



<https://www.jobsreach.net>

JobsReach

- Challenges for companies to fill up open vacancies
- Challenges in connecting job seekers and employers
- Features of JobsReach
- JobsReach way of attracting active and passive job seekers
- Companies' average spending per hiring
- Average spending on JobsReach Subscription Model
- How does JobsReach work
- Challenges tackled by JobsReach
- Business improvements
- How JobsReach Solves Key Employer Challenges
- How JobsReach Solves Key Job Seeker Challenges

Challenges for companies to fill up open vacancies

💡 Talent Shortages

- In certain industries or specialized roles, there may be a scarcity of qualified candidates.

🏆 High Competition

- Companies often compete for the limited number of talented candidates who are actively seeking for job change through professional network like LinkedIn or Job boards like Indeed, making it challenging to attract top talent.

📄 Poor Job Descriptions

- Inaccurate or ambiguous job descriptions may not effectively attract suitable candidates or discourage qualified individuals from applying for available positions.

🌐 Geographical Limitations

- Companies often struggle to find candidates beyond their local reach.

📅 Lengthy Recruitment Process

- A cumbersome hiring process involving multiple stages can deter candidates and prolong time-to-fill.

Challenges for companies to fill up open vacancies

📁 Employing a Multi-Platform Approach

- Posting job vacancies on both internal and external job boards to reach a wider audience incurs significant resources and time. The process is repetitive and cumbersome for each open position.

🎯 Talent Pool

- Recruiting and retaining surplus candidates in the talent pool escalates costs, while adherence to regulations complicates releasing them when no suitable roles are available within the company.

👁️ Brand awareness

- Candidates are typically less receptive to opportunities from companies whose branding isn't familiar to them, resulting in a decreased level of interest unless efforts are made to emphasize the value they offer

💰 Budget Constraints

- Limited resources may restrict a company's ability to offer competitive salaries or benefits, making it harder to attract qualified candidates with attractive compensation and benefits

🏢 Cost Implications of Recruiting Through Agencies

- Engaging with recruitment agencies typically involves paying substantial fees, either upfront or upon successful placement, which can strain the company's budget.

Challenges for companies to fill up open vacancies

📞 External Agency Impact on Interview Scheduling

- External agencies act as intermediaries between companies and candidates, communication delays and scheduling conflicts may arise, leading to delays in arranging interviews and extending the time-to-fill.

🔍 Hiring Generation Z

- Gen Z individuals are digital natives, meaning they have grown up in a highly connected world. Companies may struggle to keep up with the technology preferences and expectations of this generation in terms of communication, collaboration tools, and digital work environments

💡 Short Attention Spans

- Gen Z individuals are often characterized by short attention spans due to their exposure to constant streams of information online. This can pose a challenge for companies in engaging them effectively during recruitment processes and in maintaining their interest in job roles

🏠 Remote Work Preferences

- Following the COVID-19 pandemic, the desire for flexible work arrangements and remote options has become prevalent among both Gen Z individuals and the wider workforce. Companies that fail to offer such flexibility may encounter difficulties in attracting and retaining talent from various age groups

Challenges in connecting job seekers and employers

- ❖ Information asymmetry: Job seekers and employers often lack complete and accurate information about each other.
- ❖ Job seekers may not have visibility into available job opportunities, while employers may struggle to find qualified candidates.
- ❖ This information gap makes it difficult for the right job seekers and employers to connect effectively.



Features of JobsReach

✦✦ Crafting the Perfect Job Description using AI

- Employers often struggle to precisely define job requirements, leading to mismatches between candidate expectations and qualifications. However, JobsReach's AI-generated job requirements, based on job titles or concise descriptions, effectively tackle this challenge.

📣 Integrated Social Media Recruitment

- JobsReach integrates with social media channels, boosting reach. Employers distribute postings easily across platforms, tapping into vast candidate networks. This ensures job opportunities reach suitable talent effortlessly

🚀 Enhanced SEO and Effortless Job Distribution

- With a single click, the job posting is distributed to Google and Google Jobs with improved SEO features. Additionally, it is regularly shared on leading social media platforms like LinkedIn, Facebook, Instagram, and Twitter, featuring clearly defined job requirements

🌐 Breaking Geographical Boundaries

- JobsReach extends its candidate reach beyond geographical limitations, facilitating the hiring of candidates from unfamiliar territories. This enables employers to fill vacancies with competitive candidates sourced globally

Features of JobsReach

Streamlined Recruitment Process

- With JobsReach, your hiring process is fully automated, covering everything from job postings to applicant tracking and interview management. Its streamlined workflows and user-friendly features enable you to save time and resources while attracting high-caliber talent

Transparency in Hiring

- JobsReach fosters transparency, which nurtures trust between employers and candidates. Transparent job details foster candidate trust in the organization

Cost-Effective Solution

- A JobsReach subscription not only streamlines the recruitment process seamlessly but also helps prevent costly financial challenges for employers during recruiting and onboarding

Scalable, Flexible, Transparent Pricing

- JobsReach offers customized subscription plans tailored to fit your company's size and number of users. Regardless of your company's scale, JobsReach adjusts to meet your specific business needs. Our flexible pricing options ensure that you only pay for the features you use, without any hidden fees or lengthy contracts

Features of JobsReach

Digital Natives

- JobsReach offers AI-generated job requirements and integrates with social media channels, catering to Gen Z's tech-savvy nature and preference for digital platforms

Remote Work Preferences

- JobsReach extends job postings beyond geographical boundaries, allowing companies to tap into a diverse pool of Gen Z talent, including those who prefer remote work options

Brand Awareness

- By facilitating transparent and engaging job postings, JobsReach helps companies build brand awareness and emphasize their value proposition, making them more appealing to Gen Z candidates

Enhanced Recruitment Engagement

- JobsReach improves the hiring process by offering clear job details, ensuring better engagement with Gen Z candidates and minimizing the chances of them losing interest during recruitment

Features of JobsReach

Simplifying Candidate Searches

- JobsReach automatically alerts candidates whenever a new job that aligns with their qualifications, skills, responsibilities, experience, location, etc., is published. This removes the necessity for candidates to actively seek out relevant job opportunities

Inviting Connections

- JobsReach sends invitations to passive job seekers, encouraging them to join its professional network. This allows them to connect and explore interesting opportunities within their current professional fields or in fields they wish to explore further

Enabling Job Referrals

- Candidates within the JobsReach professional network can recommend job openings to their friends or colleagues, allowing them to take advantage of these opportunities

Precision Outreach

- JobsReach is enhancing its capacity to reach a specific audience of professionals in relevant industries, expected professional roles, and geographic locations. Tailored invitations are sent to motivate them to apply for specific job openings and to post job opportunities within this focused group

JobsReach way of attracting active and passive job seekers

- ❖ Social media recruitment represents a contemporary approach to talent acquisition, specifically targeting passive job seekers who could potentially be an ideal fit for the roles they've been waiting to discover.
- ❖ JobsReach leverages professional networks to alert active job seekers about opportunities matching their skills and experience



Companies' average spending per hiring

RECRUITMENT AGENCY COSTS

- Recruitment agency fees typically include an agency fee, calculated as a percentage of the hired candidate's annual salary
- For example, Hiring a tech professional with an annual salary of **\$80,000** would cost
- **Agency fee**
- ranges from **15% to 25%** of the candidate's salary
- if we consider an average of **20%** fee.
- Fee amount: **\$16,000** (20% of \$80,000)
- Additional services like skill assessments, background checks, or preliminary interviews cost **\$3000**
- **Approximate cost per candidate: \$19000**

INTERNAL RECRUITMENT COSTS

- The internal recruitment process costs include time spent refining job descriptions, posting on job boards, and expenses for listing vacancies on various platforms
- For example, Hiring a tech professional requires 30 hours of effort that would cost
- **HR & Recruitment team salary**
- Salary ranges hourly rate from \$70 to \$100
- If we consider \$75 per hour for 30 hours of recruitment tasks of 3 people involved
- HR salary cost: **\$6750** (30 * 75 * 3)
- Costs associated various channels **\$2000**
- **Approximate cost per candidate: \$8750**

Cost per hire = $\frac{\text{Total internal costs} + \text{Total external costs}}{\text{Number of hires}}$

Number of hires

JobsReach Subscription Model's average spending

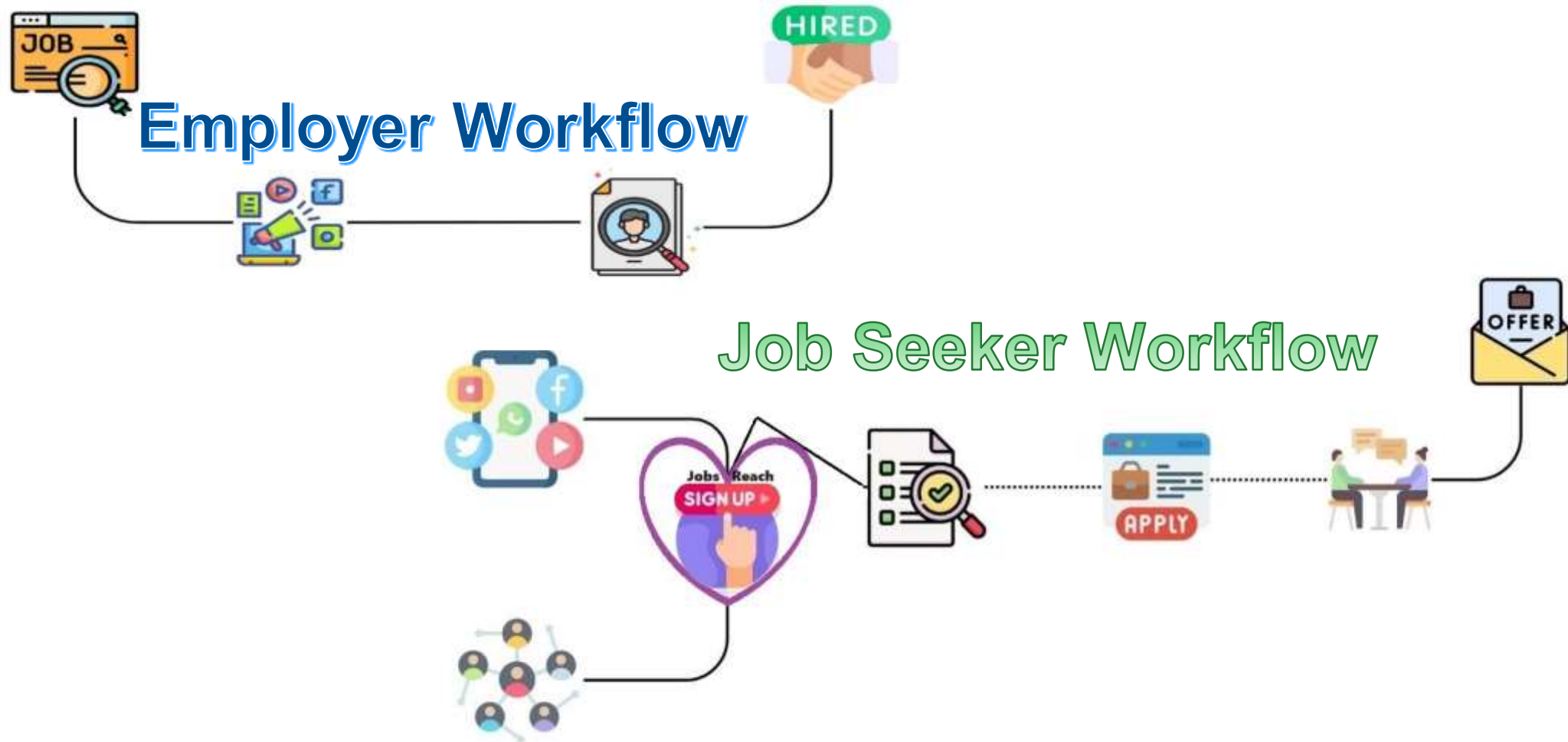
Business Plan

- The JobsReach Business plan is priced at €125 per month, with a 16% discount available for the yearly plan at €1.250 per year
- Limited or negligible HR team involvement.
- Hiring managers utilize Jobs Reach's AI Job Post to specify requirements and entrust JobsReach with the task of finding suitable candidates
- For example, A company receives 1000 profiles per job and finalizes 5 resources per month through JobsReach
- **JobsReach cost**
- Monthly cost for 5 resources in Monthly plan
- $€125/5 = €25$
- Monthly cost for 5 resources in Yearly plan
- $€105/5 = €21$
- **Approximate cost per candidate: \$21 - €25**

Enterprise plan

- The JobsReach Enterprise plan is priced at €1.250 per month, with a 16% discount available for the yearly plan at €12.500 per year
- Limited or negligible HR team involvement
- Hiring managers utilize Jobs Reach's AI Job Post to specify requirements and entrust JobsReach with the task of finding suitable candidates
- For example, A company receives unlimited profiles per job and finalizes 50 resources per month through JobsReach
- **JobsReach cost**
- Monthly cost for 50 resources in Monthly plan
- $€1.250/50 = €25$
- Monthly cost for 50 resources in Yearly plan
- $€1042/50 = €21$
- **Approximate cost per candidate: \$21 - €25**

How does JobsReach work



Challenges tackled by JobsReach

Employer



- Precise Job Descriptions
- Expanded Social Media Reach
- Enhanced SEO Visibility
- Global Candidate Reach
- Streamlined Recruitment Process
- Transparency in Hiring
- Cost-Effective Solutions
- Appealing to Digital Natives
- Flexible Remote Work Options
- Building Brand Awareness

Job Seeker



- Efficient Job Discovery
- Expanded Opportunities
- Clear Job Expectations
- Access to Diverse Roles
- Streamlined Application Process
- Trusted Platform
- Free Access
- Personalized Recommendations
- Remote Work Options
- Employer Brand Awareness

Business Improvements with JobsReach



How JobsReach Solves Key Employer Challenges

- ✓ **Precise Job Descriptions:** JobsReach uses AI to create tailored job descriptions, ensuring employer needs match candidate expectations.
- ✓ **Expanded Social Media Reach:** Integrating with social media, JobsReach broadens job visibility, simplifying recruitment outreach.
- ✓ **Enhanced SEO Visibility:** JobsReach optimizes job postings for search engines, attracting more qualified candidates.
- ✓ **Global Candidate Reach:** JobsReach breaks geographical barriers, giving access to talent worldwide.
- ✓ **Streamlined Recruitment Process:** JobsReach automates hiring tasks, saving time and resources.
- ✓ **Transparency in Hiring:** JobsReach provides clear job details, fostering trust between employers and candidates.
- ✓ **Cost-Effective Solutions:** JobsReach offers flexible plans, minimizing recruitment costs.
- ✓ **Appealing to Digital Natives:** JobsReach uses AI and social media to engage tech-savvy candidates effectively.
- ✓ **Flexible Remote Work Options:** JobsReach supports remote work, attracting talent seeking flexibility.
- ✓ **Building Brand Awareness:** JobsReach helps showcase employer brands, attracting top talent

How JobsReach Solves Key Job Seeker Challenges

- **Efficient Job Discovery:** Candidates receive automatic notifications for relevant job openings, simplifying their job search efforts.
- **Expanded Opportunities:** Integration with social media platforms broadens job visibility, improving the chances of finding suitable positions.
- **Clear Job Expectations:** Transparent job descriptions from JobsReach ensure candidates grasp job requirements accurately.
- **Access to Diverse Roles:** JobsReach's global reach allows candidates to explore opportunities worldwide, broadening their career horizons.
- **Streamlined Application Process:** JobsReach simplifies job application and tracking, enhancing the candidate experience.
- **Trusted Platform:** JobsReach fosters transparency, building trust between candidates and employers.
- **Free Access:** Candidates can use JobsReach without any subscription fees, making it accessible to all job seekers.
- **Personalized Recommendations:** JobsReach provides tailored job recommendations based on candidate skills and preferences.
- **Remote Work Options:** JobsReach features remote job postings, catering to candidates seeking flexible work arrangements.
- **Employer Brand Awareness:** JobsReach's clear and engaging job postings help candidates understand employer brands better, aiding in informed job decisions

Thank You

Contact us

<https://www.geniusarena.com>

info@geniusarena.com