

# Altamira Recruiting



Altamira

[WWW.ALTAMIRAHRM.COM](http://WWW.ALTAMIRAHRM.COM)



# Digitalize your recruiting processes

Manage the personnel recruitment and selection processes in a digital and GDPR compliant environment, increasing efficiency and effectiveness.

## Improve your employer branding

We create a professional career site for your company, a crucial element of the employer branding strategy.

Through the career site, you will be able to publish vacancies, receive spontaneous applications, and communicate valuable information such as benefits, corporate culture, and career paths offered by your enterprise.

## Give your listings maximum visibility

Create job ads directly on the platform using the text editor and saved templates and publish them instantly across multiple job boards and social networks.

Our multiposting system also allows you to publish vacancies on LinkedIn (available with both free and paid membership plans) and activate sponsorships on job boards such as Indeed and Monster.

The screenshot displays the Altamira HRM system interface. The top navigation bar includes the Altamira logo, a menu icon, the title 'International Sales Director', and a 'Return to vacancy list' link. Below this, there are tabs for 'Summary', 'Properties', 'CVs (11)', 'Meetings (6)', and 'Tasks (6)'. The main content area shows a search bar with the text 'Click here to search' and a 'Find' button. To the right of the search bar, it indicates 'Results: 11' and 'No filter selected'. There are also dropdown menus for 'Score: Select a value' and 'Status: Choose a selection step'. The main table lists candidates with columns for 'Score', 'Surname and name', 'CV Status', 'CV grade', 'Study title', 'Age', 'Region/Province', 'Date CV received', and 'CV attachment'. The table contains 11 rows of candidate data.

<input type="checkbox"/>	Score	Surname and name	CV Status	CV grade	Study title	Age	Region/Province	Date CV received	CV attachment
<input type="checkbox"/>	☆☆☆	London Jack	Screening		Master/Information Technology	47	Europe/London	10/05/2021	
<input type="checkbox"/>	☆☆☆	Cosman Sibilla	Screening		Bachelor/Languages	52	North America/New York	09/05/2021	
<input checked="" type="checkbox"/>	☆☆☆	Moon Sun	Hired		Ph.D/Architecture	33	Asia/Beijing	06/05/2021	
<input type="checkbox"/>	☆☆☆	Zeophania Abiodun	Not suitable		Specialist degree/Languages	37	Africa/Johannesburg	05/05/2021	
<input type="checkbox"/>	☆☆☆	Fall Tyrell	1st Interview		Ph.D/Economics	32	Africa/Dakar	05/05/2021	
<input type="checkbox"/>	☆☆☆	Zevul Giancarlo	Screening		Specialist degree/Classics	64	Europe/Milano	03/05/2021	
<input type="checkbox"/>	☆☆☆	Faria Alvaro	2nd Interview		Specialist degree/Physics	65	South America/Sao Paulo	03/05/2021	
<input type="checkbox"/>	☆☆☆	Prabaker Hamid	Screening		Specialist degree/Economics	43	Asia/Mumbai	03/05/2021	
<input type="checkbox"/>	☆☆☆	Estrada Magdalena	1st Interview		Master/Classics	31	South America/Caracas	02/05/2021	
<input type="checkbox"/>	☆☆☆	Fortes Susana	Screening		Specialist degree/Psychology	24	South America/Sao Paulo	01/05/2021	
<input type="checkbox"/>	☆☆☆	Adams Lorinda	Share CV		Specialist degree/Information Technology	56	Australia/Sydney	29/04/2021	



## Build your talent database

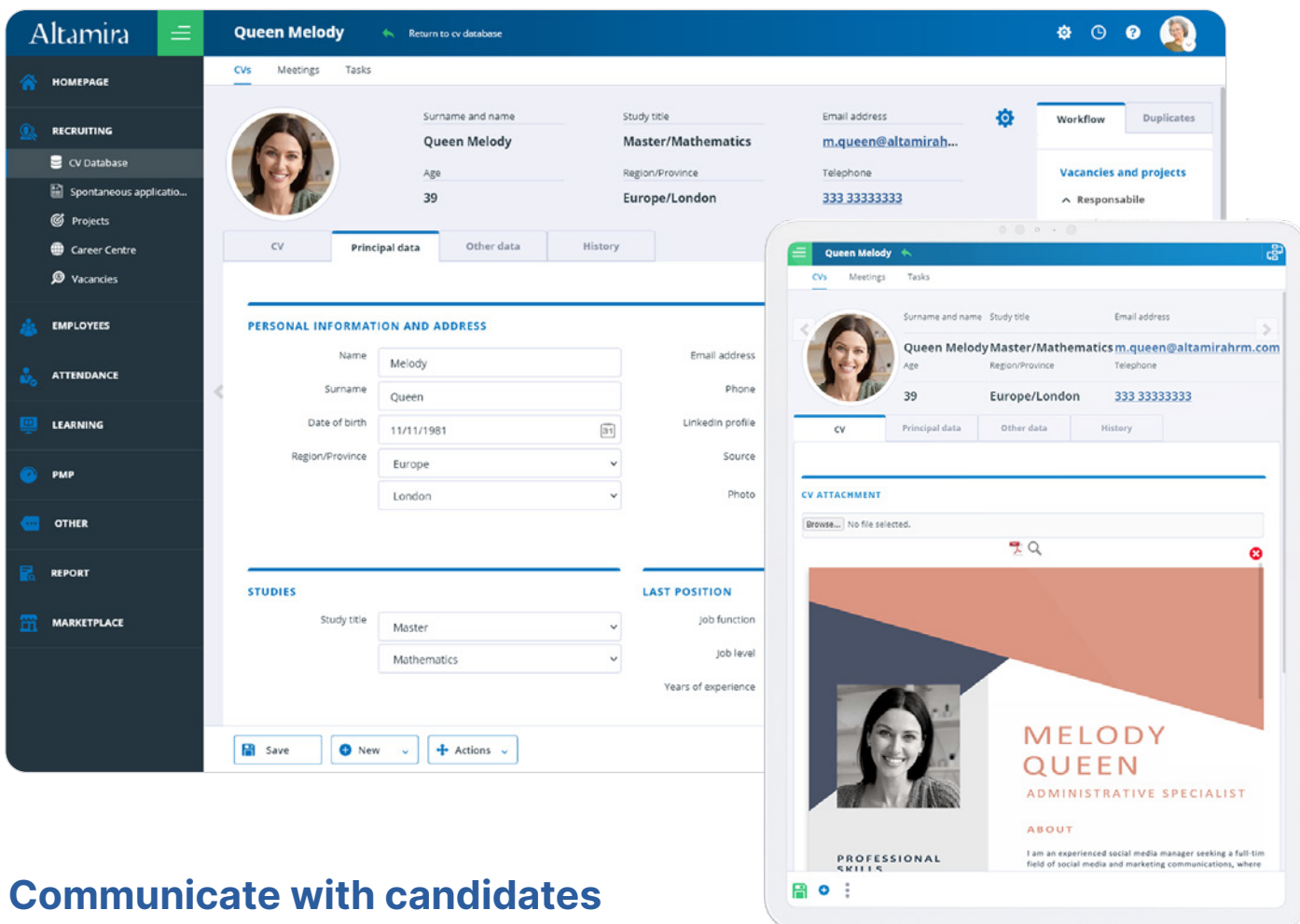
Profiles that apply for open positions will be stored and cataloged in your company's digital database, allowing you to build a pool of candidates for present and future needs.

Every interaction with the candidate is tracked, allowing the company to build a real relationship with the potential employee. At the same time, the advanced search tool quickly identifies the profiles with the desired characteristics.

## Streamline your selection process

Our flexible and powerful digital workflow recreates your selection process, allowing you to effortlessly move candidates along the recruitment pipeline, grouping them by application stage.

The same system allows you to send communications and organize activities and interviews, automatically or manually.



## Communicate with candidates and hiring managers

Altamira Recruiting allows you to communicate with candidates and organize different activities directly from the platform, such as killer questions, interviews, or video interviews on demand.

External users can also be involved in the process: hiring managers can, for instance, share a list of profiles with a manager for evaluation and feedback.



## Organize the selection process into projects

With projects, candidate sourcing is no longer restricted to a single job offer, allowing you to compare and review CVs from multiple open vacancies and the existing database.

With this feature, the selection process starts before the job ad is even published, allowing companies to browse their existing pool of candidates while keeping the project active, or creating a shortlist of suitable prospects for a recurrently vacant position.

## Automatically evaluate resumes

The automated CV evaluation system helps you identify the most appropriate candidates in a matter of seconds, ranking their profiles from most to least suitable according to the chosen set of parameters; this is a crucial tool to navigate hundreds of applications!

## Track KPIs and statistics

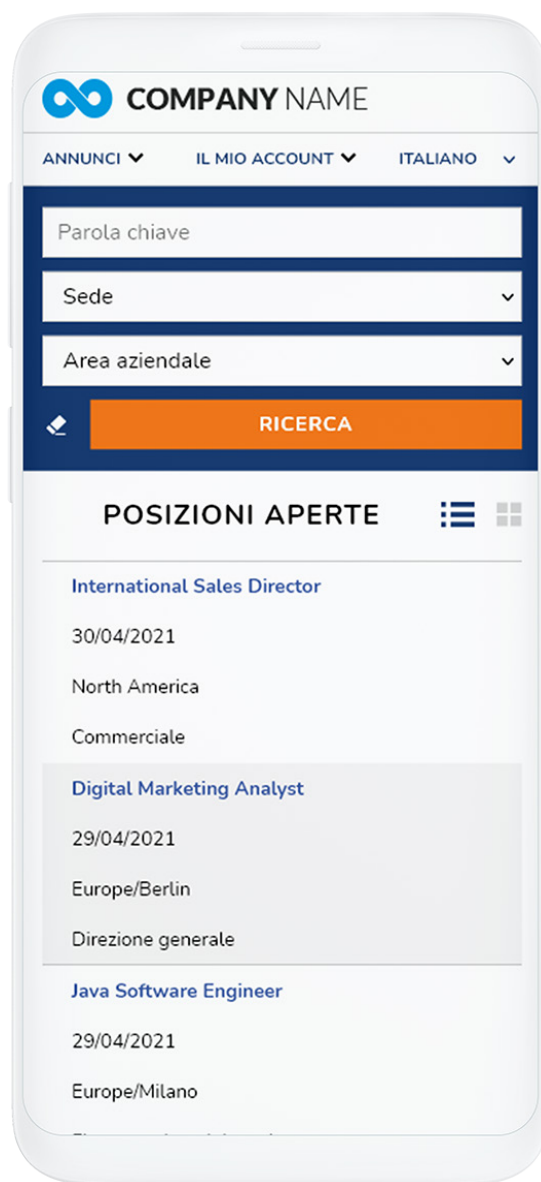
Analyze your database and keep track of the recruitment schedule with the reports and informative dashboards provided by Altamira Recruiting.

Not only will you be able to take full advantage of preset reports, but Altamira Recruiting also allows users to create customized charts and analytics that examine the efficiency of your recruiting strategy.

## Comply with GDPR

All Altamira Recruiting users are in compliance with GDPR requirements.

The career sites comply with HTTPS standards, while the GDPR console allows you to collect and store candidate consent and to comply with data retention periods. Altamira also provides a standard privacy policy created with the support of privacy experts.





# Enhance Altamira Recruiting with the rest of the Altamira HRM Suite

Managing multiple HR processes with Altamira HRM Suite provides great benefits. You'll only need to create, store and protect one set of credentials that'll give you access to a unified interface where you'll be able to generate all the reports you need.



Manage employee information, documents, and processes with **Altamira Employees**



Develop upskilling and reskilling programs with **Altamira Learning**, and improve the competencies of your employees



Recognize and reward merit with a digital employee evaluation system thanks to **Altamira Performance**



Organize the company's vacation plan and speed up the vacation approval process with **Altamira Leave Management**



Manage working hours, shifts, clock-ins, and overtime with **Altamira Attendance**



Simplify reimbursement management with **Altamira Expense**



# Discover all the features of Altamira software

## Easy and intuitive

The user experience is at the heart of our development process. As such, our platform is easy to navigate, even without training.

## Fully customizable

The customization system allows you to replicate already established processes, adapting the platform to your specific needs.

## Supports remote working

The Altamira Suite facilitates the management of remote and hybrid personnel.

## Effortless integration

The Altamira HRM Suite is fully open and programmed for exchanging data with other business management software.

## Safe and regulation compliant

The security of our platform is guaranteed by advanced technologies and established procedures.

## Documented and well supported

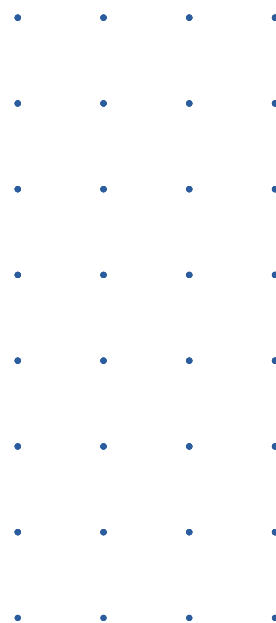
As a partner in the digitalization of Human Resources, we support you in every step of the way with our Help Center full of practical guides.

	Photo	Surname and name	Document types	Name	Date modified	Document
<input type="checkbox"/>		Green Alice	Certificato medico	Certificato medico Alice Green	11/04/2021	
<input type="checkbox"/>		Evans Bob	Certificato medico	Certificato medico Evans	11/04/2021	
<input type="checkbox"/>		Roca Rafael	Certificato medico	Certificato medico Roca	11/04/2021	
<input type="checkbox"/>		Green Alice	Contratto di lavoro	Contratto Alice Green	11/04/2021	
<input type="checkbox"/>		Bauer Hans	Contratto di lavoro	Contratto Bauer	11/04/2021	
<input type="checkbox"/>		Berardi Anna	Contratto di lavoro	Contratto Berardi	11/04/2021	
<input type="checkbox"/>		Bonnet Pierre	Contratto di lavoro	Contratto Bonnet	11/04/2021	
<input type="checkbox"/>		Cervi Leonardo	Contratto di lavoro	Contratto Cervi	11/04/2021	
<input type="checkbox"/>		Chang Kenzo	Contratto di lavoro	Contratto Chang	11/04/2021	
<input type="checkbox"/>		Cruz Tecla	Contratto di lavoro	Contratto Cruz	11/04/2021	
<input type="checkbox"/>		Cuneta Sharon	Contratto di lavoro	Contratto Cuneta	11/04/2021	
<input type="checkbox"/>		Evans Bob	Contratto di lavoro	Contratto Evans	11/04/2021	

# At your side in the digitalization of the HR processes

We are an Italian company supporting enterprises in digitalizing their processes since 1999. Our software suite has already been adopted by companies across all sectors, mainly in Italy, Spain, and Switzerland.

Contact us for a free demonstration of our products.



## Our solutions are trusted by the HR departments of...

**CALZEDONIA**

**Allianz** 

  
**Ermenegildo  
Zegna**

 **Banca Ifis**

  
**GRANAROLO**

**GREENPEACE**

**Humana**

  
**MASERATI**

**STARHOTELS**  
L'ITALIA NEL CUORE

**Sperlari**

  
**RANA**



# Altamira

Altamira S.r.l.

Tel. +39 02 48 100 463

Via Giovanni Marradi 1  
Milan, Italy

[www.altamirahrm.com](http://www.altamirahrm.com)  
[sales@altamirahrm.com](mailto:sales@altamirahrm.com)

