



# Anonymous Job Seeking Service

For IT industry

# How to get candidates?

- Job Seeking Portals
- LinkedIn
- Recruitment agencies

# How to get candidates?

**Job Seeking portals**

"We use them from time to time. You know, they charge a monthly commission. But on our experience it's not suitable for seeking developers. As those are not specialized - we often see stated, for example, 6 years of job experience. But according to the CV 4 of them are in distribution, 1 in cooking. LinkedIn activities bring more profit for us - more relevant people. Hard to find available, but still, more efficient"

Irina 04/12/2019 01:46pm

# How to get candidates?

"Nah, there's a bigger problem. Your every action, every "like" is seen by whole your network. And some Recruiters use that to generate tons of useless content just to be in sight. And it's not enough just to unsubscribe if I don't want to see all the trash they post. Every week I should unsubscribe all people who likes/comments/shares their activity and by that filling my feed with unwanted content."

Dzmitry, 07/20/2019 11:23am

LinkedIn

# How to get candidates?

## Recruitment Agencies

"For 2 years we've been working with different agencies. Had a lot of interviews, hired one person but he failed on the trial period. Were waiting for 6 month to get our money back. So the point of "expensive but fast hire" didn't work for us at all."

Michael, 16/02/2019 02:27pm

# How to get candidates?

**Take the best, add missing points**

- Job Seeking Portals
  - Get specialized in IT
  - Validate Candidate's working experience
  - Do not limit Jobs posting
- LinkedIn
  - Avoid spamming
  - Bring profit to candidate
- Recruitment agencies
  - Be cheaper
  - Do not affect hiring process nor harm company's reputation
  - Be 100% clear in terms and conditions

# How easy is that?

## For a Company

- Register your company
- Place your Jobs
- Offer your vacancies to candidates
- Receive candidate`s contacts and invite them for an interview
- Hire them and pay a commission to HiRo
- Get your money back if new employee doesn't pass trial period.

## For a Candidate

- Register as a candidate
- Fill your anonymous profile
- Open your contacts and full CV only to companies you're interested in.
- Pass the interview as a Hero
- Show your skill on a trial period
- Get 30% of your salary as a bonus!

# How awesome is that?

- Company pays 60% of the Salary instead of 100% to a Recruitment Agency
- Employee gets 30% of his Salary as a bonus, instead of 0% everywhere else
- Referral program: Everyone can get \$50 as a bonus for bringing new candidate that is successfully hired. For eternity!





# How massive could it be?

## Amount of IT specialists

- Belarus – 115000+ (Ernst & Young 2017 )
- Poland – 140000+ (ABSL 2015)
- Romania – 230000+ (Eurostat 2014)

