


The logo for 'cammi' is displayed in a bold, rounded, sans-serif typeface. The letters are colored with a horizontal gradient, starting with a teal-green on the left and transitioning through light blue to a deep purple on the right. The dot above the 'i' is a small, solid dark blue circle.

cammi

VIDEO KILLED THE RADIO STAR



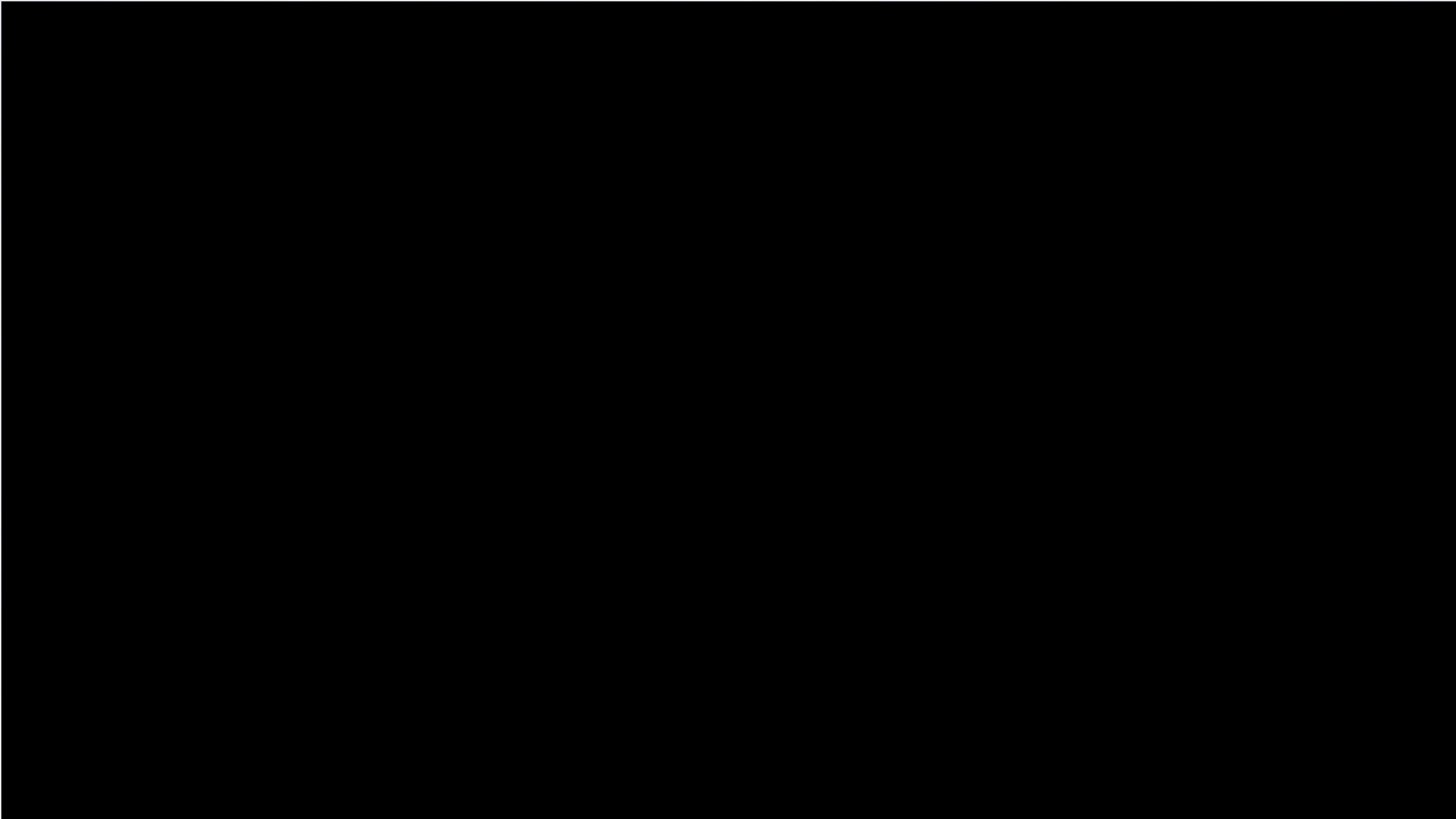
We support employers and candidates with a better match by adding personality to the CV at the start of the selection process on our award-winning video recruitment platform.



75 percent of senior executives
watches work-related video on
business-related websites every
week. Over 50 percent views
work-related video content on
YouTube (Source: Forbes)

Trend #1 GENERATION NOW





A photograph of four children sitting on a dark blue couch. From left to right: a boy in a white long-sleeved shirt using a tablet, a girl in a light blue long-sleeved shirt with a colorful graphic and patterned pants using a tablet, a boy in a blue and grey striped long-sleeved shirt using a tablet, and a girl in a red patterned long-sleeved shirt using a smartphone. The text 'Trend #2 SCREENAGERS' is overlaid in the center of the image.

Trend #2 SCREENAGERS



Trend #3
VIDEO = MOBILE



Trend #4 AUTOMATION

The Recruiter as “Therapist”

Bring on the personal trainers

Probability that computerisation will lead to job losses within the next two decades, 2013

(1=certain)

Job	Probability
Recreational therapists	0.003
Dentists	0.004
Athletic trainers	0.007
Clergy	0.008
Chemical engineers	0.02
Editors	0.06
Firefighters	0.17
Actors	0.37
Health technologists	0.40
Economists	0.43
Commercial pilots	0.55
Machinists	0.65
Word processors and typists	0.81
Real estate sales agents	0.86
Technical writers	0.89
Retail salespersons	0.92
Accountants and auditors	0.94
Telemarketers	0.99

Source: “The Future of Employment: How Susceptible are Jobs to Computerisation?” by C.Frey and M.Osborne (2013)

The Recruiter as “Telemarketer”

8.520.000 new hires
in EU26 (Q2 2013) of
which 50% was under
the age of 30

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Commission

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Further Information

- European Job Mobility Bulletin
- EU Employment and Social Situation Quarterly Review
- Employment Package

HIGHLIGHTS

VACANCIES: Hesitant increases in Portugal and Spain

Total job vacancies in the second quarter of 2013 (2.1 million for 19 EU countries) were 3 per cent below the corresponding quarter of 2012. The PES vacancy inflow declined by just 1 per cent (19 EU countries). Both total vacancies and PES vacancy inflow increased in Portugal and Spain. This was offset by declines in Germany, the Netherlands and some other countries. In the five countries covered, temporary work agency vacancies (Randstad) up to September continued to decline year-on-year in the five countries covered, but in Spain they increased in October 2013.

Read more on page 3

HIRINGS AND JOB PROSPECTS: Still worst in Southern Europe despite recent improvements

EU27 hirings fell by 4 per cent between the second quarters of 2012 and 2013 despite relatively high increases of 27 per cent in Croatia and Greece. The ratio of unemployed to hirings increased from 2.5 to 2.7 indicating worsening job prospects overall. Developments varied strongly but the ratios remained lowest in the north and west of Europe, and highest in the south and east of Europe.

Read more on page 7

OCCUPATIONAL DEMAND: Decline in medium skilled jobs

Hirings were down in most occupational groups except elementary occupations. The highest increases in employees were mostly in high-skilled jobs in teaching, ICT and finance, but the highest increases in hirings involved a mix of jobs. Occupations with strong growth in both employees and hirings included 'personal care workers in health services'. Across Europe, PES vacancy inflow increased most in low to mid skilled jobs, but also in health care related jobs.

Read more on page 11

EDUCATIONAL DEMAND: Hirings declined at all educational levels

The strongest decline in hirings (down by -9 per cent) was among low educated workers, especially in Greece, Portugal and Spain where they form the

largest occupational group in hirings.

Read more on page 20

SOUTHERN EUROPE: Increasing hirings of qualified workers in low-skilled jobs

Recent developments suggest that in Southern Europe a recovery is beginning to emerge and it is mainly being driven by the private sector, and particularly the trade sector in Portugal. But in general no single private sector was clearly offering the best prospects for job creation, although demand in health care has consistently grown as in the rest of Europe, in particular for 'personal care workers in health services' in Italy. For young people general measures that help recruitment into skilled jobs may be more beneficial in overcoming the high reliance of young workers on elementary jobs, waiting in restaurants or assistance in shops, especially for those with medium educational level who tend to out-crowd the lower educated.

Read more on page 21

• TOP 10 employee growth per country on page 27
• TOP 5 growth PES inflow per country on page 34
• TOP 5 in EURES Job Mobility Portal on page 36

Top 5 growth occupations (employees)

- Primary school and early childhood teachers
- Software and applications developers and analysts
- Finance professionals
- Personal care workers in health services
- Legal, social and religious associate professionals

Top 5 growth occupations (hirings)

- Refuse workers
- Heavy truck and bus drivers
- Agricultural, forestry and fishery labourers
- Personal care workers in health services
- Cooks

PES Top 5 growth occupations (vacancy inflow)*

- Mining and construction labourers
- Other elementary workers
- Creative and performing artists
- Personal care workers in health services
- Agricultural, forestry and fishery labourers

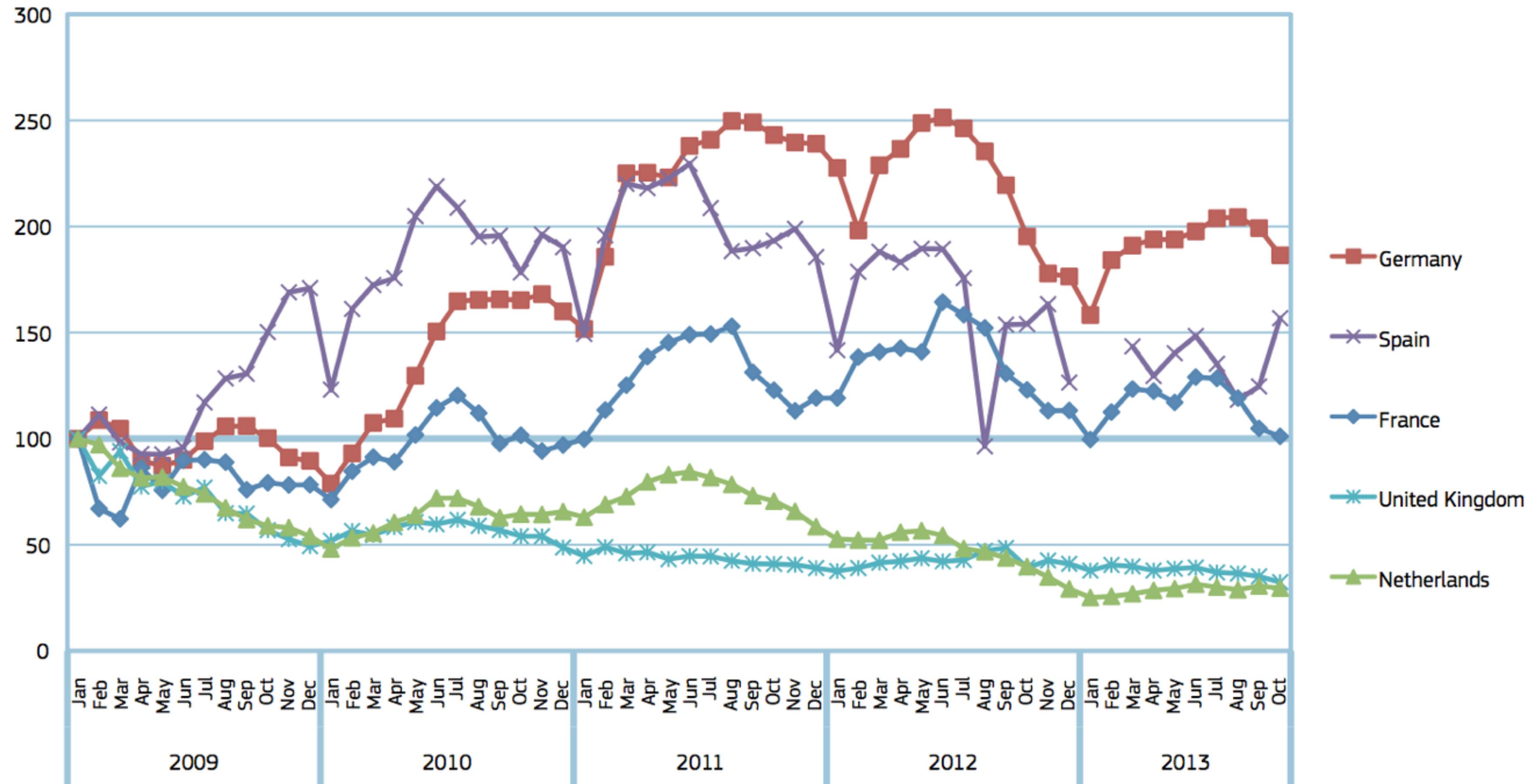
*9 countries using ISCO-08

Social Europe

- + Part-time work
 - + Flexible and temporary contracts
 - + Shorter employment periods
-

= Ever more job interviews

Chart 4: Development of job vacancies in temporary work agencies (Randstad)
Index, January 2009 - October 2013, January 2009 = 100



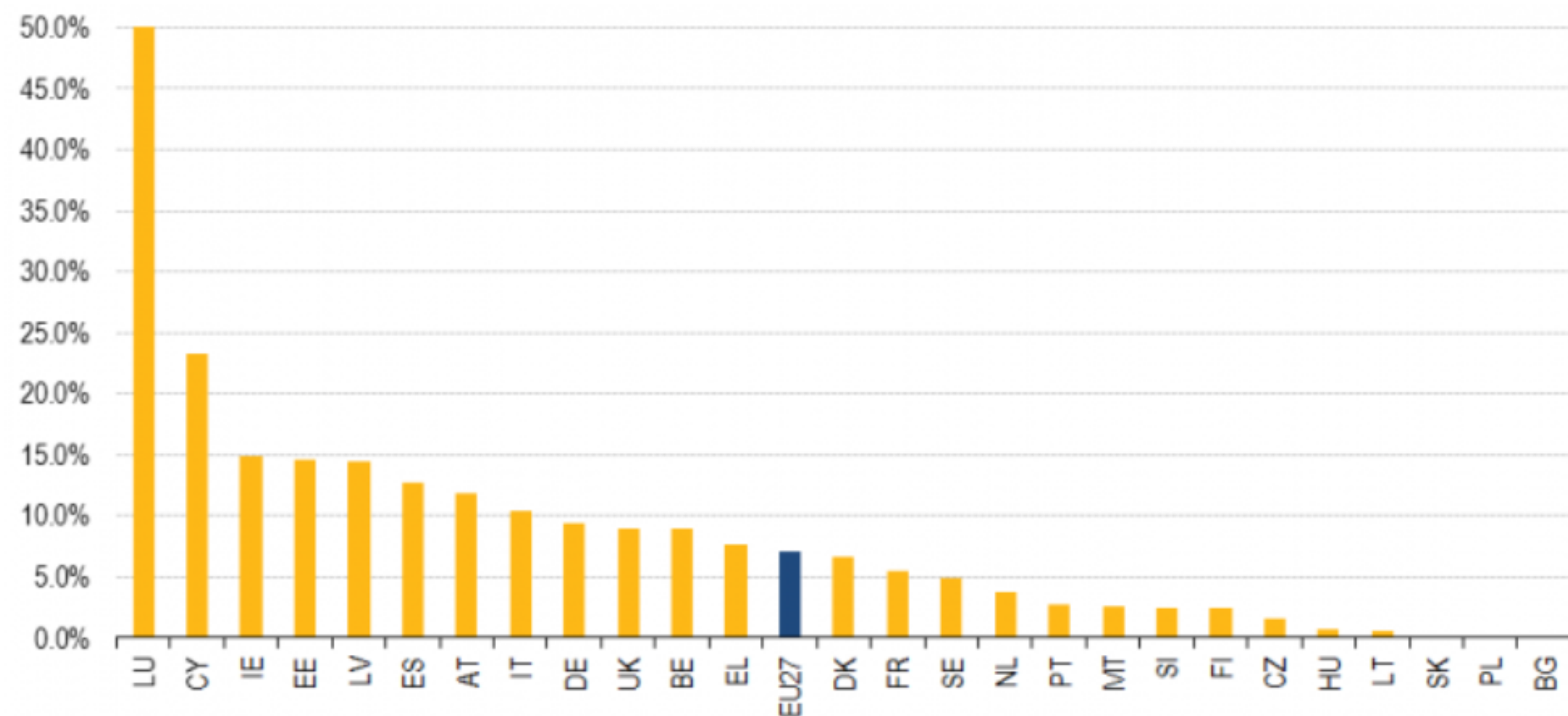
Source: Randstad (5 countries). The index is based on the number of open vacancies published by the subsidiaries of the Randstad Group on the internet. Randstad only publishes job vacancies that cannot be filled directly from the available pool of candidates. The figures are based on daily measurements of the number of open job vacancies.

Number of Randstad vacancies October 2013: France: 5,950; Germany: 7,611; the Netherlands: 3,064; Spain: 1,121; the United Kingdom: 5,955.

For Spain, January and February 2013 were left out due to extremely low values.

In 2012, more than 15 Million people employed within the EU were foreign nationals. That is 7.1 % of all people employed. 43.4 % is an EU citizen and 56.6 % is a non-EU citizen.

Source: Eurostat

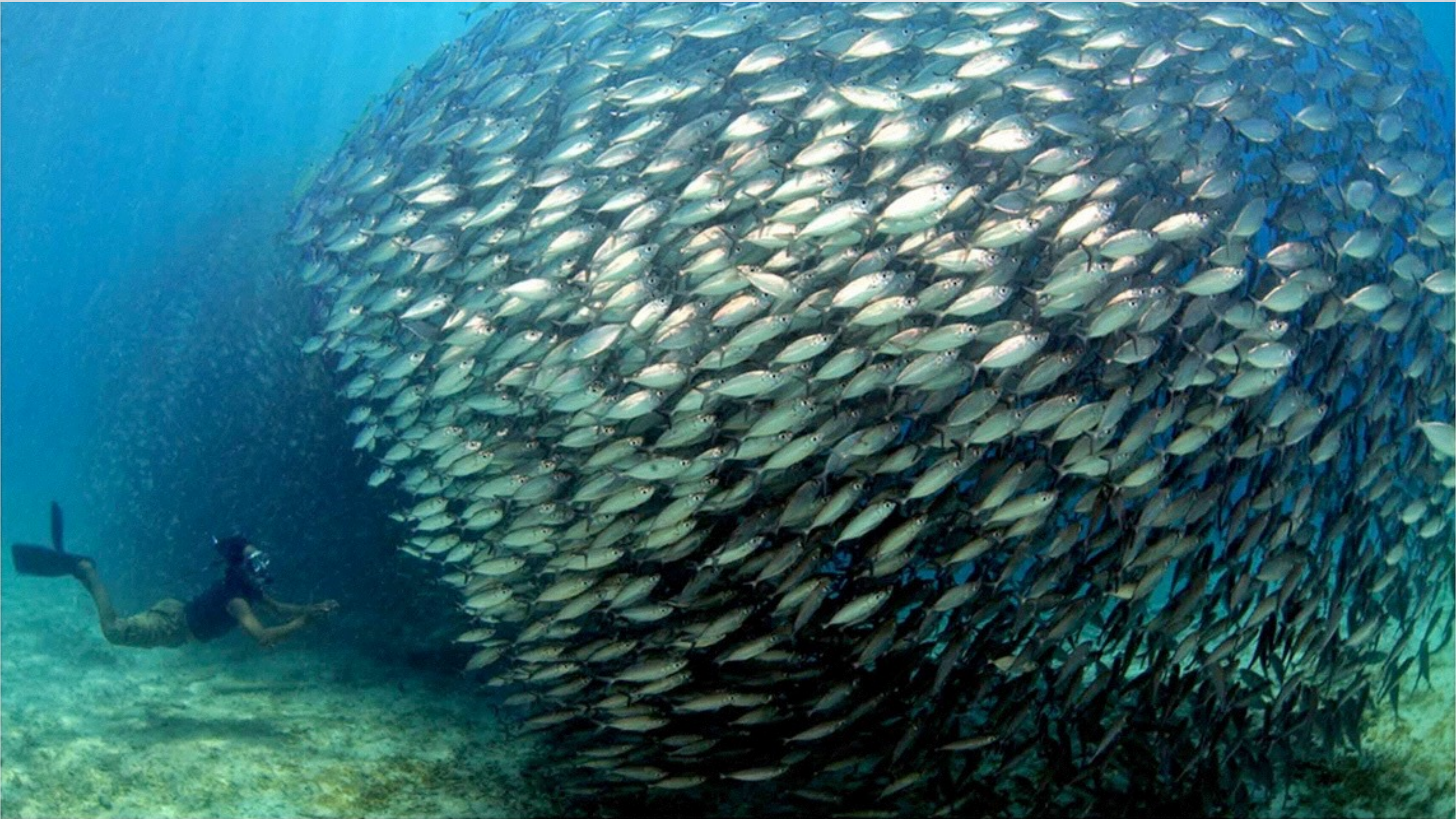


RO data are not available

Source : Eurostat (online data code: [lfsa_egan](#))

Figure 3: Share of foreigners in the total employed population, 2012

Source: Eurostat ([lfsa_egan](#))



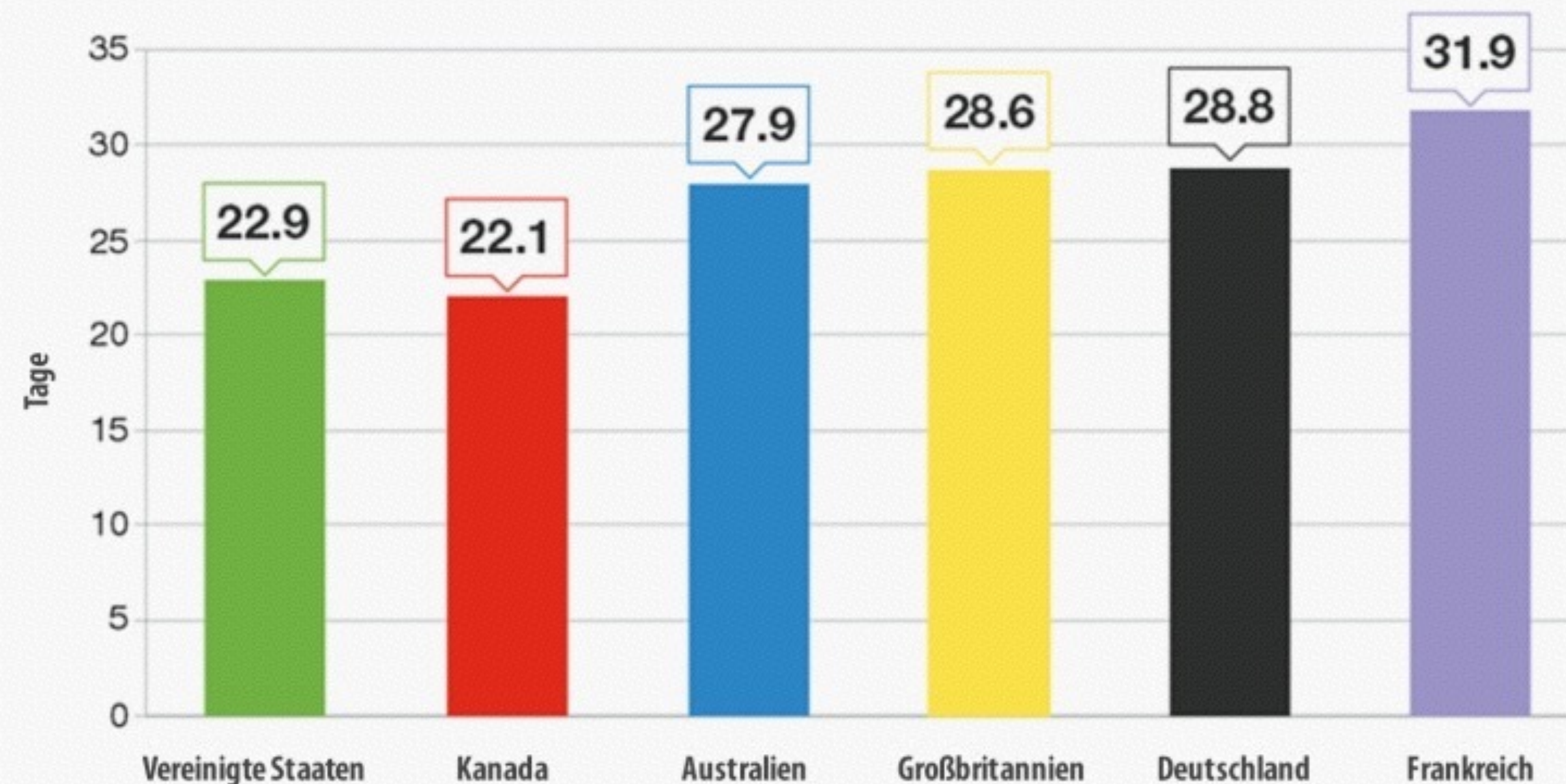




Employers are taking their time to hire.

Average interview processes have grown by 3.3 to 3.7 days since 2009 and Europe is especially lagging. Traditional interview types (telephone, panel and one-on-one interviews) only add to interview process times. On average between 4 and 8 days each. (Glassdoor, June 2015)

Die durchschnittliche Dauer von Bewerbungsverfahren im internationalen Vergleich



Quelle: Glassdoor Economic Research, Zeitraum der Datenerhebung 1. Januar 2014 bis 31 Dezember 2014.

Over **40 percent** of hiring managers find it hard to allocate time in their daily schedule for job interviews.

75 percent of hiring managers admit to the fact that their lack of time has resulted in significant delays in the recruitment process.
(Research now, 2013).

When candidates can choose between multiple employers **76%** selects the employer where they can be interviewed the earliest. **Four out of Ten** applicants has had the experience of aborting an application process because another process was faster.





**YEAH
3000
.COM**





“I have to really say I enjoyed it, it puts interview in a different perspective and makes them fun.”

“I am very happy with this application and enjoyed very much using it. Congrats to the development team!”

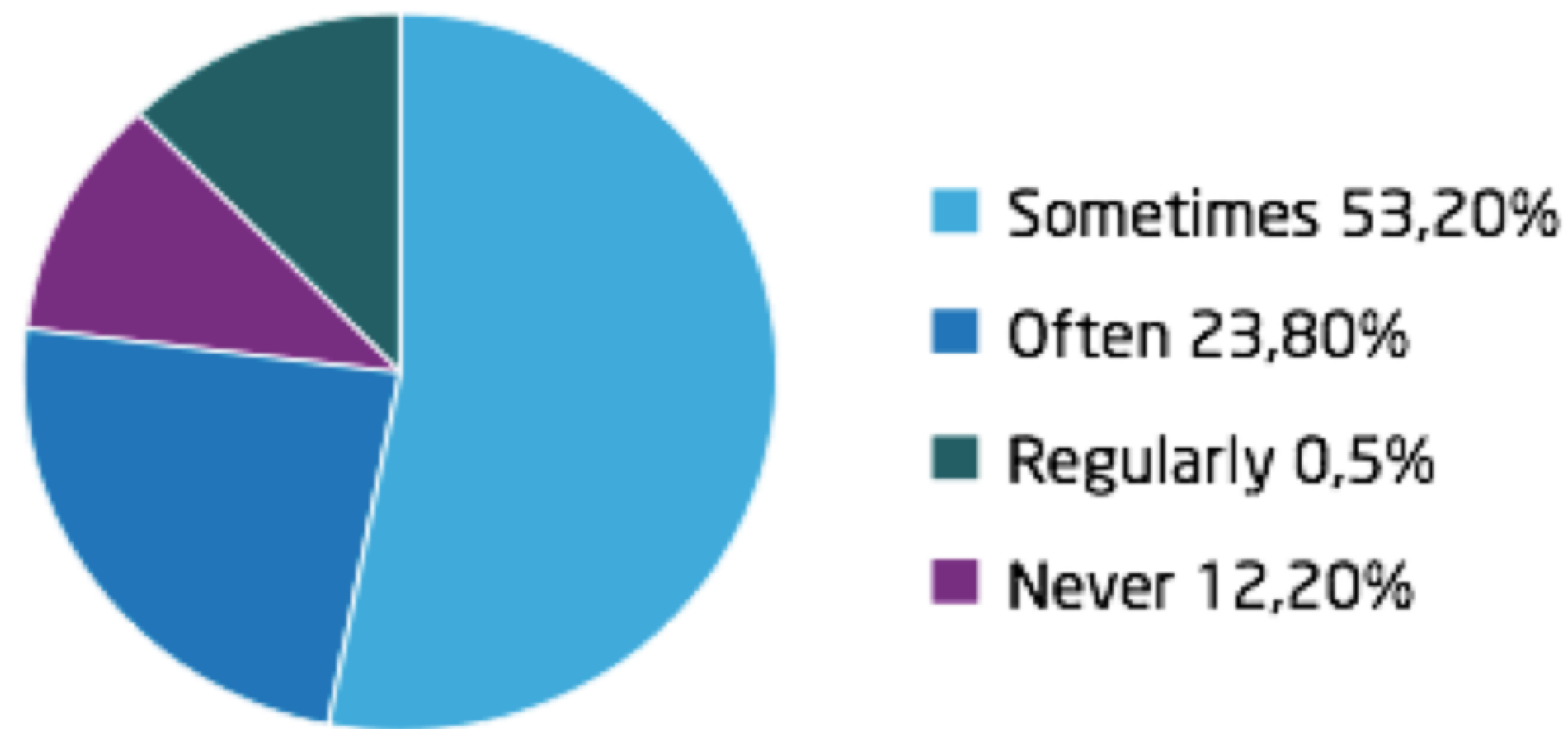
“This was a pretty nifty way of doing an interview. Very clear instructions and clutter-free interface. Kudos!”

“Love the tool! I really like the flexibility of choosing when, where to record my answers. I would definitely recommend to my organization.”

“I absolutely loved this method of interview, far more so than the regular interview structure one would see in many businesses.”

Figure 6 A majority of recruiters has regretted a job interview before it started (One Poll, 2012)

Have you ever invited candidate(s) to your office for a first round interview based on their CV and on meeting them, thought: "Why did I invite you?" before the interview even started?

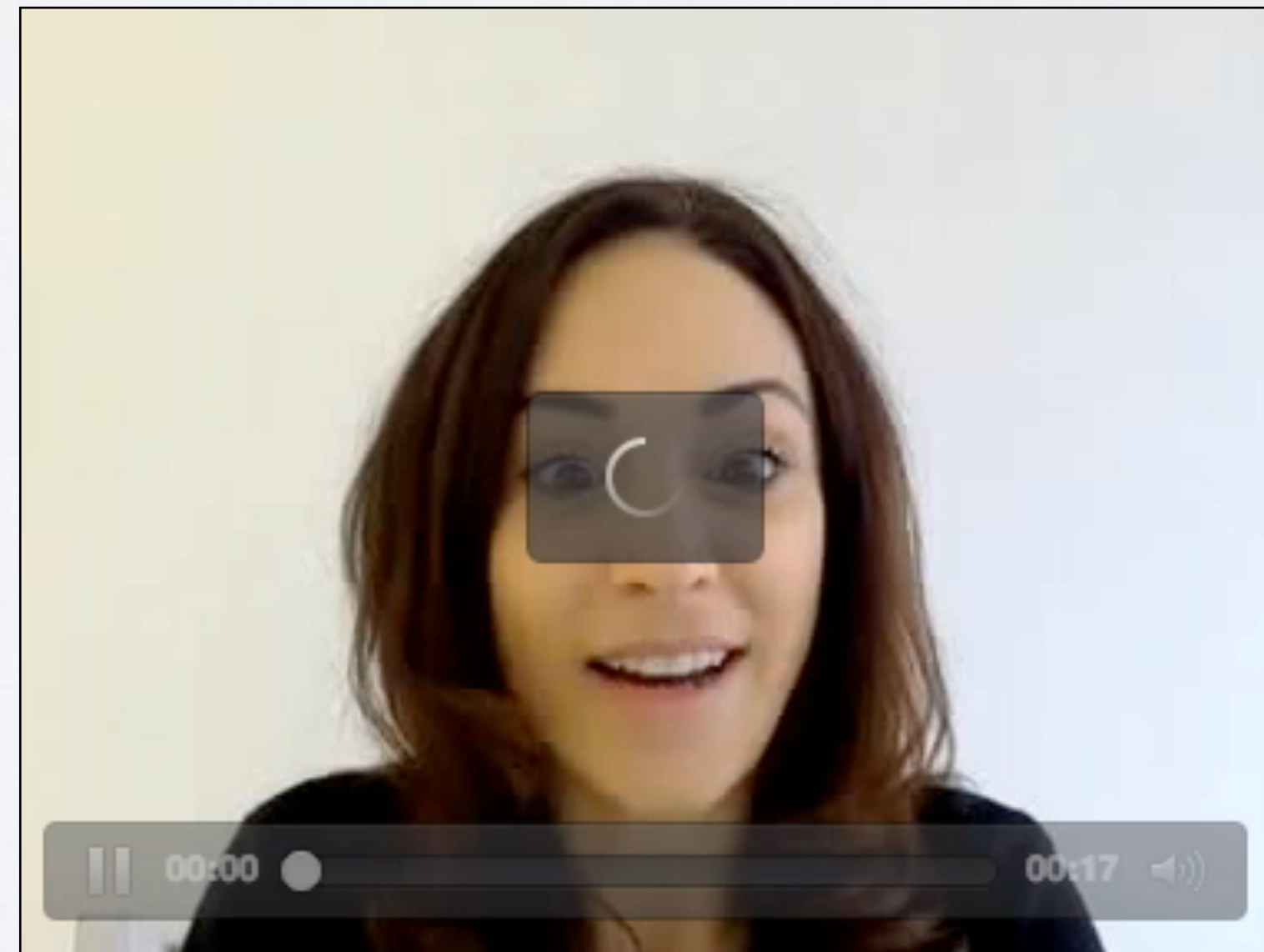
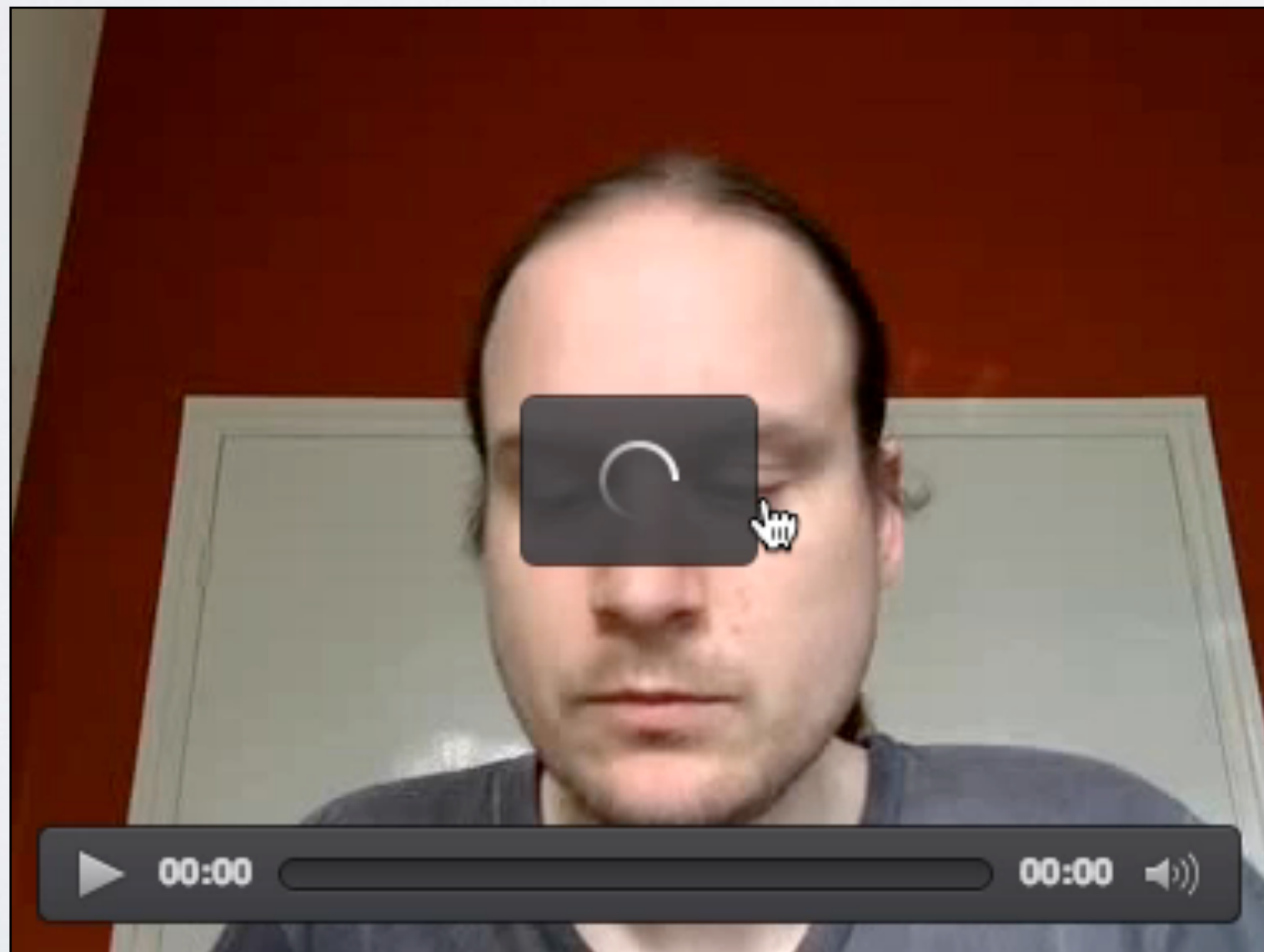


Half a Minute: Predicting Teacher Evaluations From Thin Slices of Nonverbal Behavior and Physical Attractiveness

Nalini Ambady and Robert Rosenthal

The accuracy of strangers' consensual judgments of personality based on "thin slices" of targets' nonverbal behavior were examined in relation to an ecologically valid criterion variable. In the 1st study, consensual judgments of college teachers' molar nonverbal behavior based on very brief (under 30 s) silent video clips significantly predicted global end-of-semester student evaluations of teachers. In the 2nd study, similar judgments predicted a principal's ratings of high school teachers. In the 3rd study, ratings of even thinner slices (6-s and 15-s clips) were strongly related to the criterion variables. Ratings of specific micrononverbal behaviors and ratings of teachers' physical attractiveness were not as strongly related to the criterion variable. These findings have important implications for the areas of personality judgment, impression formation, and nonverbal behavior.

The ability to form impressions of others is a critical human skill. "This remarkable capacity we possess to understand something of the character of another person, to form a conception of him as a human being.... with particular characteristics forming a distinct individuality is a precondition of social life" (Asch, 1946, p. 258)



Best-in-Class companies are 61% more likely to use video tools for interviewing candidates as compared their All Others.

Companies that use video interviewing improved their time to hire by 60%.

With video interviewing tools in place, companies are 2.7 times more likely to improve (reduce) their cost per hire as compared to companies without such tools in place.

***Aberdeen, Talent Acquisition 2014:
Reverse the Regressive Curse (June 2014)***



Video Pitch

- Replaces motivation letter
- Available in the application form
- Junior and volume roles



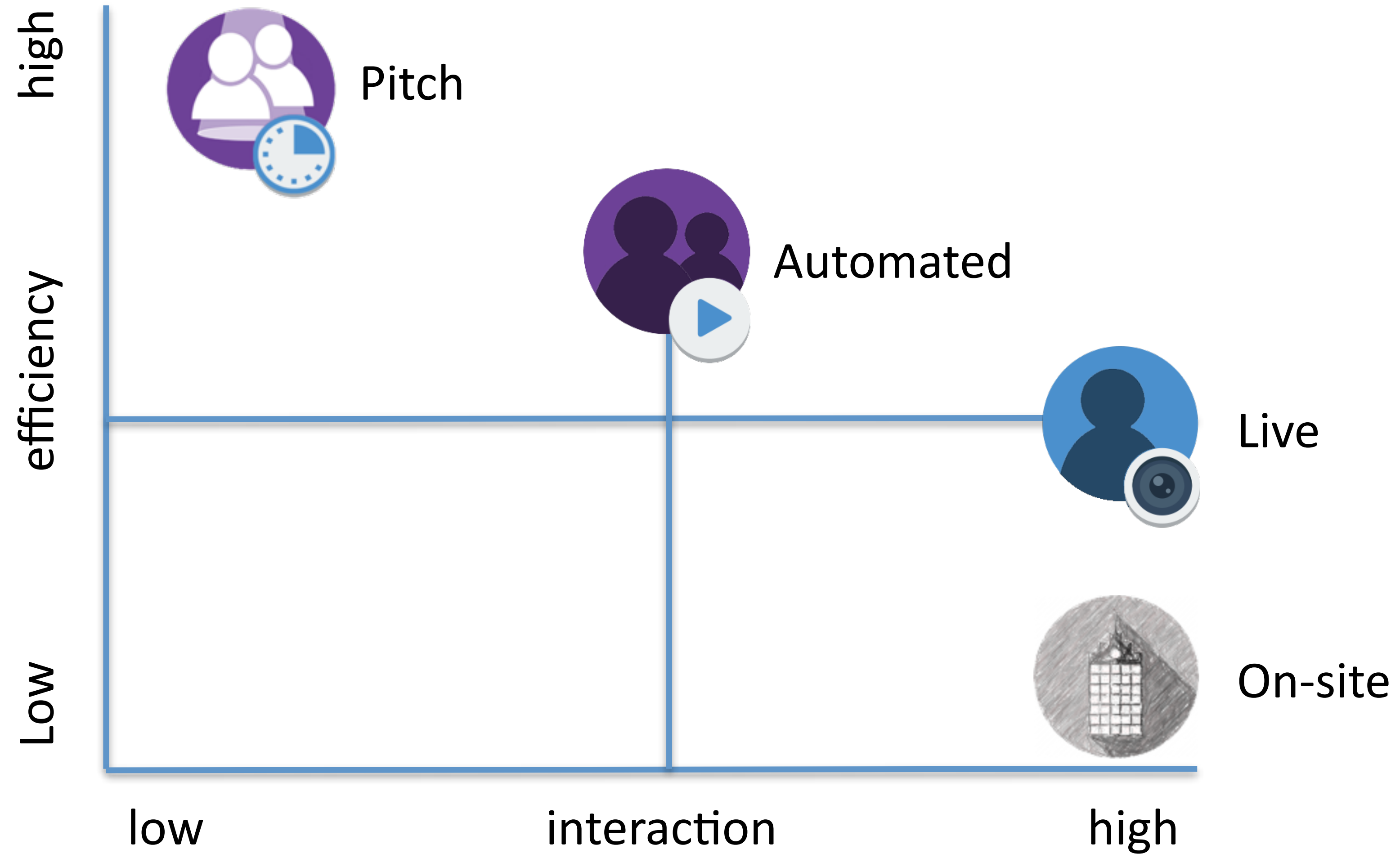
Automated

- Replaces phone screen
- Often used after CV selection
- Entry-level to Mid-Career



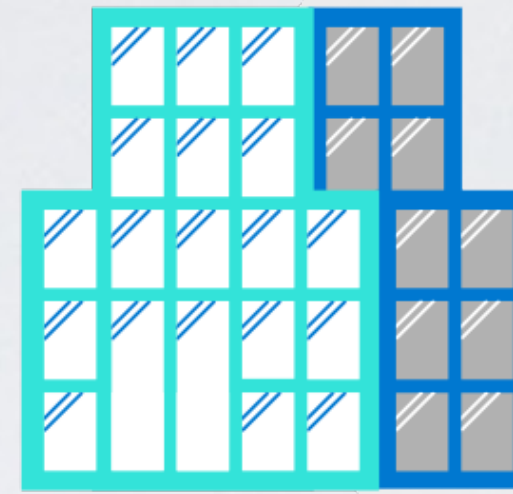
Live Interview

- Replaces 1st interview on-site
- Interaction focussed
- Mid-Career to Senior-Level

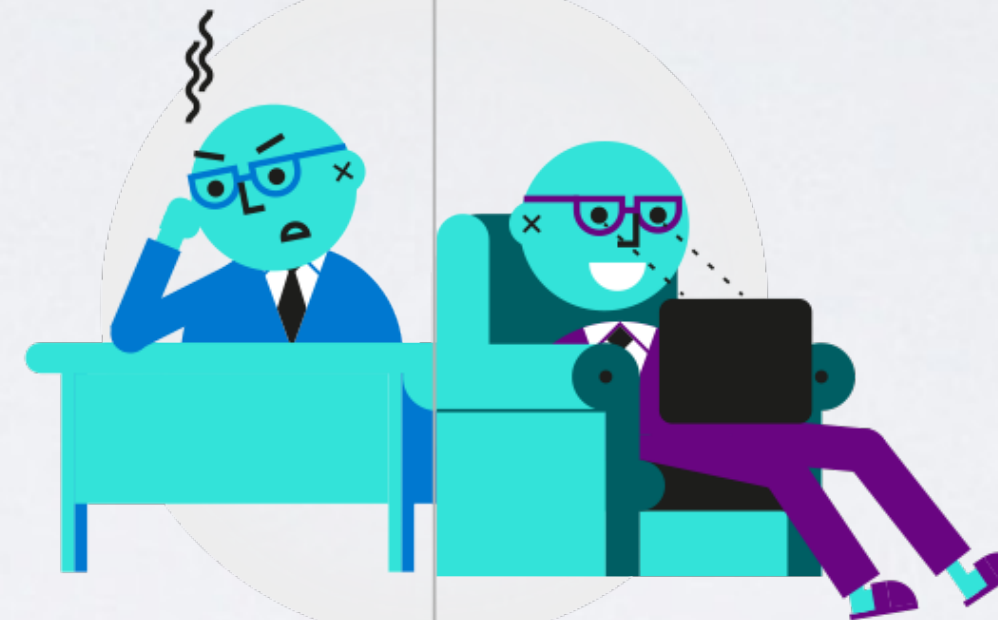


TRADITIONAL RECRUITMENT

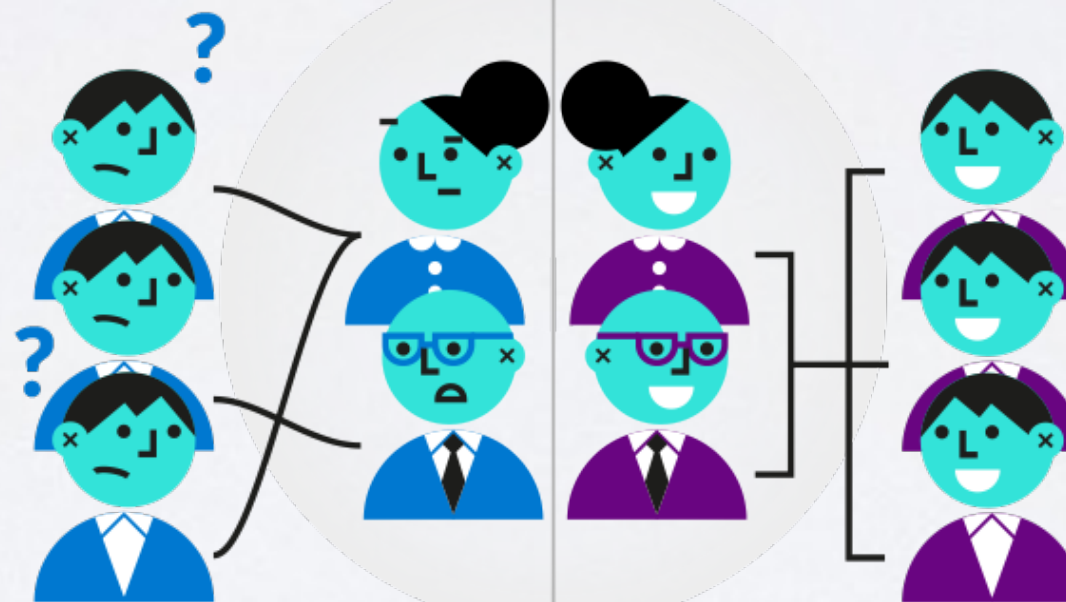
location
on-site or
by phone



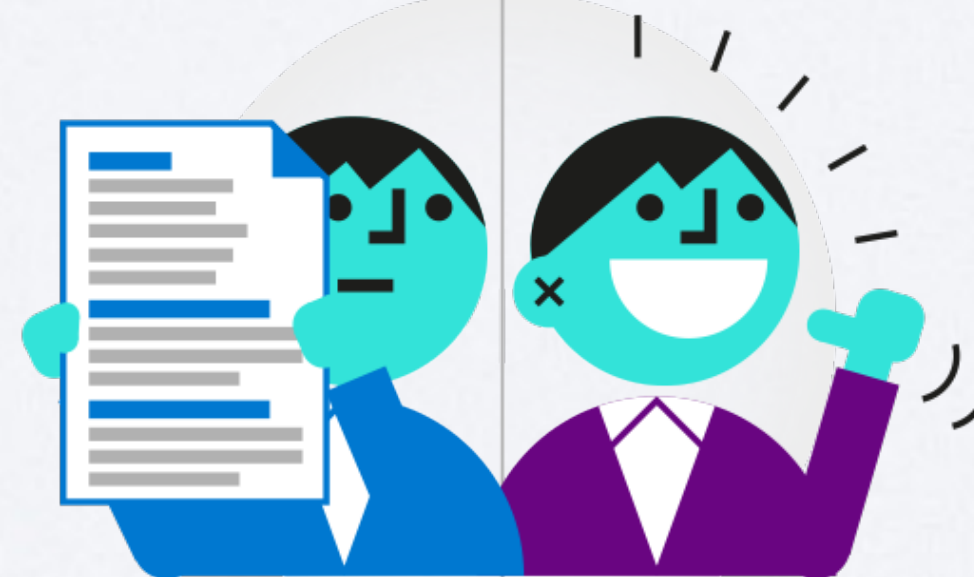
scheduling
time zones,
(re)scheduling
and voicemails



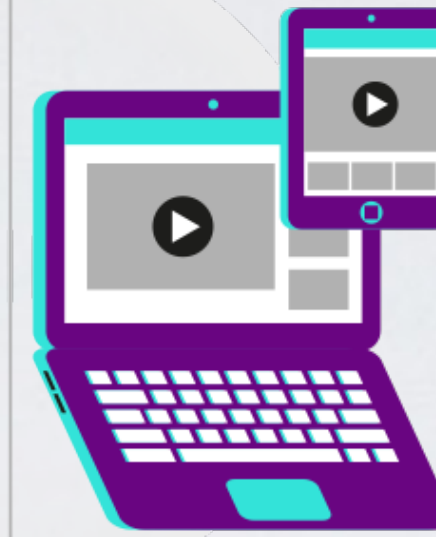
process
unstructured
and biased



selection
CV-based
selection



location
on desktop
or mobile



scheduling
on-demand
and outside
office hours

VIDEO-POWERED RECRUITMENT

process
fair and engaging
process for all

selection
full picture of
the candidate

Cammio Account Manager



Invite reviewer

1 - 7 of 7



Details

Videos

Questions


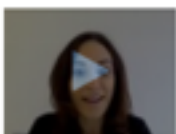

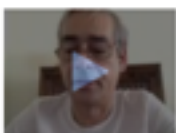
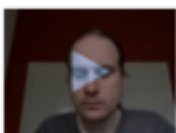
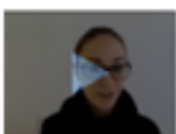
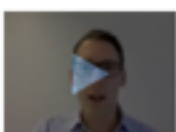
Texts

Reviewers

Invitations

Interviews

Assessment

	Interview	Candidate	Date ▼	Duration	Answers	Rating	
<input type="checkbox"/>		Niddia Paauwe	23/11/2014	00:22:16	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (6)	Actions ▼
<input type="checkbox"/>		Vanessa Garro	20/11/2014	00:05:02	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (12)	Actions ▼
<input type="checkbox"/>		Alberto Gonzalez	04/11/2014	00:16:23	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (7)	Actions ▼
<input type="checkbox"/>		Bas Dirkse	02/11/2014	00:03:26	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (5)	Actions ▼
<input type="checkbox"/>		Marcel Rouwenhorst	31/10/2014	00:17:05	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (5)	Actions ▼
<input type="checkbox"/>		Sally Johnson	31/10/2014	00:04:26	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (6)	Actions ▼
<input type="checkbox"/>		Walter Hueber	29/10/2014	00:03:40	<div><div>1</div><div>2</div><div>3</div><div>4</div></div>	★★★★☆ (5)	Actions ▼

Walter Hueber

26-06-2015 - Online Marketing Manager (m/w)



Fragen

Was motiviert Sie?

Was interessiert Sie an diesem Stellenangebot?

Was erwarten Sie in den ersten 30 Tagen hier zu tun?

Stellenangebot

Online Marketing Manager (m/w)

Ende 25-06-2016

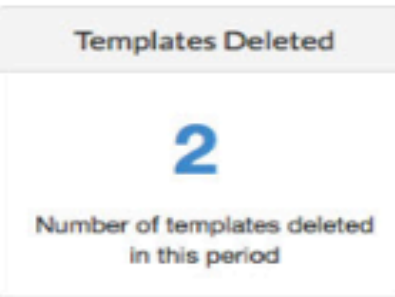
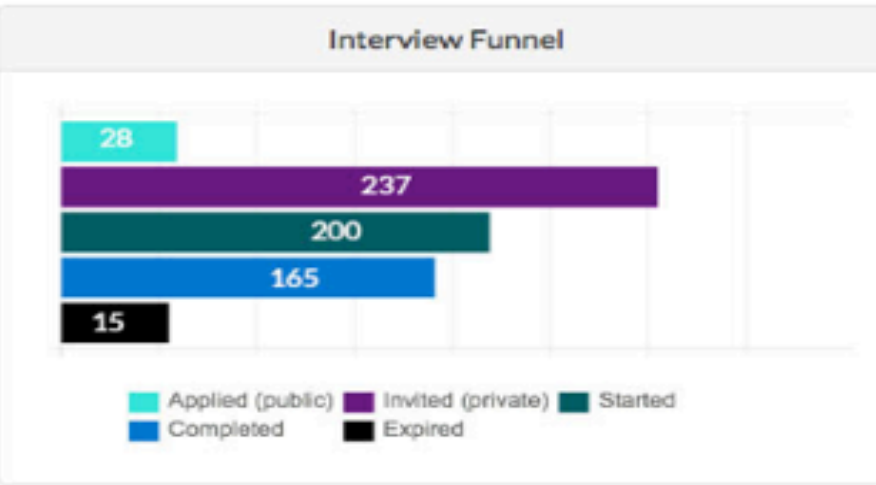
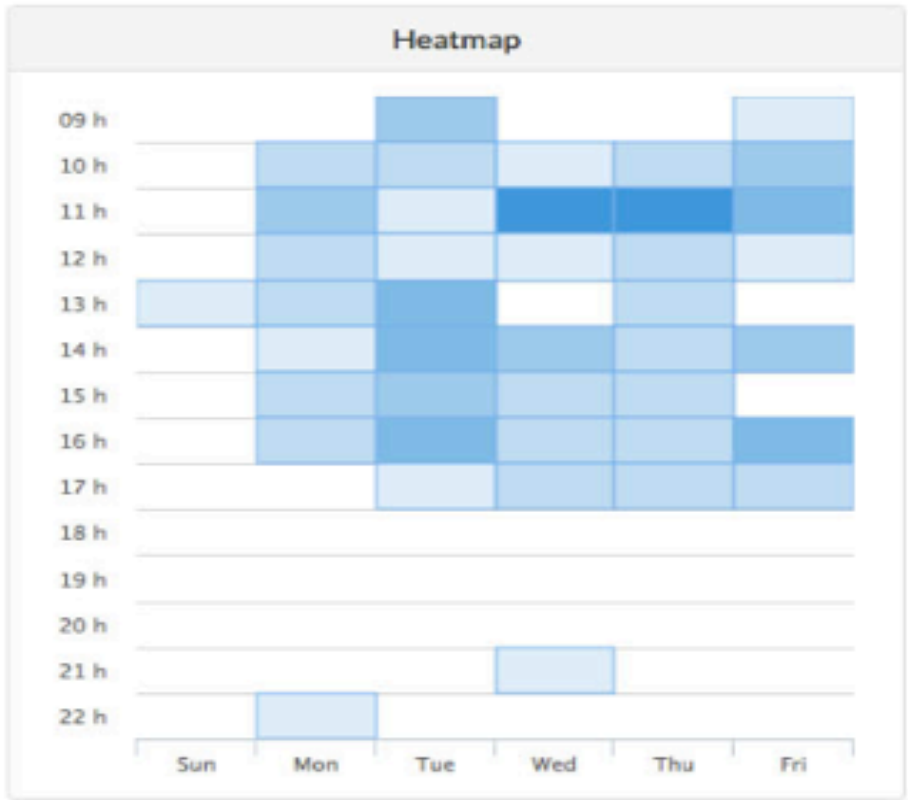
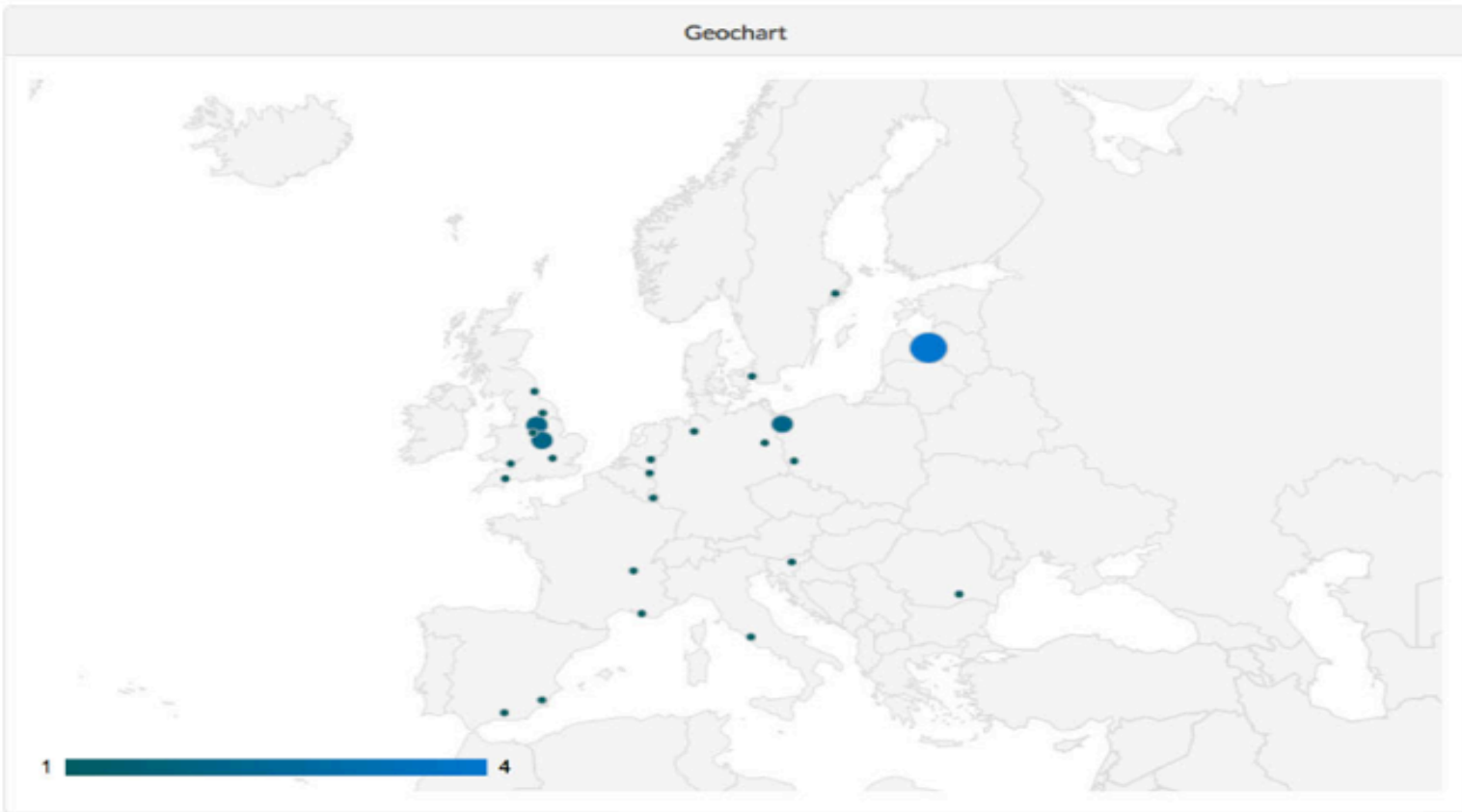
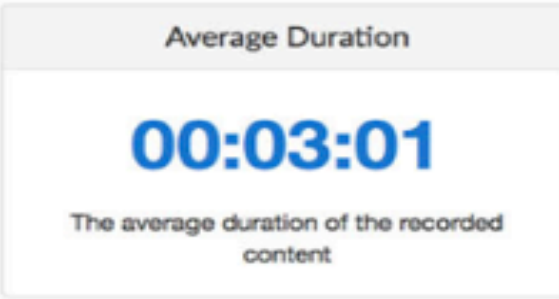
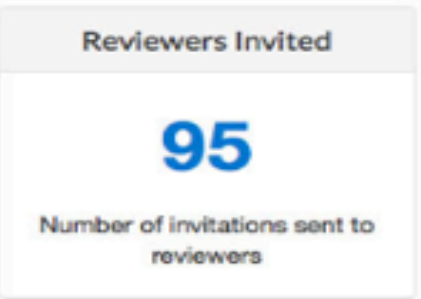
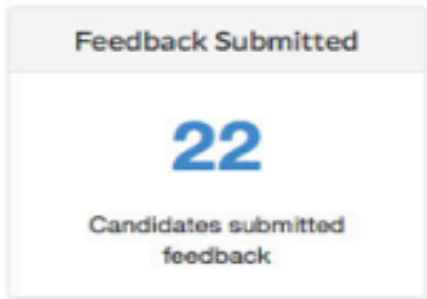
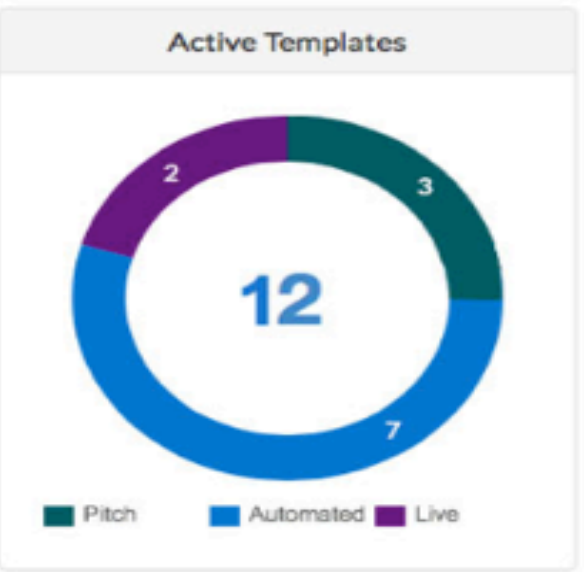
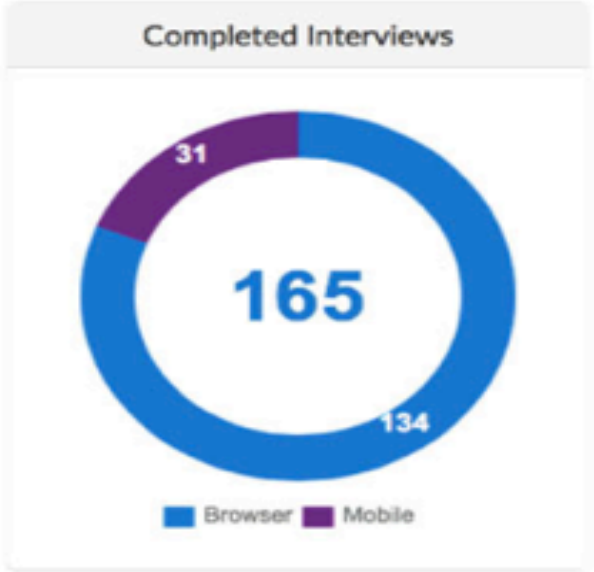
Automated Interview

Bewerber

Walter Hueber

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Template Top List

Shop manager	40
Finance traineeship	32
Project Manager	27
Business Development Analyst	15
Account Manager	9

Questions Top List

Why are you looking for a new job?	59
Why do you want to work here?	39
What motivates you?	26
Where do you see yourself 5 years from now?	17
What makes you the best candidate for this position?	11

Recruiter Top List

Peter van Vliet	36
Moniek Bouwer	31
Albert van Belzen	19
Barbara Tulp	10
Sander Rijken	8



case studies



1st Impression

Process Efficiency

Sharing

In-sourcing

Customer Care

High Quality

Central EMEA team

Native Speakers

Communication Skills

Remote hiring

Energy Level

Music Match

Innovation

SONOS
THE WIRELESS HiFi SYSTEM

European Stability Mechanism



- Since early 2014
- Need for a fair and efficient process
- Replacing telephone screening
- Primarily automated interviews
- Across all job groups
- Usage driven by hiring manager demand



Ministry of Foreign Affairs

- Oktober 2014
- Combination with e-assessments
- Traineeship program
- 450 interviews in one day
- Candidates accross the globe
- Easy comparison and selection

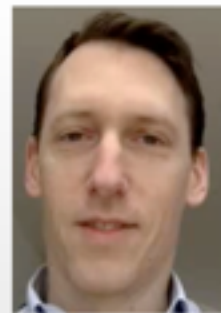


- Research and Documentation Directorate
- 6 competitions / 2 grades
- Application deadline March 31st, 2015
- Remote structured interview
- French language skills
- Linked to interview at assessment centre
- Assess competencies in the field of law





search, index and match
based on spoken content



Profiel

Kandidaat is sterk gericht op analyse en correctheid van procedures. Creëert vanuit de logische redenerie en systematiseert korte en lange termijn doelen.

Eigenschappen

Analytisch
Structureert zorgvuldig
Logisch redenerend
Scherp op zuiverheid van procedures
Goede luisteraar
Creatief
Incasseert (te) lang

Routine

Zorgvuldig plannen en systematiseren op een creatieve manier.

Kerncompetentie

Managen van inhoudelijke processen
Effectieve oplossingen
Analyse en onderzoek
Combinatie creativiteit en oplossing
Komt afspraken na

Aandachtspunten

Te veel ratio
Relatie tussen mens en functionaris
De “(on)juiste” benadering

Primair, secundair



Samenwerking

Deze creatieve analyticus hecht waarde aan een goede taakverdeling en overzichtelijke werkprocessen die tot goede prestaties leiden. Richt zich op feiten in communicatie. Heeft een sterke discipline en een hoge arbeidsethos. Houdt zich aan de regels. Heeft een “procedureel” oog voor de mens achter de functionaris. Loyaal aan mensen die vertrouwd worden.

Invloed

Kandidaat leidt door te helpen met overzicht te bieden en zich coöperatief op te stellen. In (macht)strijd is de neiging sterk mee te gaan.

Verandering

Kandidaat zorgt tijdens veranderingen voor overzicht en dat processen er omheen inhoudelijk kloppen. Blijft afwegen om tot een goede prestatie te komen.

Conflict

Kandidaat is van nature een goede luisteraar. Bij gebrek aan voorspelbaarheid van anderen leidt dit tot negatief oordelen en in het uiterste worden officiële kanalen overwogen. Waarheid gaat boven diplomatie. Weerstand neemt toe wanneer anderen openheid over persoonlijke overwegingen geven. Hoezeer deze ook relevant zijn in de situatie.

Probleemoplossend vermogen

Lost het probleem op door de actualiteit in kaart te brengen met de voor- en nadelen zowel voor het werk als de werkomgeving.

Perceptie en omgeving

Analyse	Resultaat	Visie
Kandidaat ziet gelijkgestemde analytisch georiënteerde collega's als correct.	Kandidaat ervaart prestatie georiënteerde collega's als tempo makers maar ook als roekeloze regelvertreders.	Kandidaat ervaart visie georiënteerde collega's als weinig concreet en niet realistisch.
Kandidaat wordt vice versa gezien als consequent, zorgvuldig en betrouwbaar maar ook als bureaucratisch en voorspelbaar.	Kandidaat wordt vice versa gezien als saai en een zekerheidszoeker.	Kandidaat wordt vice versa ervaren als weinig empathisch en mechanisch.

e-assessment based on video
(face analysis)



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NO TALENT TO WASTE