



Wir sind Recruiting.
epunkt



3 Secrets of Remote Recruiting Far more than a Zoom link!

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Recruiting Partner @ epunkt

Agenda

- Intro to epunkt / Fact Sheet
- The 3-step model for successful remote recruiting
- 8 touchpoints you need to improve if you want to stay competitive in the candidate marketplace
- Hacks for better digital interviews
- Digital Onboarding
- The #1 mistake most companies still make with remote recruiting
- Q&A





2020 in Numbers



240

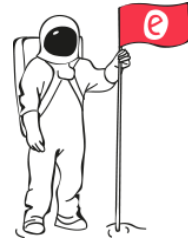
external employees



> 1,000

Placements

Since 2015



Market Leader in
Austria



> 190

Employees



50,000

Active applications



Industry expertise in **>20**
professional fields



182

Days in short-time work



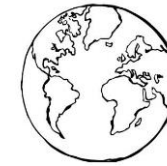
15

Sourcing specialists



7,000

Interviews conducted



In **30** countries with
Talentor International



32,8 Mio

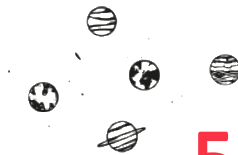
Turnover



Fol

∞

Virtual
meetings
epunkt GmbH, 2020



5

Locations

kununu[®]

Top Company



Rita Müllner

Recruiting Partner

Joined epunkt in July 2019 as a Recruiting Partner with a focus on Software Engineering and IT Management. Prior to that, she gained several years of recruiting experience in HR consulting and with a group in the automotive industry.

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3-Step-Model for Remote Recruiting





Digital Employer Branding - 8 Touchpoints, you need to improve



Digital Interview – Advantages

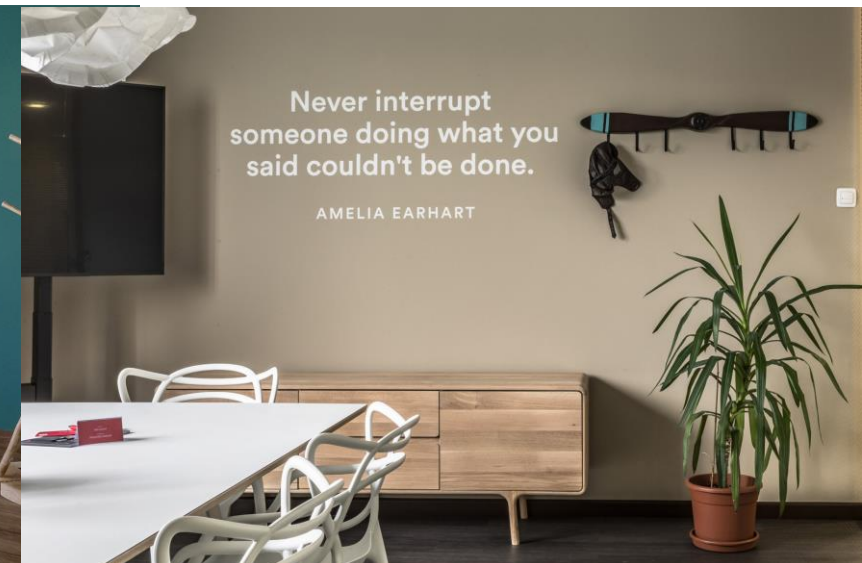
- 1 Opportunity to meet "more" candidates in a shorter period
- 2 Location-independent - candidates who live further away do not have to travel
- 3 Candidates are less nervous



Hacks for better digital Interviews

- Remote recruiting always with video support
- Address the individual candidate in advance (digital native vs. digital immigrant)
- Patience and composure when the technology does not work
- Pay attention to the video background
- Keep order in the interview
- Compensate for missing impressions on site
- Create personal closeness





Virtual epunkt meeting
rooms



Digital Onboarding

- Digitize the onboarding process
- Digital welcome day
- Set goals and expectations
- Obtain regular feedback
- Give time



#1 Mistake: Giving old processes a digital veneer

Digitalization is also finding its way into recruiting

The better you have adapted to the new circumstances, the more successful recruiting will be

Digital recruiting from personnel marketing to onboarding - yes, it's possible 😊

Rethink the process – do not simply digitize the old one



Time for questions
www.epunkt.com

