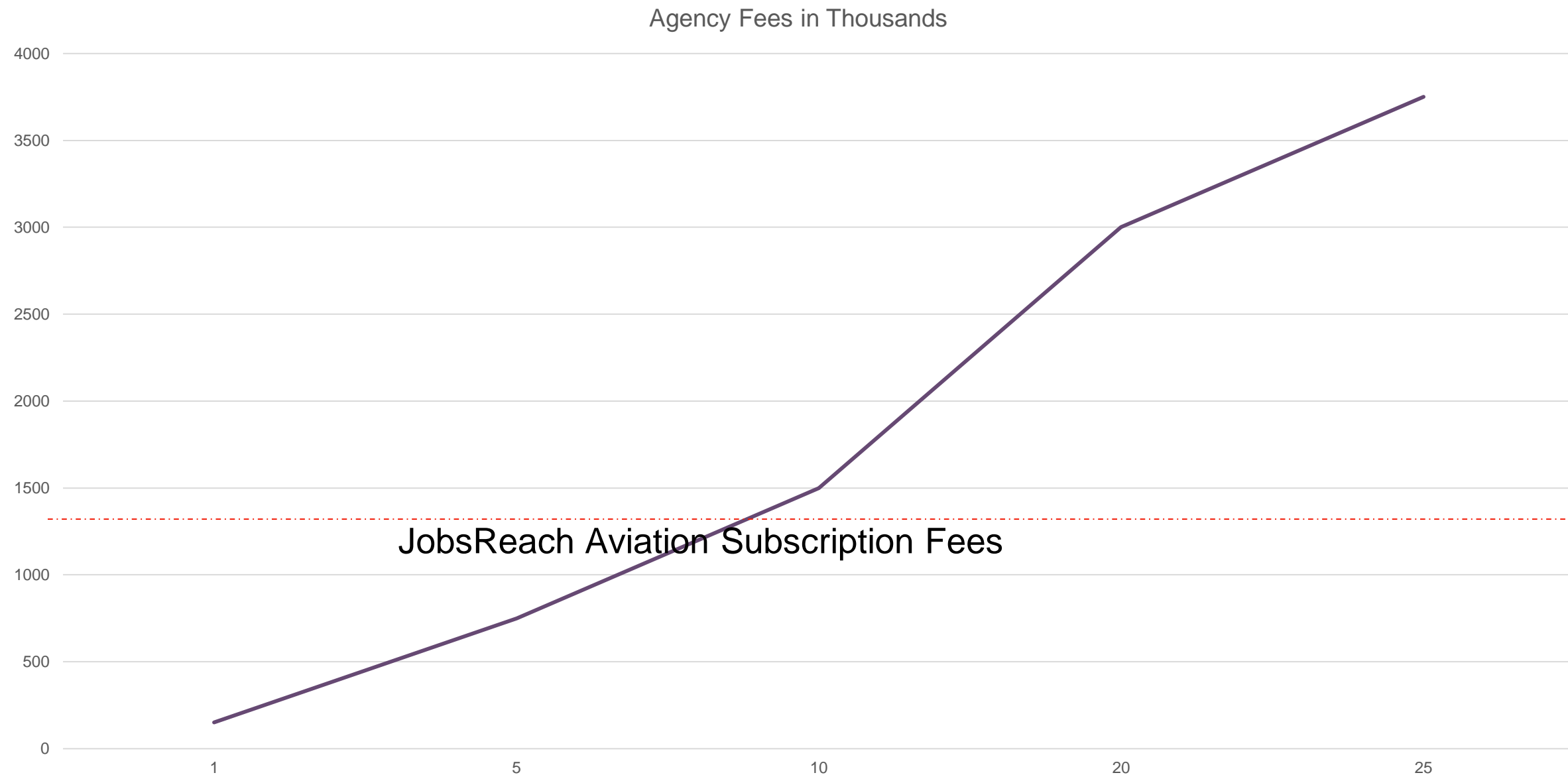
€ 12.5000 per year  
Enterprise plan

Starting from  
€ 50.000 per year  
Corporate plan



# Return on Investment.

JobsReach offers great value, saving you more than the cost of hiring one candidate through a recruitment agency. For example, hiring 10 GSE professionals at an average salary of €50,000 with a 30% agency fee costs €15,000 per candidate. Using JobsReach Aviation helps you avoid this expense and improve GSE company's budget.





Step 01: Onboard Your company  
in first country with JobsReach  
Aviation  
– Enterprise plan

Step 02: Introduce JobsReach  
Aviation in other countries using  
Premium plan

Step 03: Trusted and Reliable  
Sourcing platform for GSE  
recruitment

# Next Steps.



JobsReach Aviation – Trusted  
Partner for GSE recruitment and  
hiring needs





# Contact Information.

For any queries, please contact us at [info@jobsreach.net](mailto:info@jobsreach.net).

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## OFFICE HOURS

Monday - Saturday  
09.00 - 18.00

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## GET IN TOUCH

(+31) 6 2066 8211

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## FOLLOW US

<https://jobsreach.net>  
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## OUR ADDRESS

Picassoweg 77,  
1328 KL, Almere  
Netherlands

