



**Diversity**

**Filling your talent pipeline with top talent**

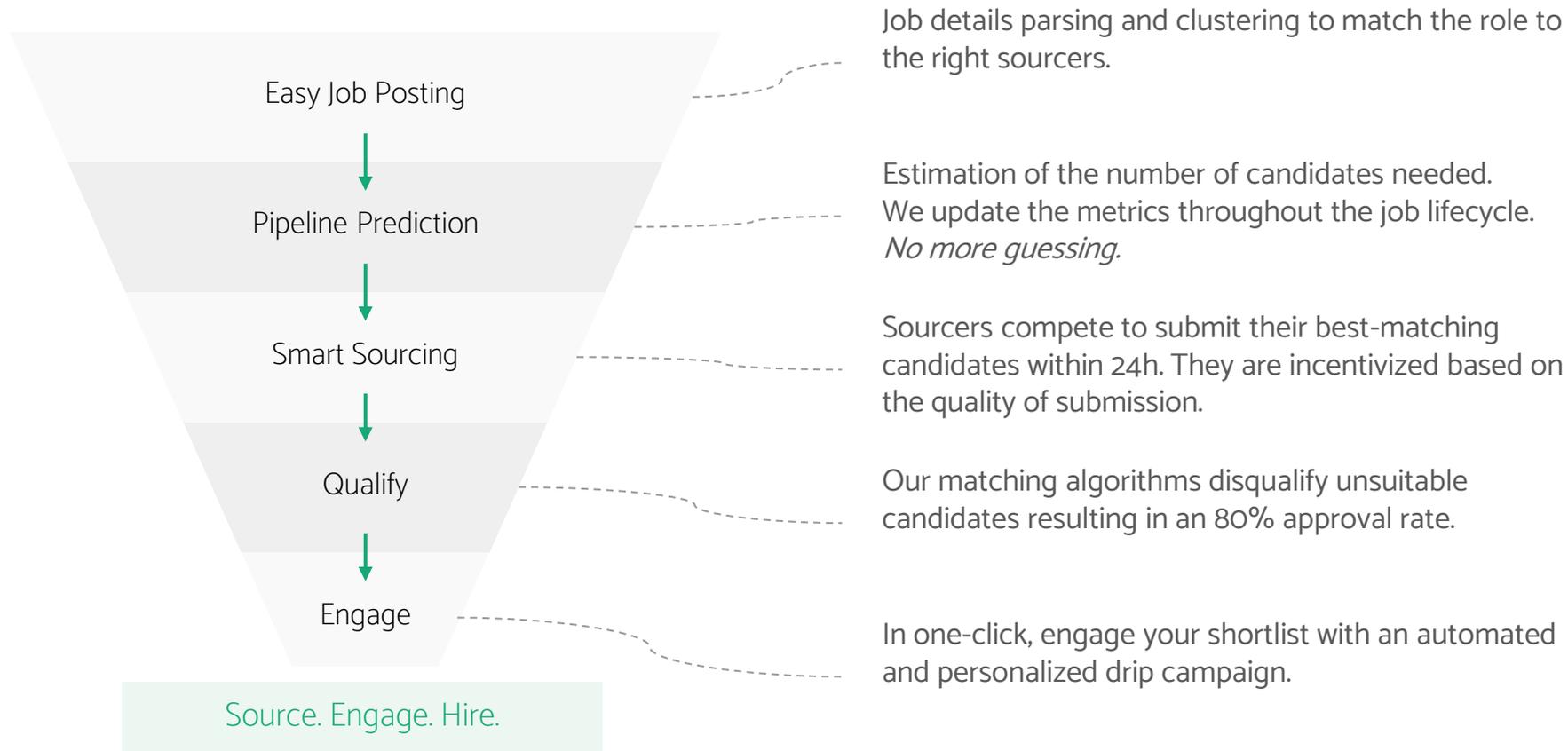


# What is Visage?

- Recruitment technology platform
- Automating sourcing and contacting duties
- 4,000 freelance recruiters based in 65 countries
- Access to 500M+ candidates
- One-click automated, personalised outreach
- Passive candidates become interested leads



# Visage blends Gig Sourcers and AI to find talent within hours



# There are numerous barriers preventing organisations from meeting diversity quotas



- Lack of training within the TA team

- Relying on active job seeking candidates to fill the talent pipeline

- Delays as candidate progress through the recruitment process

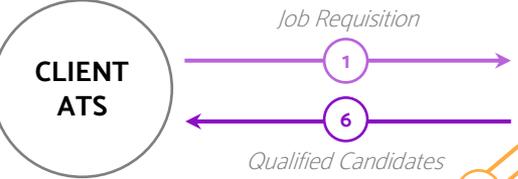
- Unconscious bias during the review and nurture stages

# Our Diversity Crowd

- Freelance recruiters specialised in the art of diversity sourcing
- Trained and qualified through the Visage diversity Academy
- Mentoring from the industries top diversity sourcing experts
- Access to 750M+ diverse talent



# How Visage Diversity Works



- Post your jobs where you require a pipeline of diverse talent

- Visage diversity communities source profiles across a range of platforms from the open web, job boards, and internal databases.

- AI and Visage Success Partners review and qualifies candidates.

- Qualified diverse leads reply to your outreach

# Benefits to you?

- Automated top of the funnel
  - Top passive talent
- Speed through the recruitment pipeline
  - Remove unconscious bias
- **Deep Analytical Data**



# Diversity Professional Services for Siemens in Europe and the Americas

## Context and Challenge:

Siemens has an average of **1,500 jobs** posted at any given time and makes 12,000 hires per year. As part of a long-standing partnership, they utilise Visage to increase diversity across challenging technical roles, with a strong focus on experienced professionals and high management positions.

### Solution:

- Trained diversity sourcers sourcing across 6 different countries
- 12,000 diverse candidates sourced and contacted over 4-months
- Automatic triggering of jobs
- Applicants funnelled into ATS

### Impact:

- Remove recruiters from the top of the recruitment funnel, allowing them to concentrate on other high-impact tasks
- Speed up the diverse applicant process
- Continuous stream of diverse technical talent through the hiring process

**SIEMENS**

# The Visage execution machine





**Source. Engage. Hire**

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