



Augment Your Recruitment Team





Founded in **2015**

Started by recruiters,
for recruiters

Cover **all Industries**

HQ in San Francisco,
**Offices in UAE, India,
Ireland**

Global Presence

GDPR Compliant

Visage Blends AI & Crowdsourcers to Scale Sourcing



**4,000 Crowdsourcers and Unique Algorithms
to deliver high-quality candidates within 24 hours**



Modern AI Recruitment Platforms are wrong 85% of the time

LinkedIn

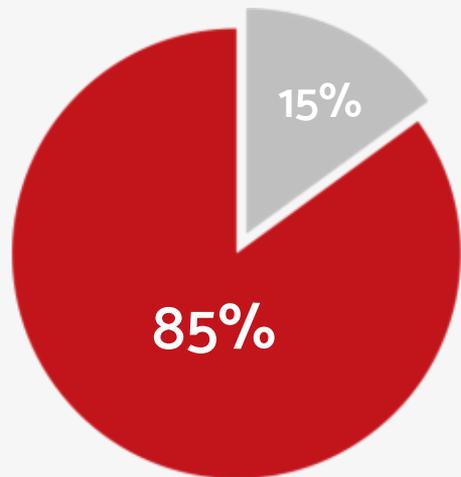
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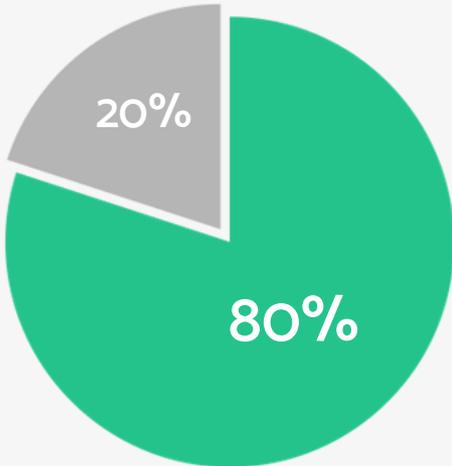
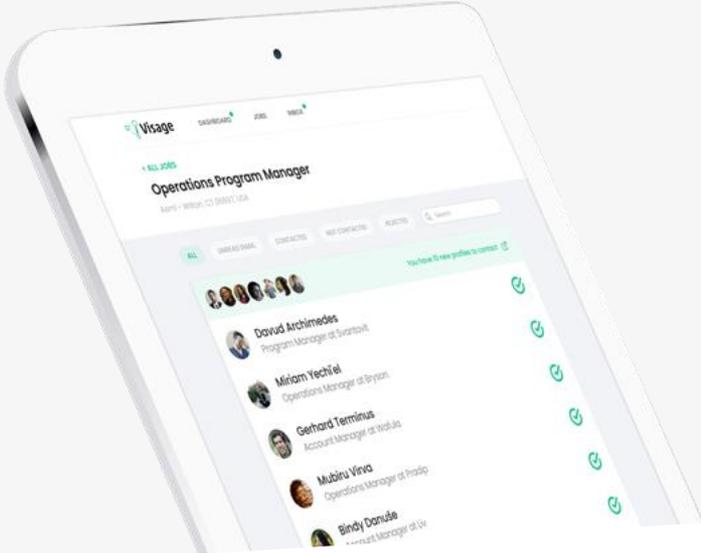
indeed



● Unsuitable ● Suitable

Unreliable outside of software
struggle with ambiguity

Visage Crowdsourcing is right 80% of the time



● Suitable ● Unsuitable



Our Sourcing Capabilities

Types of Roles we can source for:

- Technical
- Niche
- Executive Search
- Evergreen
- High volume
- Future Needs

Locations we can source in :

- Our Crowdsourcing team are global
- Can source in multiple regions at the same time
- Can source in multiple countries at the same time

Crowdsourced sourcing for scale



- Crowdsourcing network with >4,000 freelancers

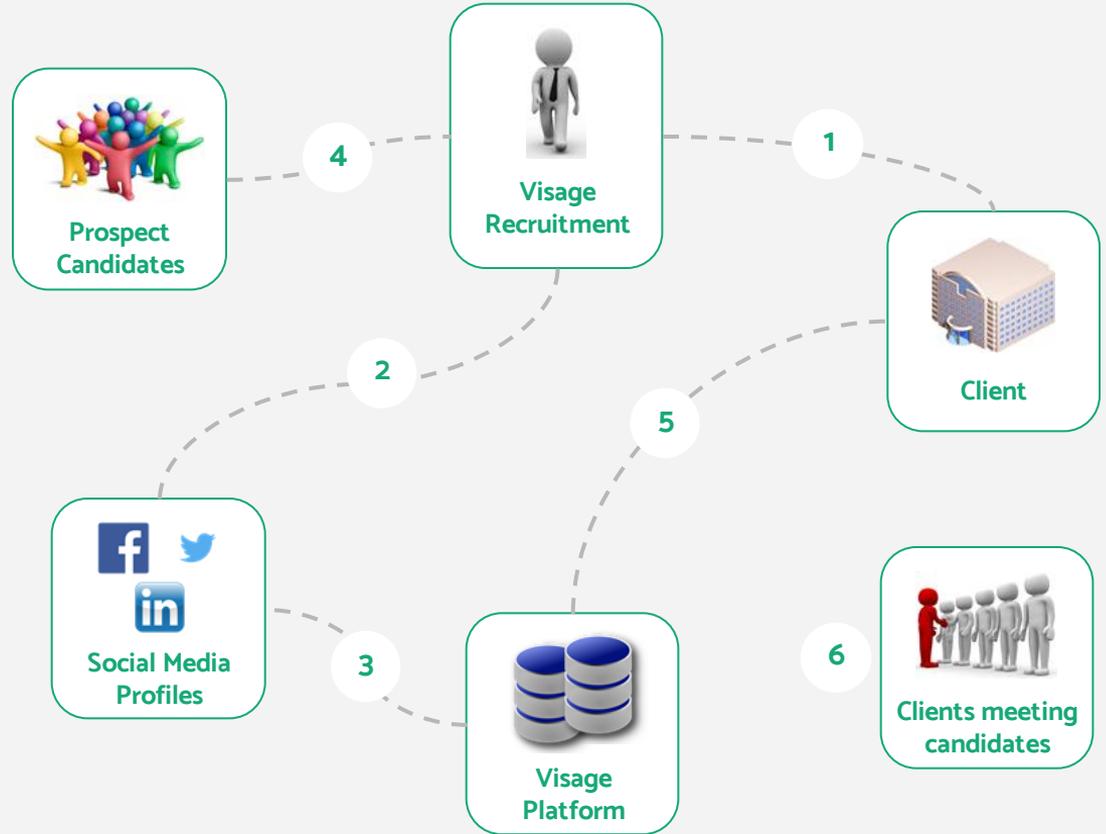
- Technology assigns best 5 – 25 freelancers to work on a job

- Freelancers submit candidates for AI matching

- Humans match final candidates prior to outreach

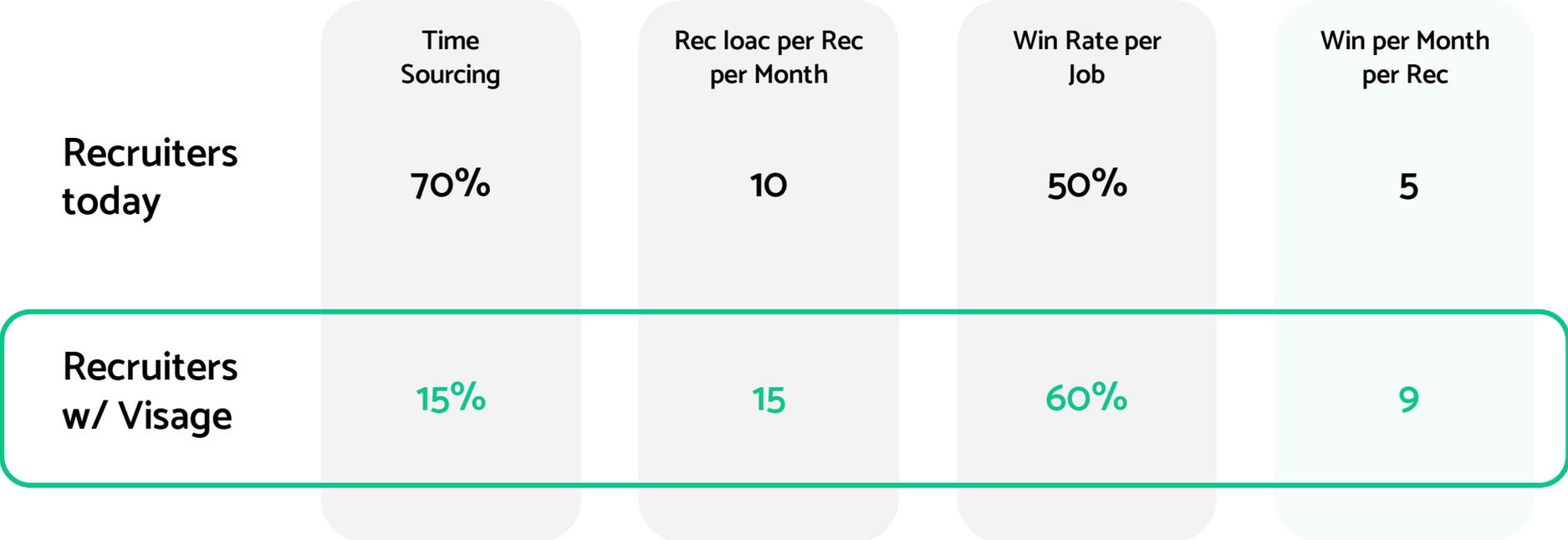
Visage GDPR Process

1. Client submits the job opportunity;
2. Visage looks for adherent profiles on social media;
3. Visage generates matching CVs on its platform (copy of relevant Data);
4. Visage reaches out to the Data Subjects while observing by the GDPR Article 14. If, within 29 days of collection there is no answer or the Data Subject refuses, Visage erases the personal data;
5. If the Data Subject has agreed to the recruiting process, having the Client checked online the candidate, Visage then erases the personal data;
6. Client meets candidates on direct terms;



Visage for Recruiters:

Source less → Increased rec load



Crowdsourcing for Siemens Recruiters in Europe, Americas, and Asia

Context and Challenge:

Siemens has an average of 1,500 jobs posted at any given time and makes 12,000 hires per year. They use Visage as a supplemental strategy for when organic postings and automated sourcing have failed

Solution:

- 50+ recruiters recruiting for various regions and domains have access to the Visage Platform
- Sourcing and contacting in English, Spanish, French, Portuguese, Czech and German Languages
- They can post unlimited jobs Monthly

Impact:

- Reduce time to hire on hard to fill and high-volume roles
- Sourcing in regions with minimal recruiter presence
- Reduce sourcing cost



SIEMENS

Our partnership with Visage has been extremely successful. Visage efficiently targets and engages the best candidates so we are filling positions at a faster rate. The quality of Sourcers is so impressive and they are highly capable with evolving requirements and new types of technical jobs.

After receiving very positive feedback from all recruiters, we quickly expanded our use of Visage to support more markets in additional countries and languages. Visage has been highly cost-effective because it is delivering so much value and is a resource saver.

It has seamlessly and flexibly scaled to meet changing business demands. The contact functionality is fantastic. The Client Delight team is truly responsive, providing analytics and services that increase our productivity and enable us to make data-informed decisions.

Maria Ma

Global Talent Acquisition Strategy and Technology at Siemens

Delighted clients

Dawn®

pwc

Cognizant

orange™

pointb.

Walgreens

Deloitte.

Quest
Diagnostics™

SIEMENS

MESSER 

 worldpay

smiths

 SANOFI

ASML

Ultimate
SOFTWARE

Walmart 

Campbells®

 CIELO

Adecco

ROGERS
Behavioral Health

 CALPINE®

 Visage



Thank you!