



TALENTCUBE

**#1 VIDEO-RECRUITING**

Your individual recruiting concept

**First-class Video-Recruiting  
with Talentcube.**





**Economic changes**

The **War for Talents** forces companies to make **fast hiring decisions** more than ever before.



Application sent



**77%**

of all job seekers apply to five or more companies and expect a decision within the **first 4 weeks.**





**Social changes**

A rising number of **HR Managers** see the **urgent need** for a **more efficient hiring approach**.



**FIRST IMPRESSION** after written application

**VS.**



**REAL IMPRESSION** in the job interview



**Every 2nd interview**

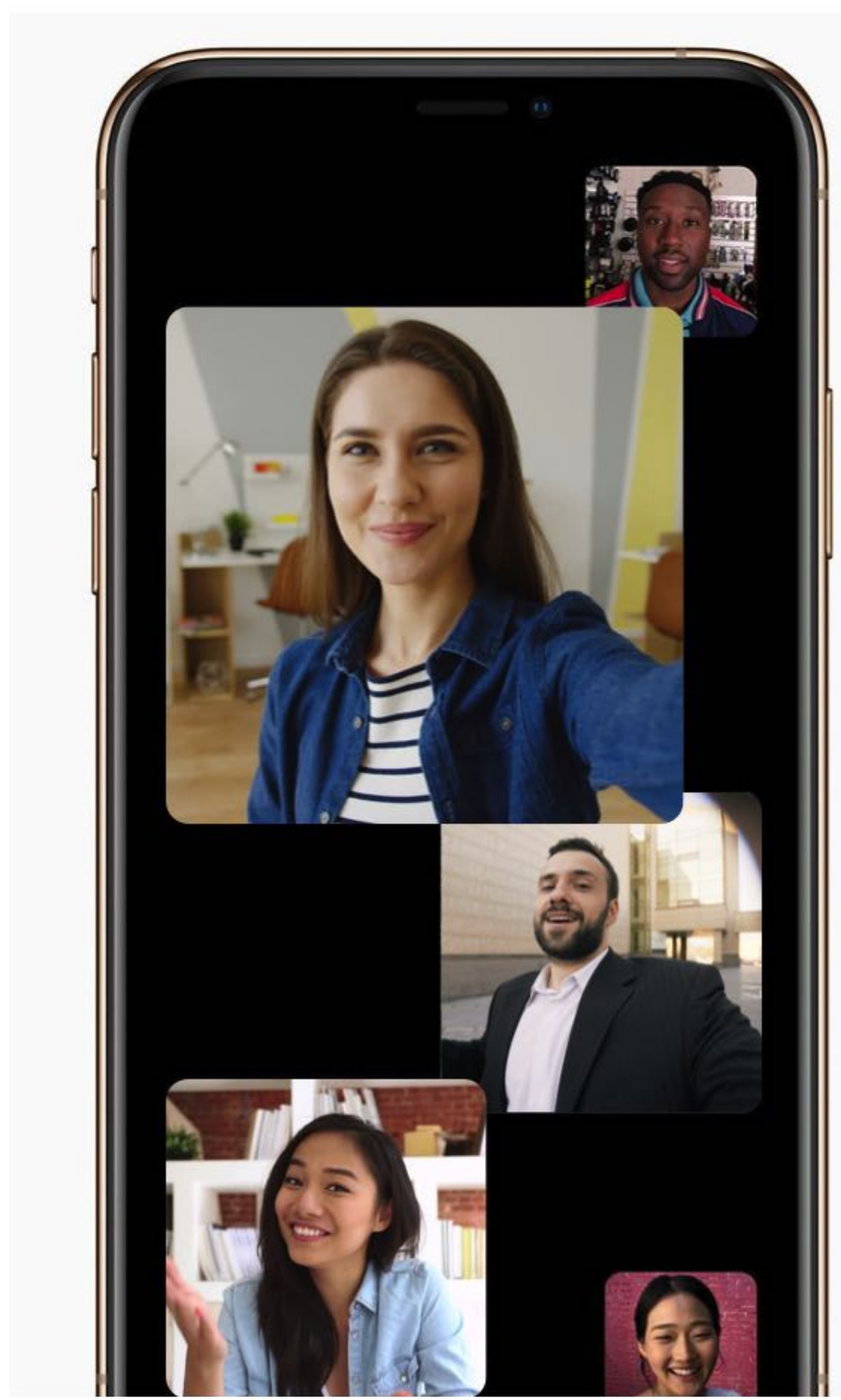
... is a big **waste of time**, because candidates disqualify themselves within the first five minutes.



Technological changes



Since 2014, the smartphone is the most important medium for job search.



99,1%

of all 14 to 49-year-olds own a smartphone and have even recorded themselves **via video**.

Statistisches Bundesamt, 2019

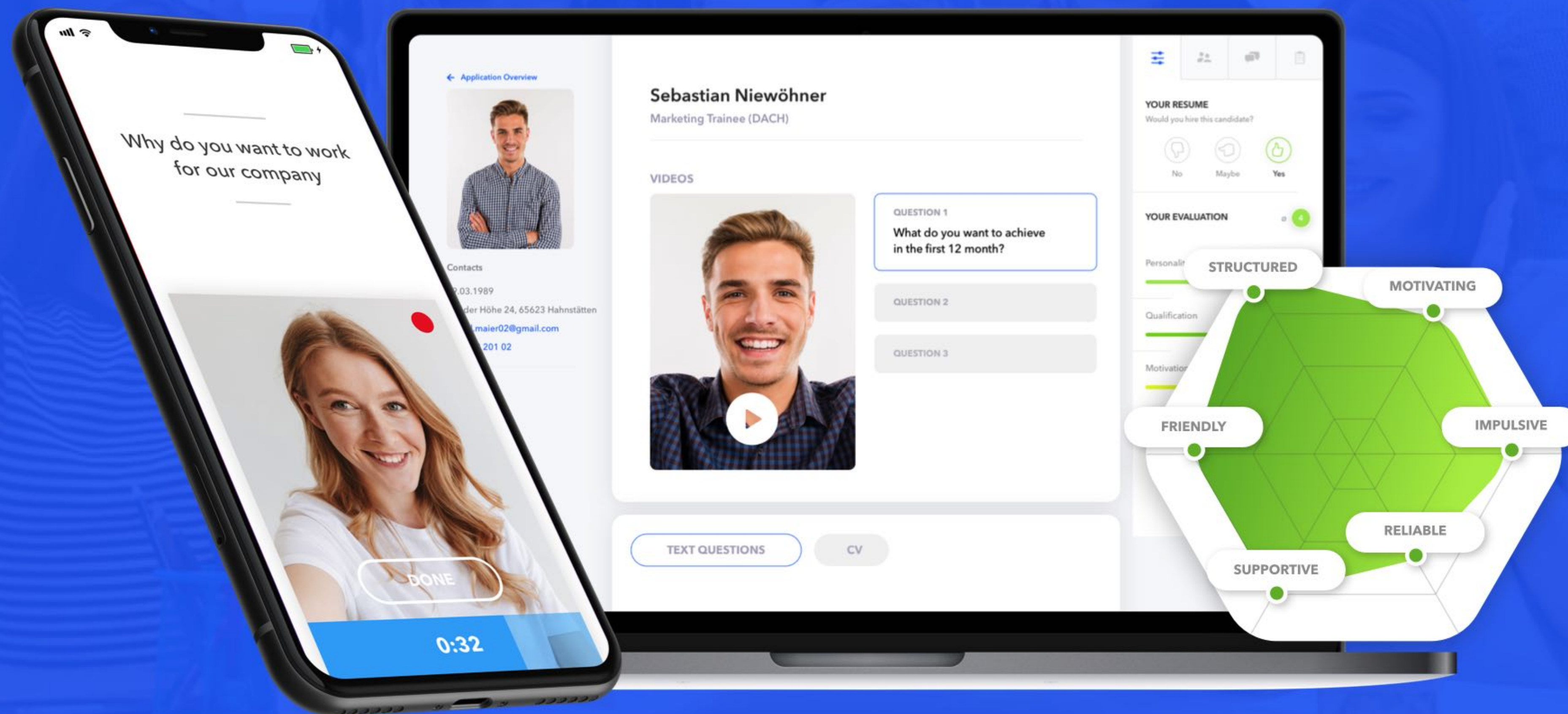
**DI**STATIS  
Statistisches Bundesamt



The perfect solution.

# Talentcube - #1 Video-Recruiting

The **most personal** and **efficient** recruiting approach for HR departments of all sizes: a **Mobile-First Application Process**, **Automated Video Interviews** and **Live-Interviewing**. Fully supported by **AI-based Personality Profiles**.





# Why Video-Recruiting?

## Time & cost savings

- Direct focus on top talents
- Ideal comparability of all candidates
- Up to **60% less recruiting costs**

## Quality of your recruiting

- Personality and soft skills identified early on
- **Collaborative team** recruiting
- Clearly structured processes

## Excellent candidate experience

- **98% applicant satisfaction**, that's simply amazing.
- Easy, target group-oriented and for all terminals





# About us



## Our mission

Focusing on the personality we bring companies and suitable applicants quickly and easily together using innovative technology.



## More than 300 international customers

benefit from our video-recruiting solution in the individual steps of their recruiting process.



## Almost 500.000 applicants

from **34 countries** have already successfully applied via video using our platform.





# Strong partners & integrations



Our solution is **integrated** into all **leading application management systems** and adapts to your existing processes.

Well-known investors **trust in us!**



**Dr. Carsten Maschmeyer**

Founder of AWD / Acquired by Swiss life



Private assets of over **1.5 billion €**



**Long industry experience** and focus on high growth companies



**Influential investor** in popular TV show "The Lion's Den"

SAP Success Factors  
Premium-Partner



Jobvite

Taleo

Avature

greenhouse

rexx systems

workable

(softgarden)



# 100% global positioning



Designed for **global recruiting** and flexible implementation



Available for candidates in **over 170 countries**



**100% GDPR** compliant and tested for **highest data security**



**Approved by works councils** of several DAX companies





# Your Video-Recruiting Platform



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## ATTRACT®

### Video Job Ads

- More meaningful applications
- 
- Strong employer branding
- 
- Utilise your social reach

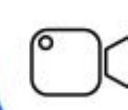


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## APPLY®

### Instant Video Application

- Authentic & personal first impression
- 
- Simple application process
- 
- 100% mobile optimized

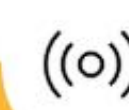


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## SCREEN®

### On Demand Video Interviews

- Ideal comparability
- 
- Reduce Cost-to-Hire by 60%
- 
- Screen more candidates



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## LIVE®

### Live Video Interviews

- Recruit from any location
- 
- Easy appointment scheduling
- 
- Record & evaluate as a team



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## ANALYSE®

### Communication Analysis (AI)

- Immediate insight into personality
- 
- Better, more objective decision making
- 
- Self-learning AI



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**LIVE-SUPPORT**



# Talentcube ATTRACT<sup>®</sup> – Inspire more potential applicants



No longer lose top candidates due to long text-based job ads!



Add a **personal touch** to your digital recruiting process right from the start



Easy integration into **all your recruiting campaigns** on social media etc.

54%

... of the candidates don't apply because of unattractive job postings!



Lufthansa

Projektmanager (w/m/d)

Full-time · Munich



Lufthansa und ich

Apply now

About Lufthansa



Your tasks





# Talentcube APPLY<sup>®</sup> – Receive more meaningful applications



Directly gain an **authentic first impressions** through video answers



Offer your candidates an excellent application experience – **on all devices**



**Review the video applications directly in** your applicant tracking system

86%

... of all recruiters no longer consider cover letters to be of any value!



# Talentcube SCREEN® – The fastest way to your top candidates



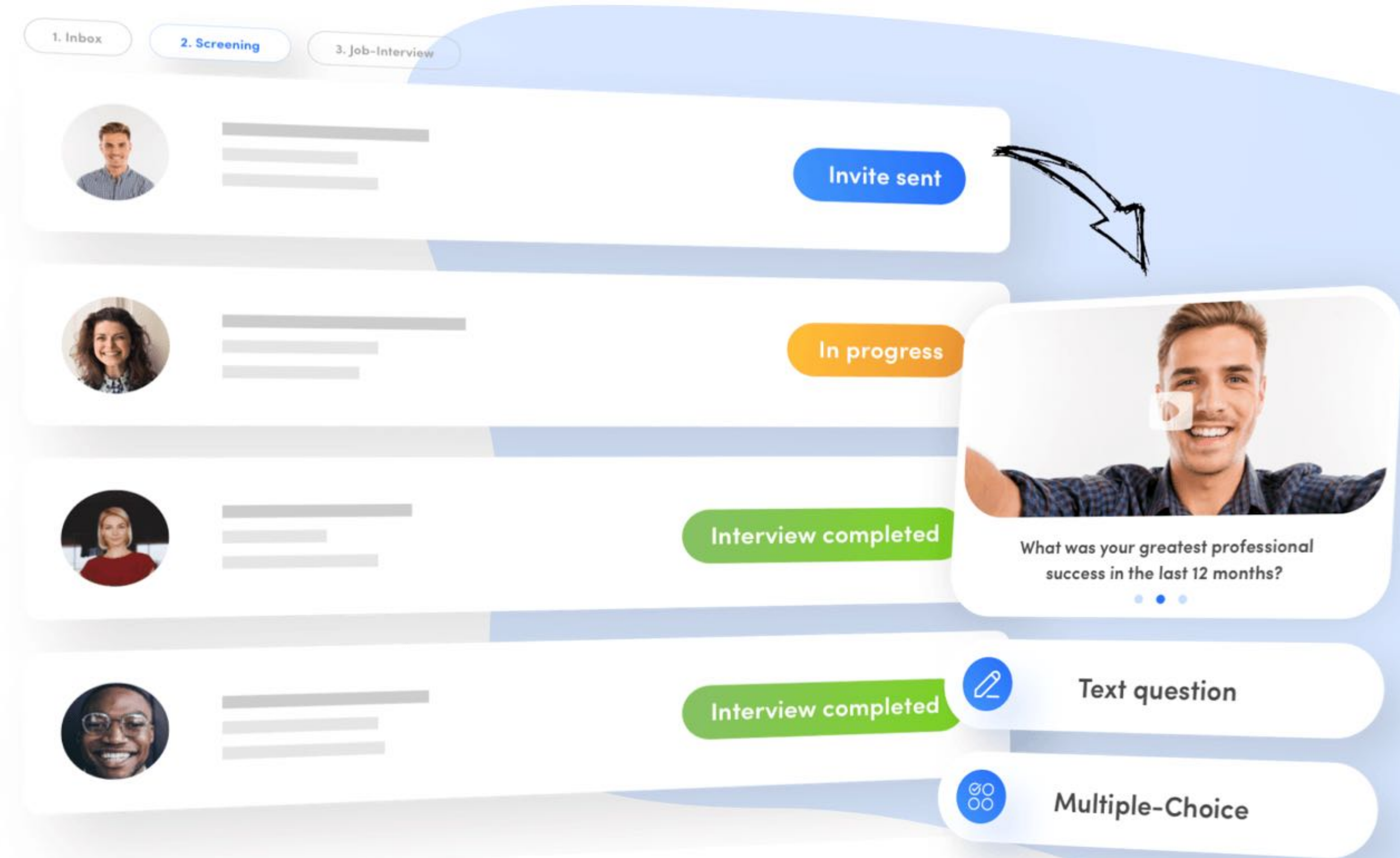
All applicants will answer your **most important questions** - 100% automated



Simply evaluate & compare candidates within your team - **identify top talents directly**



Get an authentic impression of **soft skills, personality** and **team fit** right from the start



"We were able to **reduce** the time for candidate screening by **63%**." - Franz Sollfrank

Roche



# Talentcube LIVE<sup>®</sup> - Global recruiting as efficient as possible



Conduct **significantly more job interviews** - regardless of your location



Simplify the process for your candidates with **automated appointment scheduling**



Save the interview and discuss it **afterwards with your team**

35%

... see the scheduling of on-site interviews as the biggest time waster.

The screenshot displays a live video interview interface. At the top, an email notification reads: "Subject: Invitation to live-interview (March 3rd - 16:00)" with a link "Click here to enter the interview". Below this, the candidate's name "Andrea Chun, USA" is shown above a large video feed of her smiling and gesturing. In the bottom left corner, a smaller video feed shows the interviewer, a man with a headset. At the bottom of the interface are green icons for video and microphone. On the right side, a "Rating" panel is visible, showing three rows of star ratings: the first row has five empty stars, the second row has four filled yellow stars and one empty star, and the third row has three filled yellow stars and two empty stars. Below the ratings is a "Comment" field with a blue arrow button.



# Talentcube ANALYSE® – Make better decisions on the basis of objective findings



Gain immediate insight into your candidate's personality – **without extensive tests**



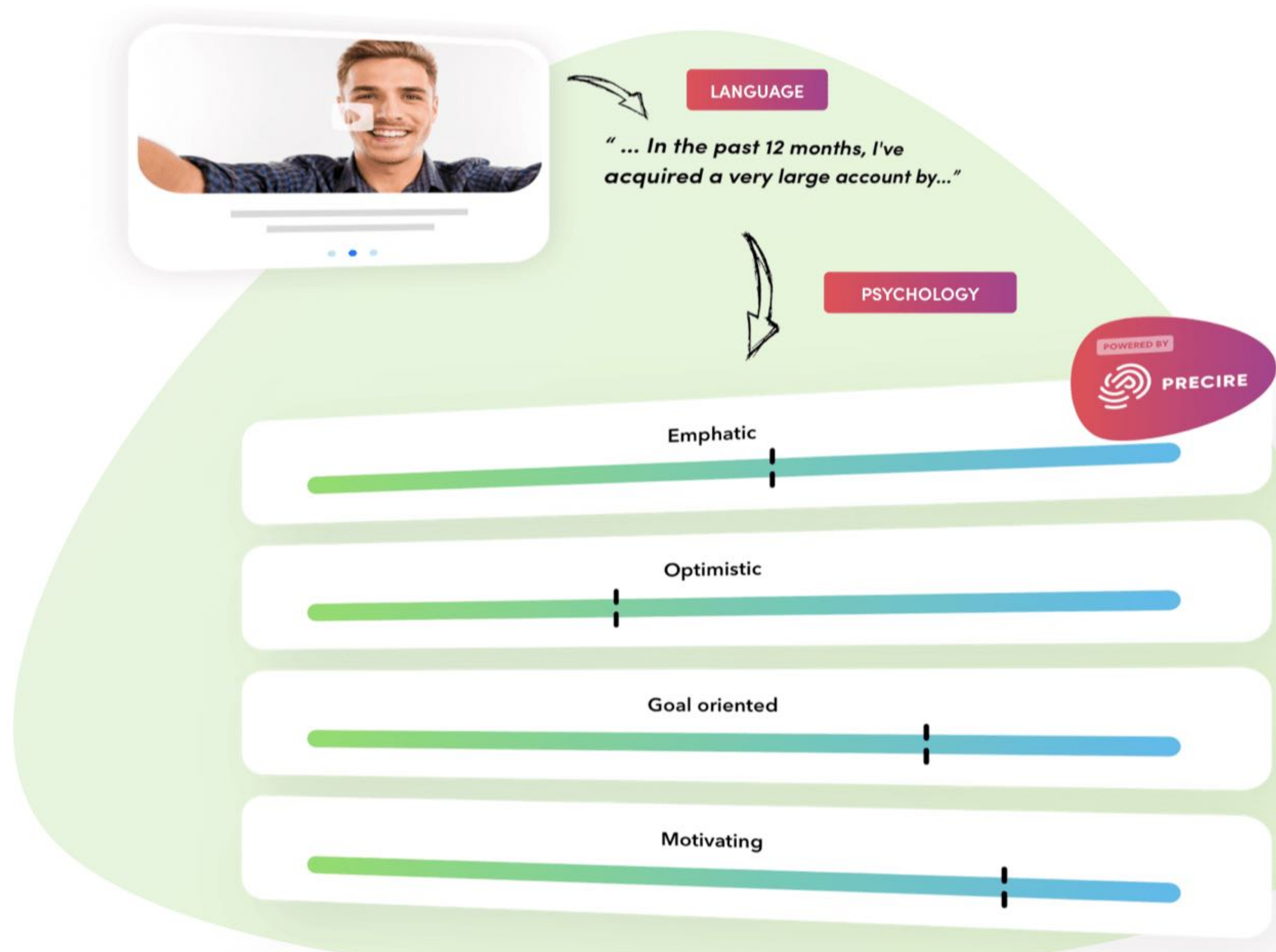
**Objective psychological conclusions** based on the communication of the video responses



**Self-learning AI** delivers even better results with each new candidate that is analysed

**PATENT**

*The underlying technology for speech analysis has been patented several times!*





# Talentcube SUPPORT® – Direct assistance for you & your applicants



All enquiries are answered immediately and in person via **live chat** or **support hotline**



Average response time of **less than 45 seconds** (24/7)



No automated bot will reply to you, but a **highly qualified employee**

43%

... cancel an application because companies react too slowly.

Vor 90 Sekunden

Hi, I have a question regarding the video interview process.

Vor 60 Sekunden

Hello, my name is Anna and I am happy to help you! 😊



What's your question?



Gerade eben

Can I really do the video application using my smartphone and laptop?





# You will be **happy too!**



## **Lufthansa**

*"Thanks to Talentcube, we were able to successfully implement our 'Top Talents for Top Management' project and make qualified potentials visible."*

## **Post.at**

*"Talentcube has enabled us to take a completely new step in getting to know personalities in the recruiting journey. The CV is made much more tangible in a simple way. Our departments gain much more impression in the 1st step. The tool is really GREAT!"*



## **IWC Schaffhausen**

*"Talentcube convinces by its high efficiency in personnel selection. We were able to find suitable candidates for various internships positions and in the field of training and are already planning the next steps to use at our location in Dubai."*

## **Roche**

*"By using Talentcube, we get to know the candidates personally from the beginning and create a high degree of comparability between them. It is particularly convincing that we can also include the specialist department directly in this process."*





# Why Talentcube is your perfect partner



## #1 Applicant Acceptance

Over **100.00 enthusiastic applicants** - from intern to manager. Completely target-group independent.

The average candidate **rating of our application process is 8.6/10**. This underlines that also your applicants will love Talentcube!



## #1 Success Guarantee

More than 200 satisfied customers. - ranging from start-ups to global organisations. Throughout all industry sectors.

We guarantee your successful implementation of video recruiting. **At least 80%** of the candidates that enter the process will personally introduce themselves to you via video.



## #1 Support

Our support team speaks seven languages and has an **average response time of less than 90 seconds**. This is a crucial factor in helping you and your candidates to achieve the highest level of efficiency and satisfaction.



## #1 Branding

For your candidates, the complete communication and application process appears **100% in your corporate design**. Thus your candidates identify themselves with your company at any time - a big plus for your **recruiting success**.



## #1 Innovation Driver

**75 years of HR experience** in our team, always at the pulse of the next generation. Pioneer in the field of video recruiting. Winner of the **HR Innovation Award**. Artificial intelligence successfully implemented since 2017. The next innovation is already waiting for you.



# Join us into a **successful future**



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