

Talentpool Delivery

The Talentpool Delivery brings a pipeline of pre-validated professionals. It serves as the foundation for immediate outreach, allowing your organization to bypass traditional recruitment hurdles and engage with high-impact talent from day one. By mapping the entire regional landscape, we guarantee the identification and delivery of the top-90% of the total market into your talent pool. This report clarifies exactly which talent is available and provides the necessary transparency to optimize your recruitment strategy and make informed decisions regarding your allocation of resources and budget.



JOB TITLE	ORGANIZATION
Manufacturing Engineer	LithoVex Dynamics

1. The Strategy: Talent Mapping & Sourcing Strategy

In over 80% of cases, Sourcing delivers superior candidates compared to traditional recruitment. It is a data-driven, hyper-personalized approach focused on growth. At Source2hire, we provide that engine. We identify and engage high-impact talent pipelines, so your operation never loses momentum.

2. The VIPS Experience

"Validation through Insights. Precision at Speed."

 <p>Validation:</p> <p>Instead of hoping for responses, we map the entire market so you know exactly which talent is available.</p>	 <p>Insights:</p> <p>We provide deep insight into what drives people and how that aligns with the direction of your organization.</p>
 <p>Precision:</p> <p>Determine with surgical precision who the best fit is.</p>	 <p>Speed:</p> <p>Proactive market approach to put data on your table at lightning speed to make the best decision.</p>

Key Goal: To secure more than 90% of all regional matches into a talent pool. On average, we deliver **92.7%** of the total Talentpool.

3. Search Profile Construction

The search profile is built on two pillars: **Fixed Benchmarks** and **Strategic Search Angles**.

PILLAR 1: FIXED BENCHMARKS (THE NON-NEGOTIABLES)

What are the very first requirements used to evaluate a CV?

EXPERIENCE	REGION	HARDSKILLS
e.g., 5-10 years within a manufacturing environment	e.g., Commuting distance to 1 fixed location	[e.g., Educational background and/or technical knowledge]

PILLAR 2: STRATEGIC SEARCH ANGLES

We combine these benchmarks into **three distinct search profiles** to capture the full breadth of the market.

Search profile 1: Job Level & Equivalent Titles

- **Strategy:** Unlocking the market by searching for all synonyms and equivalent seniority levels.
- **Example (Unilever context):** For an **HR Business Partner**, we also target titles like HR Manager, People & Culture Lead, or People Partner to ensure no top talent is missed due to a different 'label'.

Search Profile 2: Competitor & Ecosystem Search

- **Strategy:** Targeting professionals currently at direct competitors or within the same ecosystem to reduce **time-to-productivity**.
- **Industry Example (FMCG/Manufacturing):** Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text.

COMPETITION TYPE	STRATEGY	EXAMPLES (FMCG REFERENCE)
Direct	Exact same product/service.	P&G, Nestlé, Kraft Heinz
Indirect	Same supply chain/suppliers.	Tetra Pak, Smurfit Kappa.
Talent Competitor	Competing for the same scarce talent.	Tesla, Amazon, Philips.

Search Profile 3: Jargon & Technical Deep-Dive

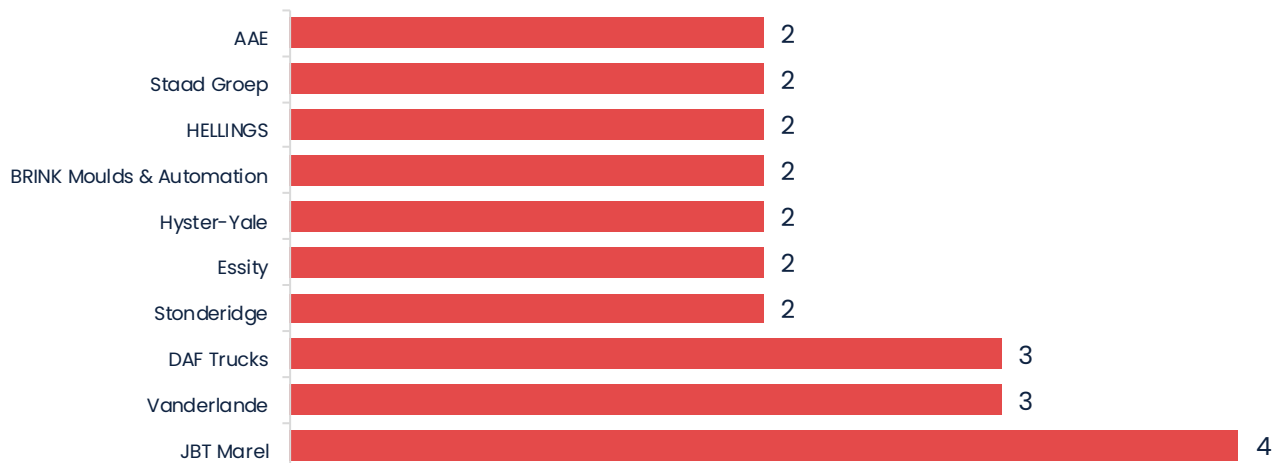
- **Strategy:** Focusing on specific industry terms, software, or methodologies (e.g., Six Sigma, SAP, PLC programming) instead of job titles.
- **Impact:** Identifying "invisible experts" who possess the right skills but have non-standard titles or inactive profiles.



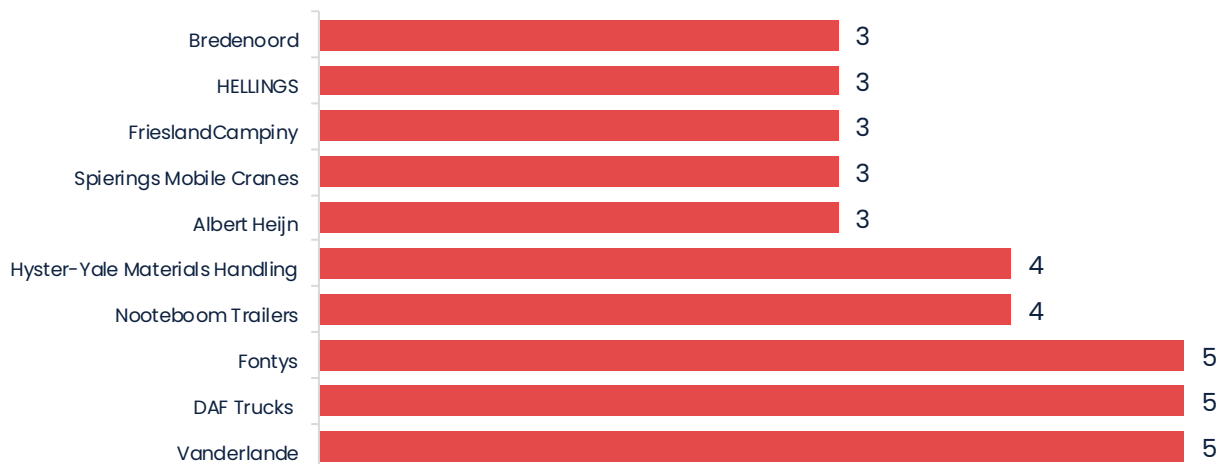
CATEGORIE	SPECIFIEKE JARGON/KEYWORDS
Methodieken	Lean Manufacturing, Kaizen, Six Sigma (Black/Green Belt), TPM (Total Productive Maintenance), 5S, Just-in-Time ("JIT").
Kwaliteit & Regels	ISO 9001, IATF 16949 (Automotive), GMP (Farma/Food), HACCP, CE-marketing, VCA.
Techniek & Tools	OEE, PLC (Siemens S7/Allen Bradley), SCADA, CAD/CAM, CNC, Robotics, Hydrauliek, Pneumatiek.
Systemen	SAP (PP/MM modules), Oracle, Ridder iQ, ISAH, MES-systemen.

4. Talentpool Metrics

CURRENT COMPANY



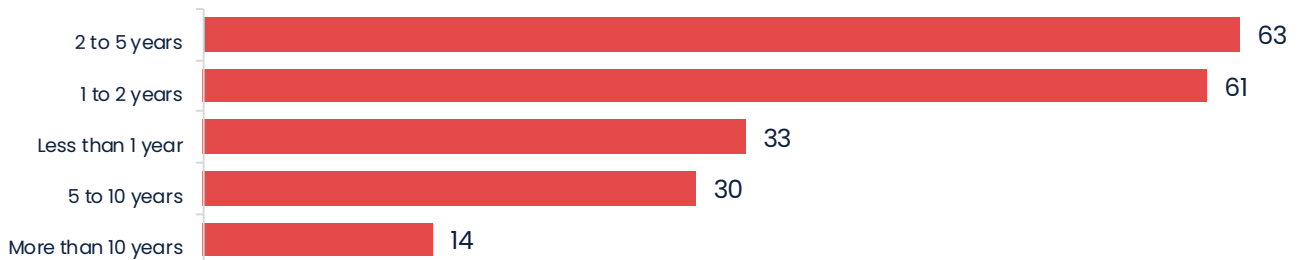
PAST COMPANY



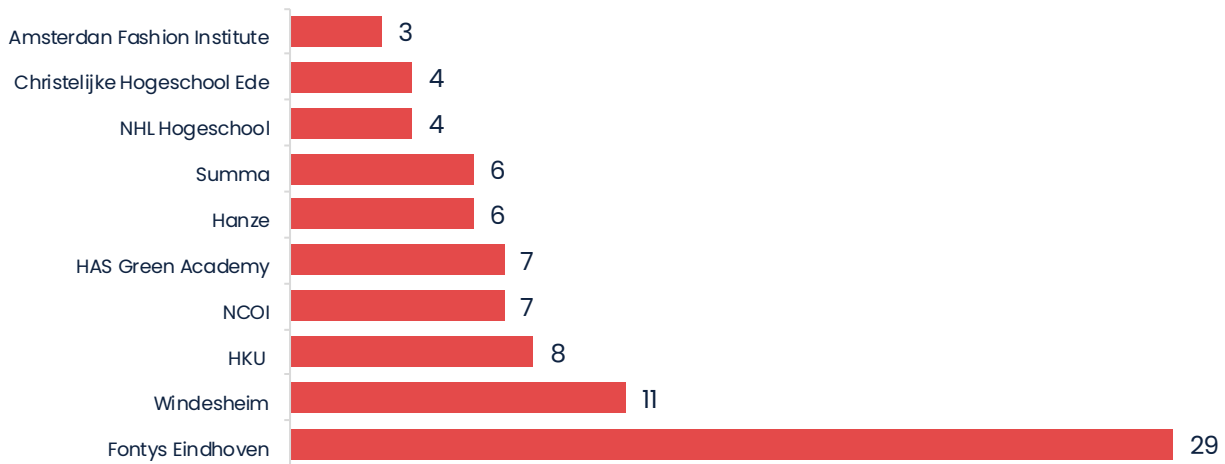
TOTAL YEARS OF EXPERIENCE



YEARS IN CURRENT POSITION



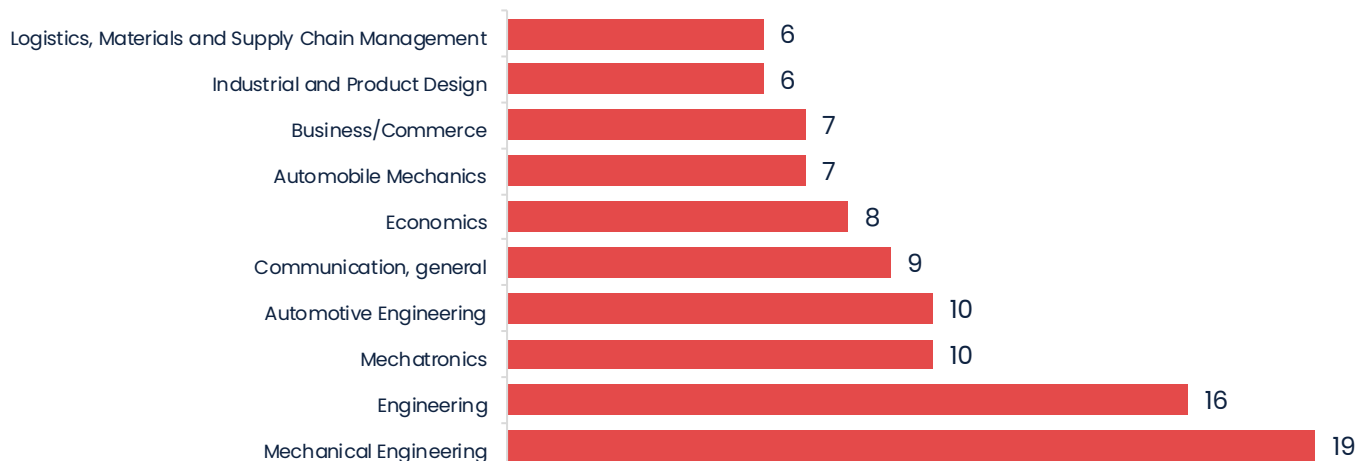
SCHOOL



LOCATION



FIELD OF STUDY



5. Talentpool Breakdown

Reviewed Profiles

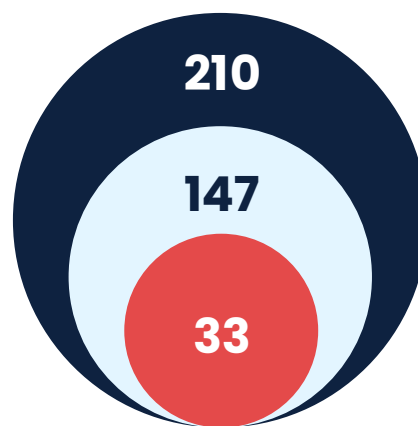
The number of candidates who match the search profile and are being assessed for their suitability for the next step.

Talentpool

The number of candidates for whom the position is genuinely of interest.

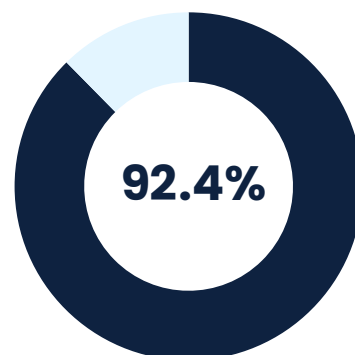
Actively Looking

Candidates who are proactively seeking a new career opportunity and are directly available for an introduction.



Niche Target Score (NTS)

Niche target score is the percentage of the total target audience that has been mapped. This realistic estimate is based on the Law of Diminishing Returns. At the start of the process, the most visible profiles are found quickly, causing the list to grow rapidly. Over time, however, it requires significantly more effort to discover new, unique candidates who have not surfaced before. Eventually, additional search time yields almost no new results. This score therefore demonstrates that the most important core of the market has now been effectively unlocked.



EXPLANATION OF THE INDICATORS

- Profiles reviewed:** matched against the criteria of Search 1, 2, or 3.
- Candidates who are actually interesting** to inform about this role.
- Number of candidates** who are actively exploring a next step.
- Niche Target Score (NTS):** Percentage of the estimated total market that has been identified and mapped.





ANY FEEDBACK/COMMENTS HERE

This section provides a dedicated space for any additional feedback or notes regarding any internal candidates already within your network.

**For more information
contact us at:**



PHONE NUMBER

+91 000 123 4567



EMAIL

info@source2hire.com



WEBSITE

www.source2hire.com



