



Event-driven talent acquisition that delivers.

**More candidates.
Better candidates.
Stronger impact.**



Who we are

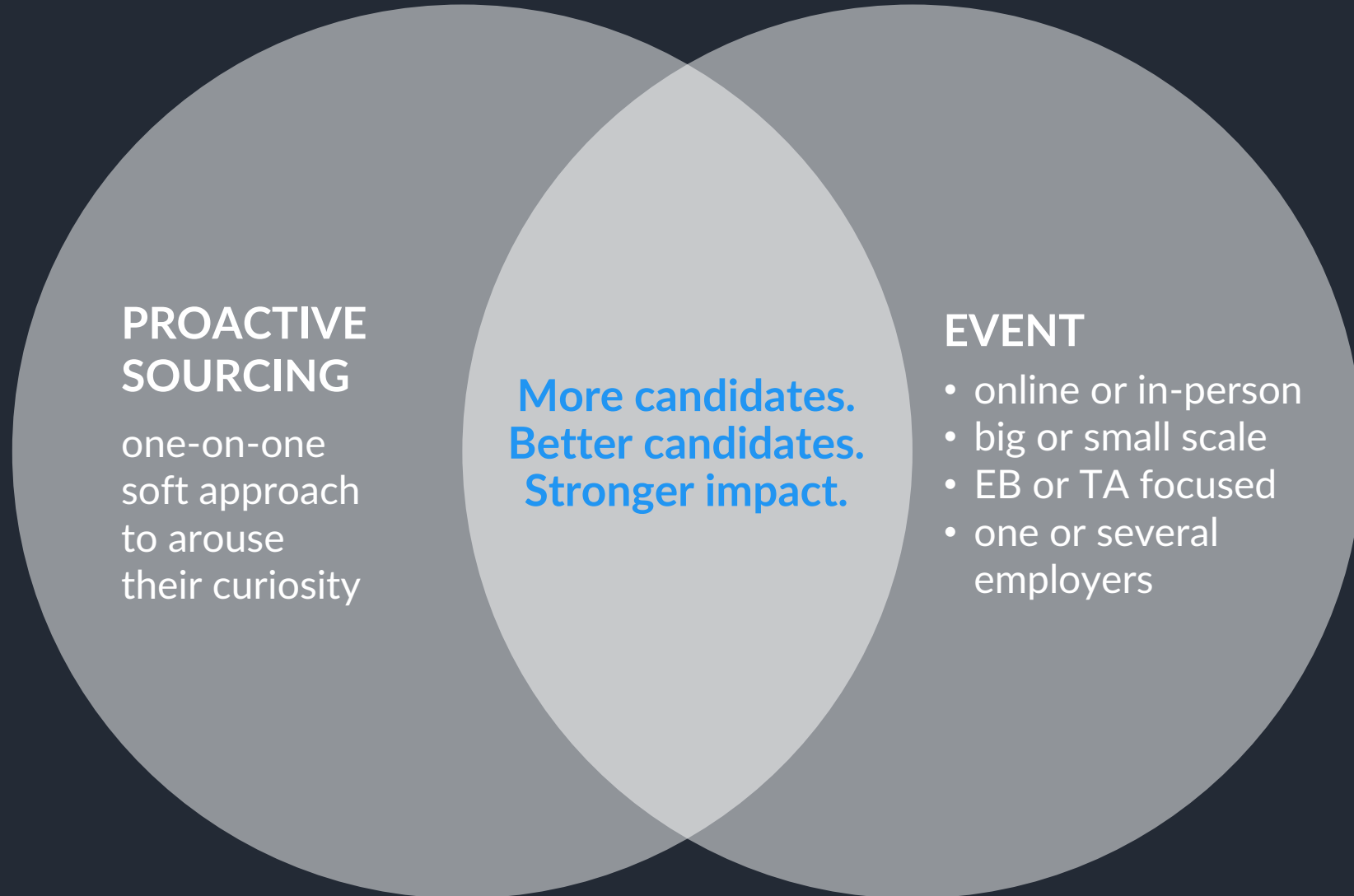
We bridge the gap between talents and organisations globally, through the power of an event-driven human journey.

What we know

- The best candidates expect the best experiences
- Creating impact and authentic engagement is most important
- Event-driven engagement proves to be the most efficient way to attract



Our methodology





ON YOUR AGENDA

- Hire difficult profiles
- Volume recruitment
- Strengthen employer brand in niche target groups
- Gender diversity
- Grads & future leaders

ON OUR AGENDA



Your success



How far do you want us in the selection process

CANDIDATE JOURNEY

Awareness	<ul style="list-style-type: none"> We identify and reach out to the talents you need. We inform them one-by-one about your company & job opportunities
Interest	<ul style="list-style-type: none"> We use a soft approach to pique their interest, making them curious to explore more about your company and opportunities
Engage & nurture	<ul style="list-style-type: none"> We build meaningful engagement that motivates candidates to take the next step and submit their applications
Application	<ul style="list-style-type: none"> We generate applications and screen CVs against job descriptions or profiles to ensure alignment with your recruitment needs
Selection	<ul style="list-style-type: none"> We conduct qualification calls and/or interviews, delivering detailed reports to provide your teams with relevant shortlists
Hire	<ul style="list-style-type: none"> Building upon the shortlist, we work in tandem with your team throughout the hiring process, until successful placement of the candidate



How we envision talent sourcing

Proactive sourcing is at the core of each of our services.

- **Dedicated project management:** our project managers serve as the single point of contact, collaborating closely with your teams – they coordinate a team of recruiters with specialised knowledge in targeted geographies.
- **Human-centric recruitment:** our recruiters create strong one-on-one relationships with candidates, employing a soft and personalised approach, that goes beyond a transactional recruitment process
- **Effective communication:** once initial contact is established, our recruiters present the hiring process, convincing candidates to share their CVs
- **Engagement reinforcement:** leveraging on an event-driven experience keeps candidates invested and interested in the opportunities presented
- **Calibration of CVs:** we conduct a calibration of CVs at the early stages of the project in order to ensure they closely match your expectations
- **Diverse sourcing channels:** we use a variety of channels, including our proprietary database, LinkedIn, strategic job postings, AI-driven tools, partnerships with universities and business schools, alumni associations, professional networks, & more



Our track record in gender diversity

We hold global recognition as specialists
in gender diversity recruitment and
employer branding.

- **Extensive project portfolio:** overseeing 250+ recruitment and employer branding projects
- **Tailored candidate journey:** our commitment to diversity is reflected in our candidate journey specifically designed for women, creating an inclusive environment throughout the recruitment process
- **Specialised consultants:** our team includes consultants with experience in female hiring, ensuring a nuanced understanding of the unique challenges and opportunities in attracting women
- **Diverse talent pool:** exclusive network of women in STEM ranging from entry-level to management
- **In-house research insights:** our expertise in women's career expectations is backed by in-house research
 - [Report](#) What Women Want to know before they apply
 - [Recordings](#) Women & Equity Conference
 - [HR talk](#) on D&I



Services

- Talent Jobinar >
- Afterwork >
- Top Women Tech Summit >
- Talent Shortlist >
- Talent Search >
- Career Day >

Talent Jobinar

We source and bring the candidates you're seeking to hire into a video-based Q&A session with your teams.

This unique experience serves as a powerful motivator for them to apply, making it the most effective solution for online engagement.

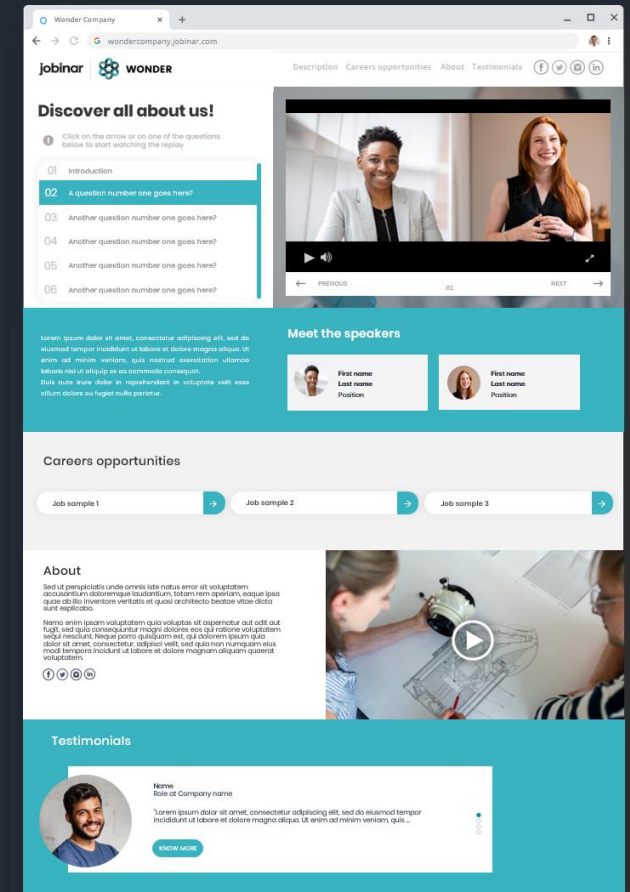
Based on proactive sourcing and strict selection.

online

Ideal for

- Establishing your position as an employer of choice within your target audience
- Leveraging on Hiring Managers, joining your HR teams from the start of the recruitment process
- Enhancing the candidate experience through authentic video-based interactions
- Diversifying your talent pool by drawing in candidates you may not necessarily reach
- Hiring in a cost-efficient way

Especially designed for Talent Acquisition.



EXPLORE AN EXAMPLE

Afterwork

We actively source and bring the candidates you're seeking to an informal gathering, providing an opportunity for them to discover your company and explore career opportunities with your teams.

This unique experience serves as a powerful motivator for them to apply.

Based on proactive sourcing and strict selection.

in-person

Ideal for

- Activating both passive and active jobseekers
- Establishing your position as an employer of choice within your target audience.
- Diversifying your talent pool by drawing in candidates you may not necessarily reach
- Leveraging on Hiring Managers, joining your HR teams from the start of the recruitment process
- Enhancing the candidate experience through authentic real-life interactions
- Hiring in a cost-efficient way



Top Women Tech Summit

We bring together a number of global employers with female tech talents in a single location.

A day filled with networking, roundtables, on-site interviews...

Based on proactive sourcing and strict selection.

in-person

Ideal for

- **Hiring:** Engage with rigorously screened female in STEM fields, from across Europe
- **Pipelining:** Build a robust talent pool for your future recruitment needs
- **Visibility:** Elevate your company's brand as an employer of choice for new talent
- **Diversity & Inclusion:** Enhance gender balance within your organisation
- **Consortium effect:** Leverage on the presence of all participating organisations

Services

2024 AGENDA



Top Women Tech Graduates

BRUSSELS	9 FEB	
120 women in STEM	18 Global employers	<ul style="list-style-type: none"> > Female-only > Based in Europe > IT & Engineering background > 0 to 2 years of experience

Top Women Tech IT & Engineering

BRUSSELS	26 APR	
200 women in STEM	20 Global employers	<ul style="list-style-type: none"> > Female-only > Based in Europe > IT & Engineering background > 2 to 10 years of experience

Top Women Tech IT & Engineering

BERLIN	6 DEC	
200+ women in STEM	30+ Global employers	<ul style="list-style-type: none"> > Female-only > Based in Europe > IT & Engineering background > 0 to 10 years of experience

Talent Shortlist

We handle all aspects of sourcing and selection, shortlisting highly qualified candidates.

You validate the best and integrate them into your hiring process.

- Our role concludes upon your validation of shortlisted candidates.
- We either focus on a specific recruitment project or provide ongoing support to guarantee a continuous flow of applicants.

Based on proactive sourcing and strict selection.

online

Ideal for

- **Streamlined recruitment:** we handle the initial process, ensuring a curated shortlist of qualified candidates
- **Time efficiency:** by taking charge of proactive sourcing and strict selection, we save you valuable time in the candidate identification process
- **Quality assurance:** our selection process guarantees that each candidate on the shortlist meets high-quality standards
- **Optimised resources:** you can focus your resources on validating and integrating the most promising candidates
- **Proactive approach:** we proactively source candidates, ensuring a shortlist that goes beyond what traditional methods offer
- **Informed decisions:** receive detailed insights into each candidate, and make well-informed decisions during the validation and integration stages

Services



Talent Search

We handle the entire process, from initial sourcing and selection to the moment the retained candidate signs the employment contract.

Based on proactive sourcing and strict selection.

online

Ideal for

- **Strategic shortlisting:** we conduct proactive sourcing and meticulous selection, presenting your Hiring Managers with a pre-qualified shortlist of candidates who precisely match your vacancies
- **Time and resource efficiency:** by handling the sourcing, we save your Hiring Managers valuable time, allowing them to focus on evaluating the most promising candidates
- **Focused decision-making:** with a curated shortlist, you can make decisions more efficiently, concentrating on the most qualified candidates for final selection



Career Day

We bring candidates to a final-round session (interviews, testing, group exercises).

Your HR and Hiring Managers are in a position to decide who to hire.

Based on proactive sourcing and strict selection.

in-person / online

Ideal for

- Multiple hires (multiple letters of intent in one day)
- Enabling your HR teams and Hiring Managers to operate efficiently within a pre-defined timeframe
- Boosting offer acceptance by creating a memorable candidate experience
- Hiring in a cost-efficient way





We bridge the gap between talents and organisations globally, through the power of an event-driven human journey.

OUR SOLUTIONS

Our services integrate project management, proactive sourcing, CV screening, online tests, phone qualifications, comprehensive interviews, alongside managing logistics for both online and in-person events .

- Talent Jobinar
- Top Women Tech Summit
- Afterwork
- Talent Shortlist
- Talent Search
- Career Day
- Training for Hiring Managers

OUR TEAM

- 50+ dedicated professionals & a network of freelance recruiters
- Based in Brussels (HQ) and many other countries
- Multicultural, speaking 20+ languages, driven by an entrepreneurial spirit
- We are adaptable and highly focused on
 - Understanding and fulfilling client requirements and processes
 - Streamlining and optimising the journey for candidates
 - Delivering tangible, measurable results

OUR STRENGTHS

- Capability to handle intricate and high-volume projects
- Extensive network of 75,000 hard-to-reach candidates
- Online Q&A platform
- Comprehensive suite of integrated project management tools
- In-depth understanding of what drives candidate interest before application

THE NEED WE FULFILL

- Attracting hard-to-find talent
- Enhancing employer brands within targeted groups
- Managing complex or high-volume recruitment projects
- Promoting gender diversity
- Facilitating graduate recruitment initiatives

THE PROJECTS WE HANDLE

Scope

- Recruitment for 1 to 50 hires
- Employer branding initiatives

Geographies we cover

- We run global, multi-local or local projects

The target groups we know well

- Professionals with up to 10 years of experience, difficult to attract
- Female talents across various industries
- Final year university students

BOOK A CALL

OUR CLIENTS INCLUDE

- Blue-chip companies renowned for their strong employer brands
- Hidden champions
- International start-ups and SMEs

They trust us

Aliaxis
Amazon
Amcor
Aperam
ArcelorMittal
Audi
Avanade
AXA
Bain & Company
Bayer

BCG
BMW
Capgemini
Cariad
CFM
CNH Industrial
Colas
Criteo
Daimler
Daimler Truck
Danaher
Dassault Systèmes

Decathlon
Deloitte
DOW
Elli
Euroclear
European Central Bank
European Investment Bank
European Patent Office
EY
Garrett
Glovo
GSK

Harman
Hermès
Hilti
IMEC
ING
Johnson & Johnson
Kautex Textron
Kearney
Logitech
McKinsey & Company
Melexis
Nexi

Nokia
Oerlikon
PepsiCo
Procter & Gamble
Roland Berger
RWE
SAP
Schneider Electric
SES
Sixt
Solvay
Sony

Swisscom
Thales
Toyota
UBS
Umicore
VFC
VINCI
Vitesco
Volkswagen
Worldline
& more