

# Data-Driven Talent Acquisition

Achieving the Ultimate  
Client-Personalised Outcome



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**360WORK**





“**48% of HR leaders see skills shortages as top threats to their business**”

(Mercer Global Talent Trends 2024)

## Insights into Talent Acquisition in 2024

- Navigating uncertainty is a certainty in 2024!
- AI should be making life easier. Is it?
- Recruiters have to cast their nets wider:
  - Hiring for Skills
  - Early Career Hiring
- Remote-only job ads are slowly disappearing!
- Cultural fit is gaining prominence in recruitment strategies
- Upskilling & Reskilling budgets are increasing
- Data-driven talent strategies will become the norm

Source: [Korn Ferry | Organizational Consulting](#), [McKinsey & Company](#), [Thomson Reuters: Clarifying the complex](#), [Mercer Global Talent Trends](#), [SHRM](#), [SecurityWeek](#), [ISACA](#), [Recruiterflow](#),

# Embracing Data-Driven Talent Acquisition

## 1. Enhanced Efficiency & Accuracy

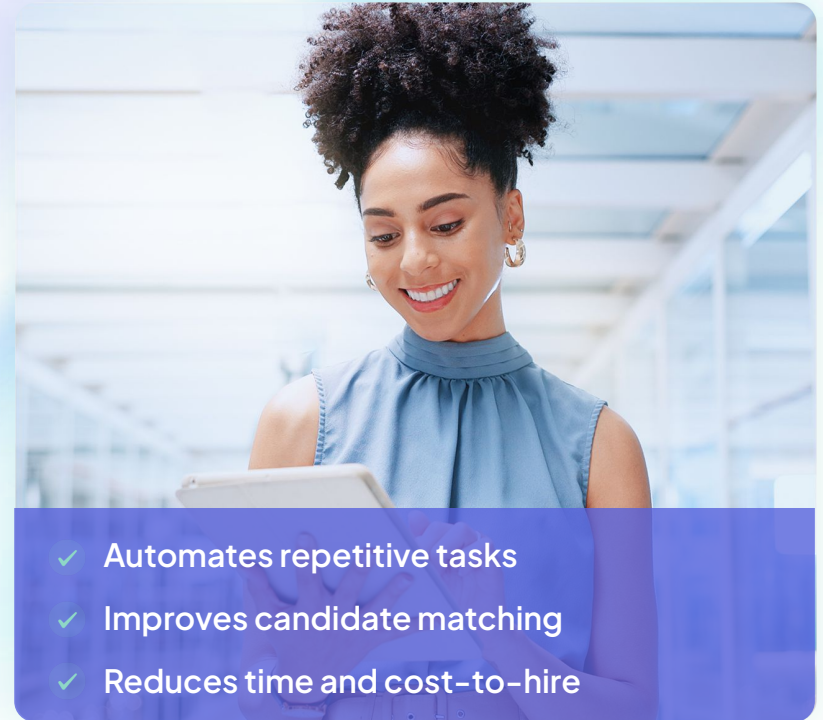
*Streamlining Recruitment Processes*

## 2. Strategic Decision-Making

*Informed Recruitment Strategies*

## 3. Client & Candidate Experience

*Enhancing Interaction and Trust*



- ✓ Automates repetitive tasks
- ✓ Improves candidate matching
- ✓ Reduces time and cost-to-hire

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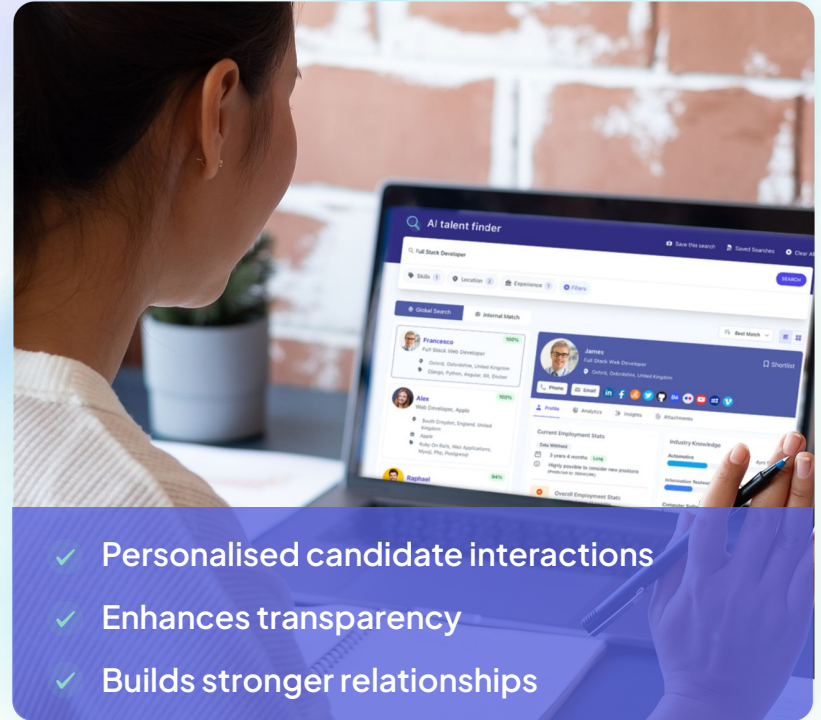
- ✓ Identifies hiring trends
- ✓ Predicts future needs
- ✓ Informs workforce planning

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**1. Enhanced Efficiency & Accuracy**  
*Streamlining Recruitment Processes*

**2. Strategic Decision-Making**  
*Informed Recruitment Strategies*

**3. Client & Candidate Experience**  
*Enhancing Interaction and Trust*



- ✓ Personalised candidate interactions
- ✓ Enhances transparency
- ✓ Builds stronger relationships

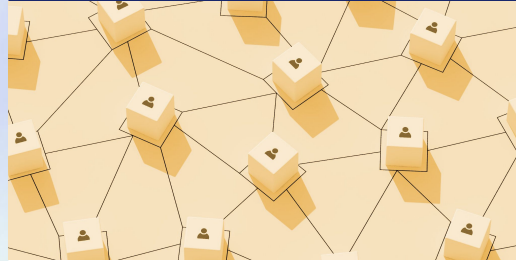
# Achieving the Ultimate Client–Personalised Outcome

## Research–driven Client Onboarding



- ✓ Market research
- ✓ Industry analysis
- ✓ Skill mapping

## Data–driven Talent Sourcing



- ✓ Global & Multi–platform
- ✓ Active & Passive Talent
- ✓ Predictive Insights

## Intelligent Talent Matching



- ✓ AI–powered Search
- ✓ Auto Shortlisting
- ✓ Advanced filtering



# The AI-Headhunting Platform

360Work platform delivers the **precision** of a **specialised** and **research-driven** headhunter, alongside automation, scale and depth enabled by AI technology.

The platform's key features include:



## AI Headhunting

Automatically learns about clients and their ecosystem to precisely customise outcomes to client needs.



## Intelligent Search

AI-assisted and intent-aware search to identify the most relevant and appropriately skilled candidates.



## Global & Multi-platform

Live talent sourcing from millions of active and passive candidates, enriched with analytics and contact.

# Thank you!

Free Trial + 15% Discount for 12 Months  
for ERA Members (Limited Time Offer)

Discount Code: **ERA2024**

**360WORK**

[www.360Work.com](http://www.360Work.com)

