



# Talent Management

## Graduate Recruitment Technology for corporate recruiters and training providers

Talenger is proud to announce the latest release of its Graduate Recruitment Management System (GRM) for **corporate recruiters** and **recruitment / training service providers**. We recognised that graduate recruiters have special needs that cannot be satisfied through job boards and standard e-recruitment systems. The Talenger graduate recruitment system can be used for the acquisition of new graduate employees, learnership and bursary applications. It can be used in combination with the Talenger Learning Management System to track training for learners, generate personal development plans, execute training interventions and generate Work Place Skills Plans.

Over the past few years, our clients, such as FNB, OUTsurance and Rand Merchant Bank, have helped us hone our Graduate Recruitment System to easily manage large application volumes. Independent international evaluations rank our applicant tracking system amongst the best in the world. We sort applicants into process groups, function groups and by desirability, thereby making it easy to find the

best candidates fast and efficiently. Applicants benefit from simple career site interfaces that gather enough pertinent information while curbing high abandon rates. Our systems match applications instantaneously to requirements and graphic displays help with the quick identification of the most suitable individuals. Our bulk correspondence functionality allows you to stay in touch with applicants through notifications, reminders, emails, web correspondence and text messages. Once placed, you can track your new employees' development and training to meet regulatory requirements.

***So be prepared for your next intake. Talk to us. We will make your life much easier.***

## Finding and growing the right talent

### Clear definitions of your requirements

Our technology allows you to clearly pre-define your graduate, learnership and bursary specifications together with matching criteria for successful applicants.

### Complementing your Talent Strategy

Our technology builds cooperation and integration between previously independent functions through its extensive use of integration, and web communication. As a result, we are able to link your recruitment effort to your corporate marketing effort. In the end, applicants are potential clients!

### Enriching your workforce

Our technology assigns responsibility for managing and development of the talent inventory to accountable individuals. To support these processes, we supply selection tools, personal development profiles and tracking capability at every level.

### Business approach

Our approach steers away from an overhead or administration model. It is developed from and mirrors other successful business process models, like supply chain management, finance, and customer relationship management.

### Recognition of the business cycle

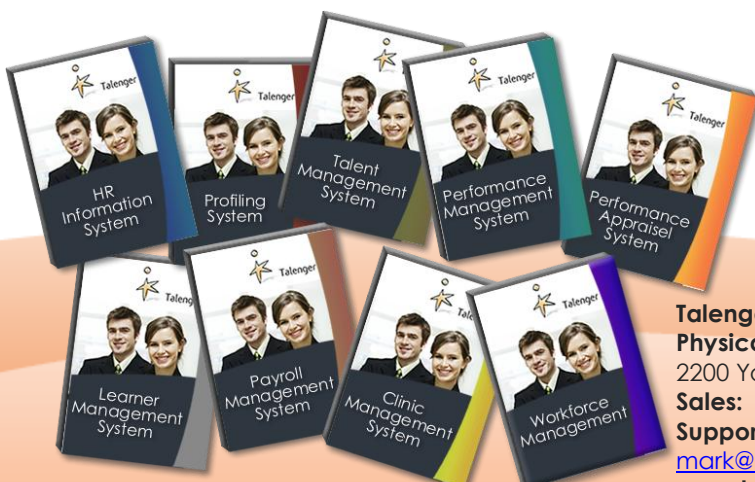
Our recruitment management approach recognises that different types of talent are required depending on changing business situations. As a result, our technology enables the continuous acquisition and education of new graduates on a continuous basis.

### Truly global

Our technology encourages finding, retaining, and developing the best talent - no matter where it is - reactively and proactively. We also comply with global legal standards.

### Focus on service

Seamless service underpins our solution offering. Customer satisfaction, process speed, quality, and responsiveness ensure our on-going successful customer relationships.



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