Talent Pool Function

What is the Talent Pool?

The talent pool function allows you to store, search and make contact with talent that has expressed an interest in working with your organisation at some point. Our powerful search tools, combined with talent pools, gives you instant access to warm, pre-screened passive candidates.

How is it used in practice?

The talent pool gives you instant access to search for previous applicants, as well as candidates that have registered for your talent pool. You can create & target pipelines of top talent. Build talent pools for your future needs, segment talent into relevant groups, match your talent pool to vacancies, nurture talent with Email & SMS campaigns, build a flexible skills library to tag candidates. With access to powerful search tools.

Why should I use it?

Your talent pool has a number of benefits, including but not limited to:

- Create talent pools quickly to help meet your future talent needs
- Identify warm talent and reduce time to hire
- Nurture talent by setting up Email & SMS talent nurturing campaigns
- Make more informed hiring decisions
- Create and manage a skills library based on your needs
- Automatically match the most suitable candidates for your vacancies

What are the extra's?

In addition, you can have:

- Full Boolean search across all candidate, company, contact & vacancy records
- Save & share searches with your colleagues
- Review previous roles & applications
- Templates available for the requester to utilise without populating role information
- Google Maps integration – allowing to search your talent pool based on location of their home address
- Data Retention - candidates are automatically deleted after 12 months of registration, although you can specify a different timescale if required