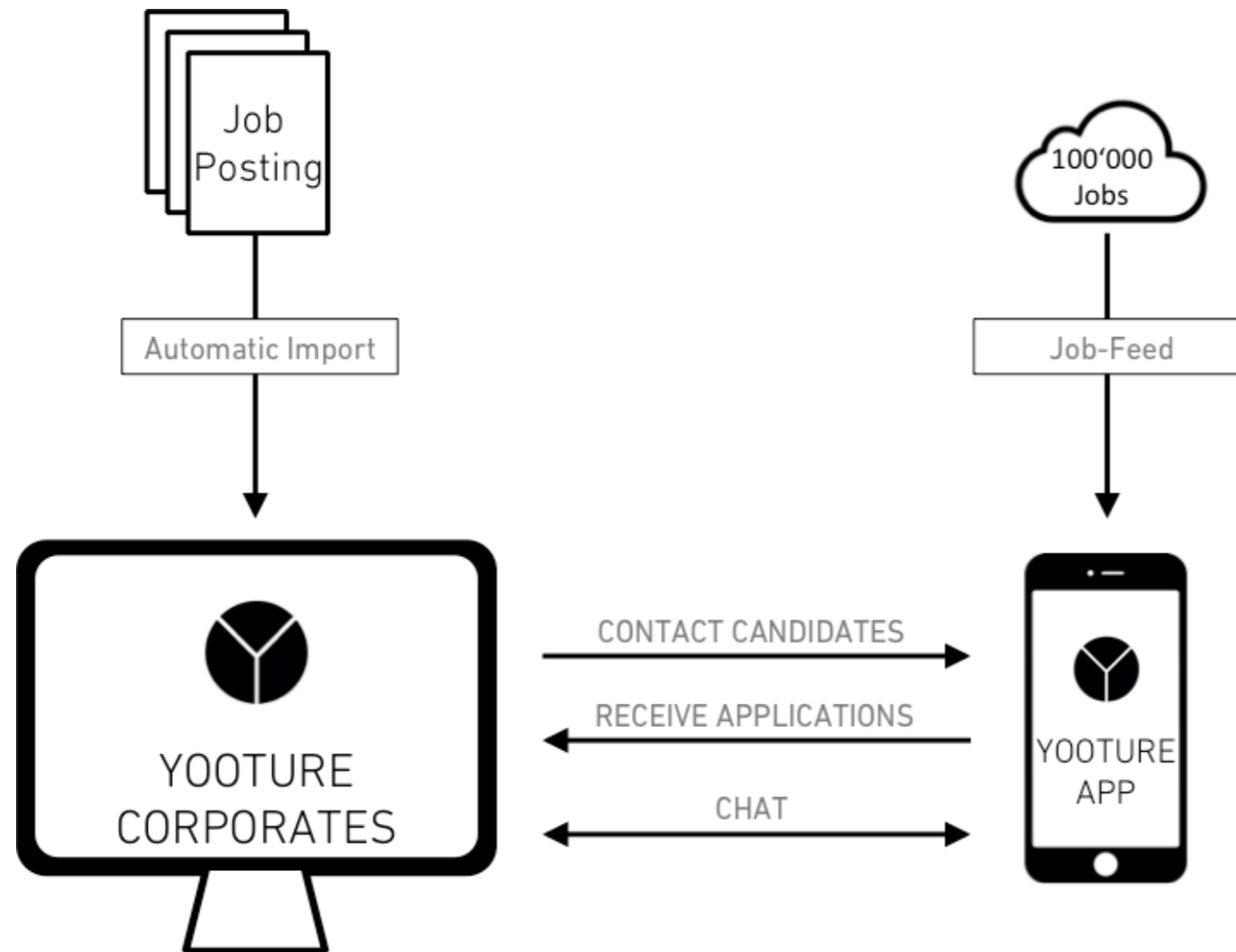


# YOOTURE

## AML 2020

January 2020

# YOOTURE PROVIDES A RECRUITING PLATFORM TO CONNECT JOB SEEKERS WITH COMPANIES



## UNIQUE SELLING PROPOSTION

- State-of-the-art matching and machine learning
- Significantly reduced average processing time until first 1:1 contact between candidate and company
- Combines active sourcing, targeted postings and cloud based ATS in one platform

# CORPORATE CLIENTS BENEFIT FROM REDUCED TIME-TO-HIRE, LOWER COST AND HIGHER SUCCESS RATES



## BENEFITS

- Significantly reduced time-to-hire through one-click-connect and automated pre-selection of suitable candidates
- Best in class response rates from contacted candidates
- Active sourcing, targeted job posting and cloud based application tracking (ATS) combined in one platform

# JOB SEEKERS BENEFIT FROM SEAMLESS ACCESS TO RELEVANT JOB OPPORTUNITIES AND AN INSTANT APPLICATION PROCESS



## BENEFITS

- Automated job proposals selected from full job universe in CH (more than 100'000 jobs in CH)
- Direct job offers/ request to connect from interested companies
- Apply to jobs by a simple tap, chat function to easily agree next steps
- Full anonymity, candidates decide if they want to reveal their identity

# OUR USER BASE: CANDIDATES

We count more than 350'000 Downloads

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95% of users have more than 3 years work experience

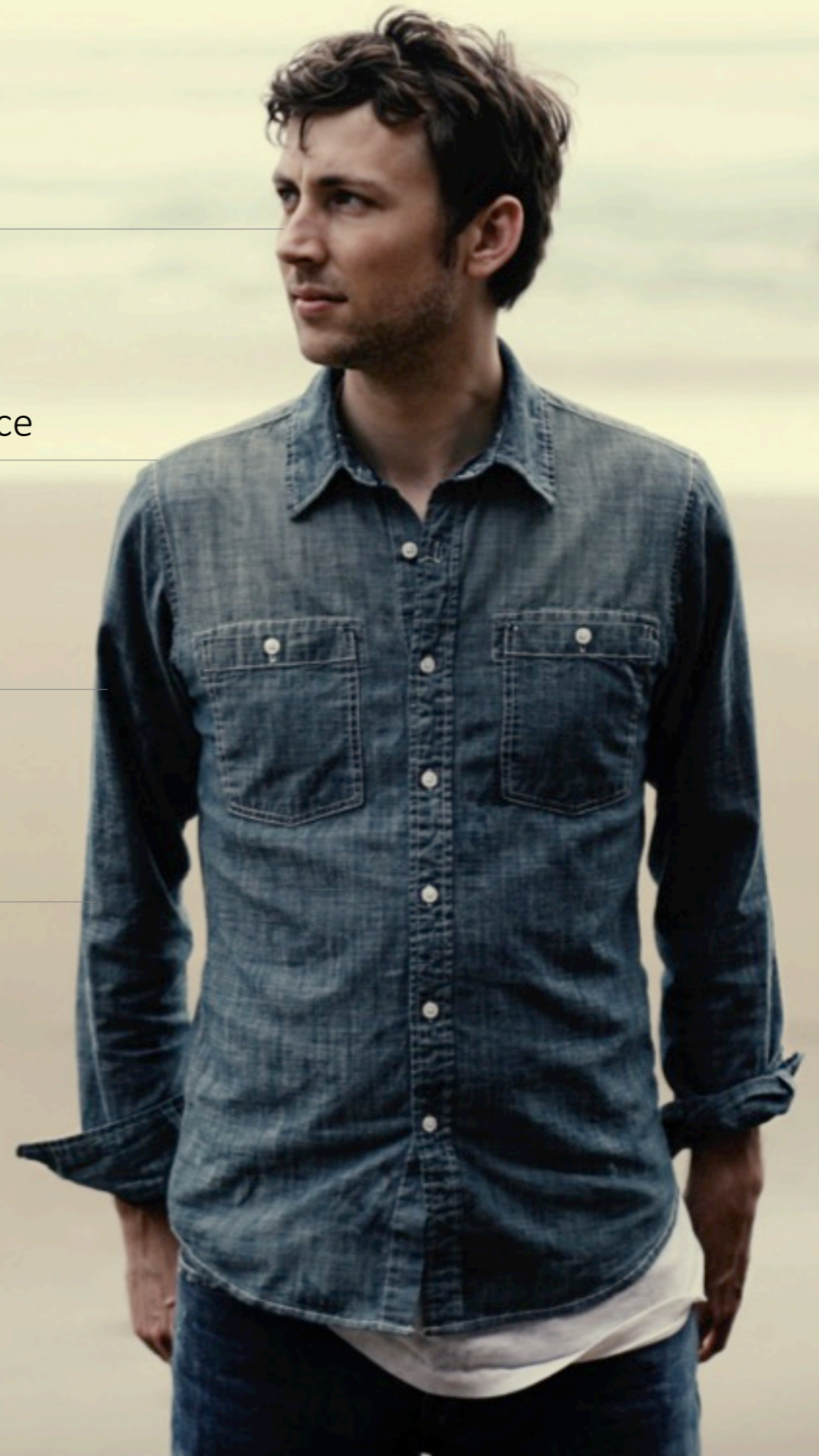
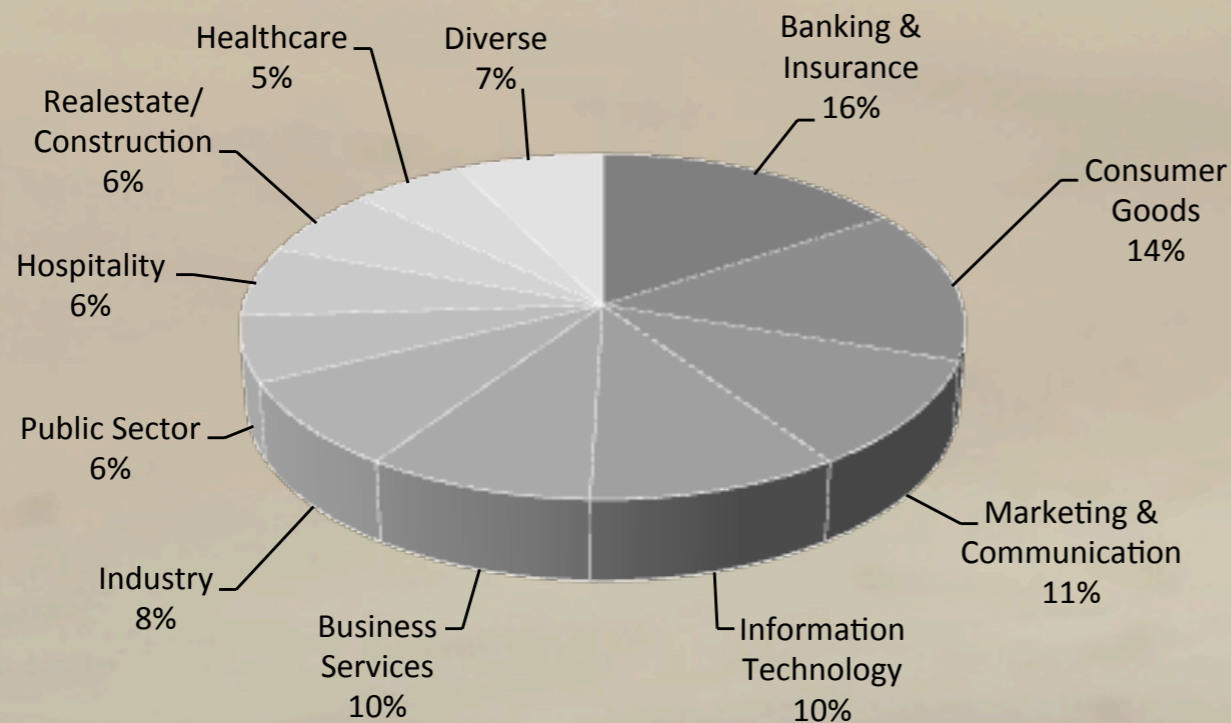
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50% of users have a Master or a Bachelor Degree

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Distribution candidates along Industries

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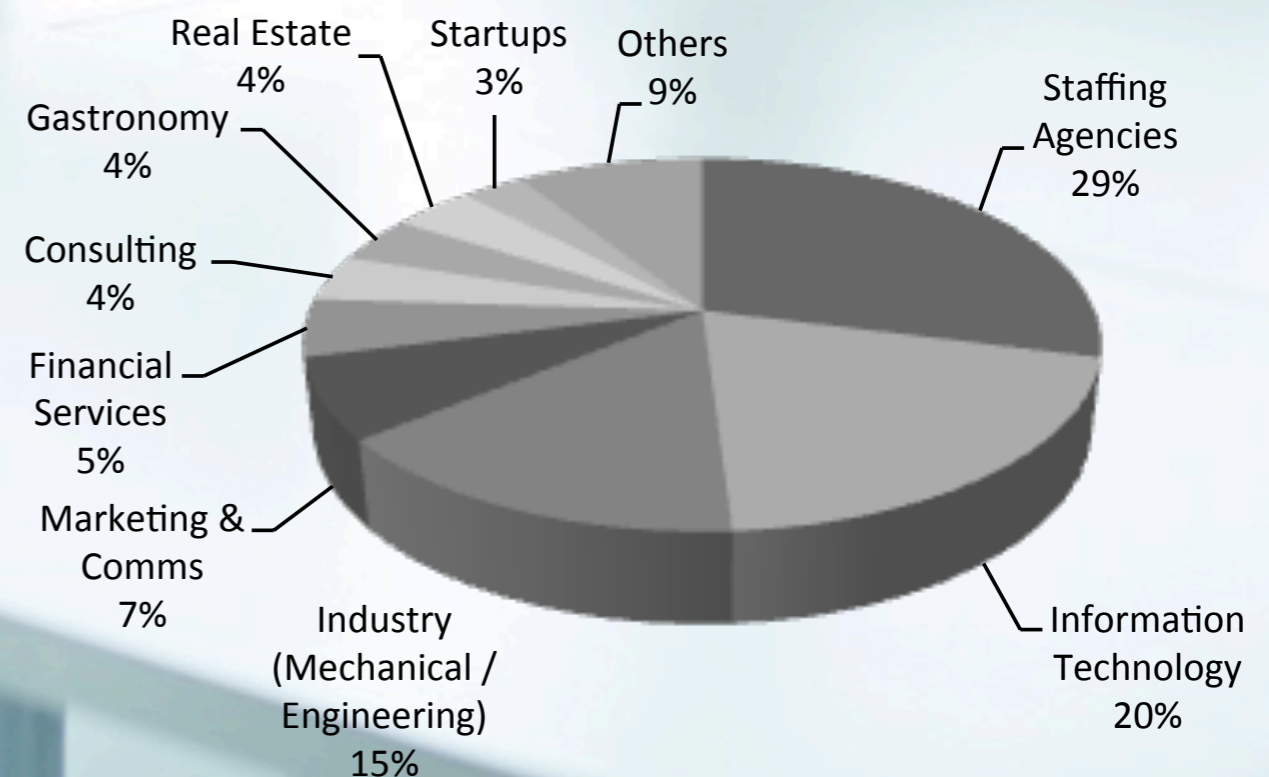
# OUR USER BASE: COMPANIES

We count more than 600 paying companies

85% of the companies are small and medium sized

95% of the companies are located in the German speaking part of Switzerland

Distribution companies along Industries



# RELEVANT INFORMATION FOR MATCHING

## CANDIDATE PROFILE

- Education
- Job history
- Skills
- Language
- Location

## VACANCY

- Job title
- Seniority
- Skills
- Languages
- Location

# UNDERLYING TECHNOLOGY: ELASTICSEARCH

I PROGRAM **IN** JAVA

JAVA IS ALSO **AN** ISLAND

program	java	is	also	island
1	1	0	0	0
0	1	1	1	1



# BIG PICTURE

- Taxonomies for skills and job titles
- Clusters on different levels
- Dimension weights

	Matching Vacancies	Matching Profiles
JobTitle	1	1.8
Cluster	1.25	0.5
Skills	0.8	1

# WEIGHT OPTIMIZATION

- Based on user interactions we created training data to optimize dimension weights
- PSO with Normalized Discounted Cumulative Gain as the measure
- Result is a general solution over all users

# CONTACT

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