

Disrupting recruitment
with artificial intelligence
and psychoanalysis

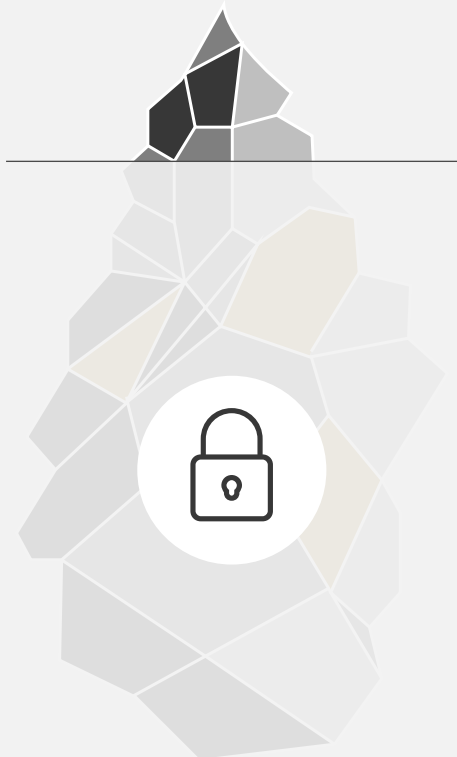


IAM
GLOBAL

Linking People –
Enabling Performance.



Today's recruitment is a massive **pain point** and **vicious circle**.



Today's Recruitment

Hard skills only

+

Slow & intransparent

+

Absurdly irrational

Consequences

Low productivity

+

High turnover

+

Tremendous costs



We will unlock **a new era of recruitment**, define new standards and lead the industry with science and technology.



Three dimensions of match forecasting



Big Data and Machine Learning



Automation and innovation




Our tech-enabled solution will achieve **30% lower sourcing costs** as well as **40% higher process efficiency** than industry standards.

Candidate



IAM Global



Sophia Williams
CA_329312
17.11.1992
Ratingen

	HighHR score	Hard skills	Soft skills
Cubeware GmbH	96%	100%	92%
Omniga Group	88%	80%	94%
Xpinion GmbH	85%	86%	83%
PKE AG	78%	68%	91%
SMS Group	78%	75%	93%
MTS Sensors GmbH	74%	80%	68%

Client

Match Report 1/2
Company name | Candidate name & CA_ID

Thank you for completing our assessment, we are looking forward to help you find the perfect position! The following report is intended for you:

- Total match scores & overview
- Key parameters with most dominant influence on match score

91%
Your HighHR score

87% 57%
Hard skills Weighting

97% 43%
Soft skills Weighting

Key match drivers

The IT industry has been performing strongly in the last years with a stable market demand for qualified candidates. Demand has increased by 22.2% over the last year and 2% in the last quarter.

Most sought after specializations are JavaScript and CA. The most upcoming requests with the highest growth are to hire people with good team skills and strong Python knowledge. Playing a team sport has come in as a new trend in recent months.

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More questions or further advice?
Please reach out to us by:
You can also contact me via phone: +49 (0) 211 972643-11
I am looking forward to your call or message!

Contact:
Christian Biedoff
Senior Manager
IAM Global GmbH

Strong message, simple delivery. Our job happiness promise enables powerful and efficient marketing to both, candidates and clients.



Candidate USPs

- Long-term **job happiness**
- Natural strenghts
- Deep individual insights

Acquisition

Social Media Funnel
reducing costs per lead to €200*

+



Client USPs

- Perfectly matching candidates
- Differentiated match analysis
- **Transparency** on critical aspects

Acquisition

Intelligent “match & send” Engine
doubling the operational efficiency

*“With this novel approach you will make it to our preferred supplier list.” ***

*compared to industry average

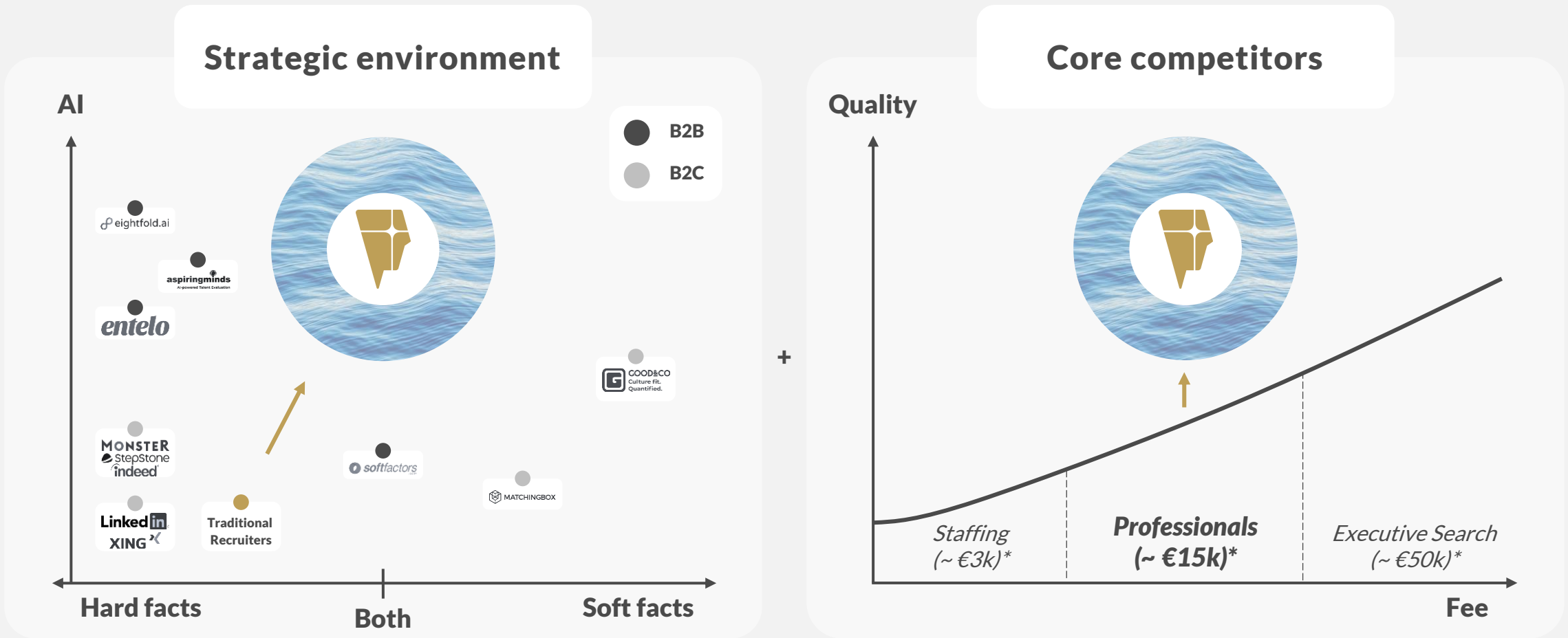
**original quote from SMS Group’s HR Business partner - qualitative interview in 05/2020

Large & fragmented market, little innovation – **prime for disruption.**



*Sources: Statista, Bundesverband Deutscher Unternehmensberater (BDU) | **GER 2018: €2.4bn with 72k placements, 50% addressable equals €1.2bn, only 50 companies with annual revenues > €5bn

Superior positioning against other tech & recruitment players.



*Average Fee | Due to much higher volume compared to Executive Search the Professionals market is the most attractive one

Clear phases mark our **road to success**, with one big step already taken.

TODAY

2018 - 2020

12 / 2020

06 / 2021

03 / 2022

2025

START & PROOF

SEED & LEVEL

LEARN & BUILD

GROW & FEED

SCALE & LEAD

MVP & PoC

Foundation work for high-performance product and value-creating operations.

Optimization and multiple iterative processes fuel acceleration of business.

Start of international expansion, market capture and position consolidation.

Significant global presence achieved and stabilized, highly profitable.

Efficiency gain



~10%

~25%

~40%



~40% + X



We have what it takes – the skills, the mindset, the team, the partners.

Christian Balloff
Finance & Operations



Recruitment Expert / Start-up & scaling Know-how / Industrial Engineer





Clemens Röttgen
Product & Strategy


International Management Expert / +10 years @ VW / Harvard Alumni







Pascal Ludwig
Marketing


Social recruitment expert, own candidate sourcing agency; HR Business Partner @ Amazon






Carolin Balloff
Psychology


Master of Science in neuropsychology with highest dist.; PhD Ca. @ UKD*






Sergei Waigant
CTO


13 years wide ranging experience in IT solutions for small to large enterprises





Daniel Burg
CTO

15 years experience as Software Engineer; Full-Stack-Developer @ Sdui



*academically assigned to HHU – Heinrich Heine Universität, Düsseldorf - GER

Join us as an investor and **accelerate our journey.**
There is just one puzzle piece missing!

Founding team

a science-proven match & C-Suite uniting visionaries, hustlers and hackers.

Profound strategy

based on experienced market values and complemented by innovative approaches.

High-End solution

to target a highly attractive global business field in line with megatrends.



YOU



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