ARCA 24 — HR Tech Factory

APPLICANT TRACKING SYSTEM & ERP SOFTWARE

Transform your talent acquisition by leveraging AI

Arca24 is an HR Tech Company developing recruiting software, talent management software and all-in-one solutions for temporary and permanent staffing organizations available in 6 languages.

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1.1 About us

Who we are

Arca24 is a Swiss-based **HR Tech Company**. Since 2013 Arca24 have developed innovative and scalable cloud software to support recruitment companies, employment agencies and companies of any kind in digitizing their HR processes.

We define ourselves as an '*HR Tech Factory*' because **we develop all our products in-house**, customizing our solutions according to our customers' requirements. Our developers are not located around the world, but all at our headquarters.

10th
ANNIVERSARY
2013-2023

Click here to watch the video

Mission

Continuous improvement, research and development of new technologies and many years of experience in the HR sector of a large part of the team represent the DNA of Arca24.

What we do

We develop and implement innovative cloud software for the **staffing business industry** and **for corporate HR departments**:

- Cloud software
- User friendly & responsive solutions
- API Integration
- Software available in 6 languages

10M
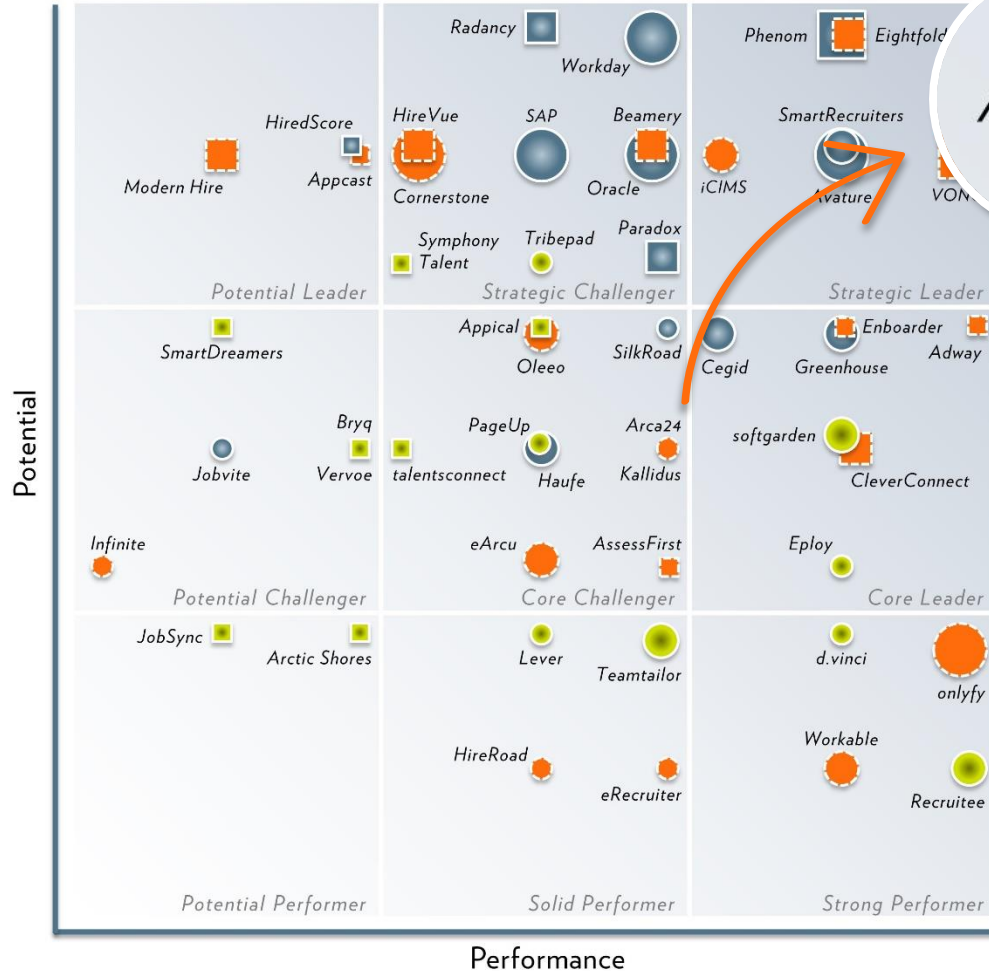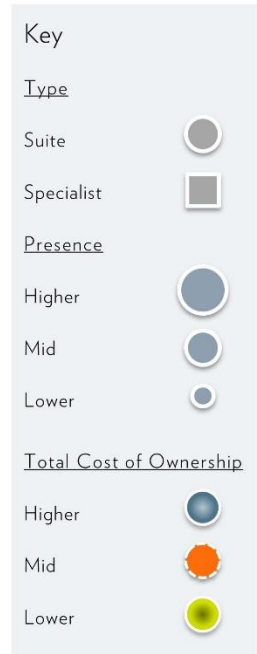Candidates managed in the database

10K
Active Users

10
Countries

1.2 International player

Fosway 9-Grid™
Talent Acquisition
2023

Key

Type
- Suite
- Specialist

Presence
- Higher
- Mid
- Lower

Total Cost of Ownership
- Higher
- Mid
- Lower

Fosway

For the second year in a row, Arca24 has been recognized as a "**Core Challenger**" for the 2023 9-Grid™ for Talent Acquisition, the prestigious EMEA assessment grid of the Fosway Group, Europe's #1 HR industry analyst.

SIA – Staffing Industry Analysis

Arca24 is featured in SIA's "*Global Staffing Front Office Software Landscape Update*" 2021, 2022 and 2023, and SIA's "*Global Staffing Back Office Software Landscape*" 2022 and 2023.

The two reports provide an overview of the **global market** for front office and back office technologies used by staffing companies.

Hipe Award 2022

From a sample of approximately 20,000 companies from 28 different industries in 7 countries, Arca24 is among **the 1.5% of companies** that received the HIPE AWARD 2022 (High Performance Award), which rewards service providers that achieve high quality standards in customer care for training and after-sales.

4

1.3 Our team

What inspires us

"The success of any organization comes

through the people who work within it."

Gabriele Molteni CEO

What defines us

36 employees

50% men, 50% women

Average age: 35 years

Collective Agreement for Arca24 / Trade Union OCST

In 2020 we drew up our Code of Ethics

Ranked 6th in all of Switzerland in the Small category

Philosophy

As a company developing HR solutions, we are aware that our employees are the driving force of our organization and that a favourable working environment is essential for their well-being and productivity.

The two **Great Place To Work**® and **Best Workplaces**™ awards in Switzerland shows the application of our corporate philosophy in a tangible and effective way.

2.1 AI CV matching

Certified innovative technology

For the second year in a row, Arca24 wins the HR Tech Award, a prize received from the American analyst firm Lighthouse Research & Advisory.
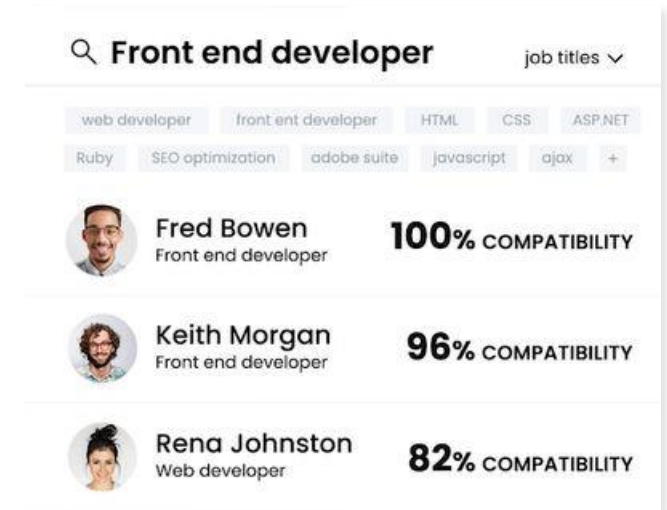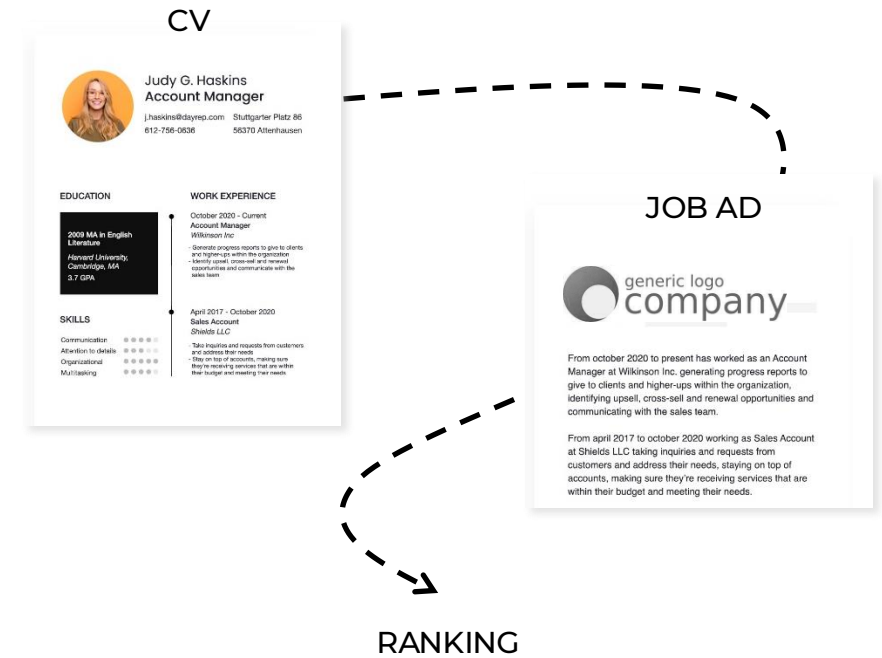
What it is

It is an automatic pre-screening system that reads the skills in resumes and job offers, compares them, and returns a ranking of candidates based on their percentage of compatibility with a job ad in seconds.

Features

🌐 Multilingual and cross lingual solution

⭐ It includes active and passive candidates

✓ Featured in all of Arca24's software

🌐 Available as a web service

CV

JOB AD

RANKING

6

ARCA²⁴
HR Tech
Factory

3.1 Product map

3.2 STAFFING BUSINESS INDUSTRY

For Temporary Staffing
Organizations

▸ Ngage Temp - Front Office

▸ Ngage Temp - Back Office

For Permanent Staffing
Organizations

▸ Ngage Perm - Front & Back Office

3.3 CORPORATE HR DEPARTMENTS

For Large Companies and SMEs

▸ Talentum ATS – Applicant
tracking system

▸ Talentum HCM – People
management software

For Micro-Enterprises

▸ JobArch – Recruiting
software

3.4 JOB BOARDS

For Job Portals

▸ JobApt – Job board template
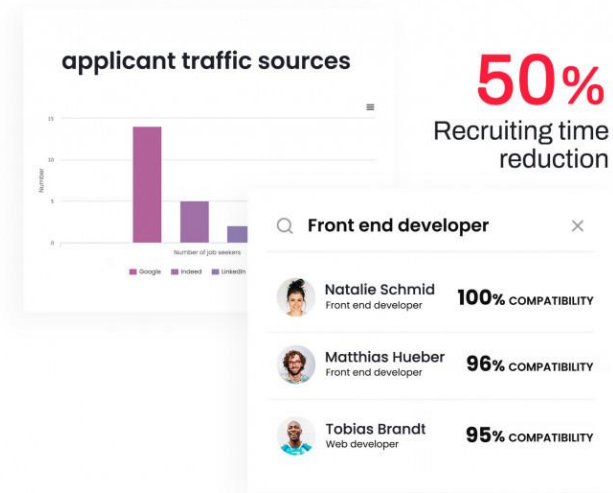Software

3.5 RECRUITING TOOLS

Stand-Alone Platform

▸ CVideo - On-demand video interviews

▸ ExaminLab – Hard skills assessment

▸ SoftskillLab – Soft skills assessment

Web Services

▸ Skillskan - AI Recruiting software

3.2 Staffing business industry
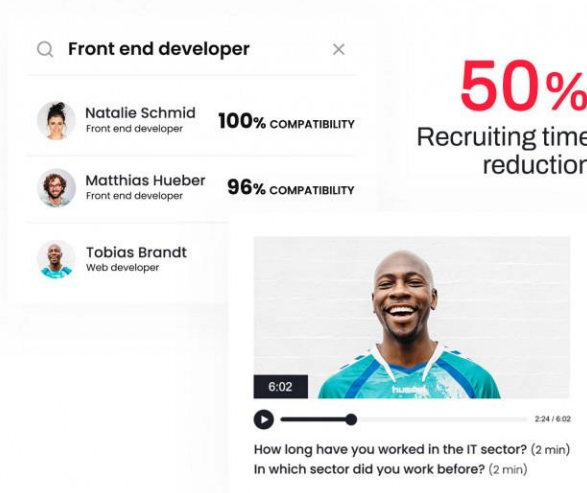
For Temporary Staffing Organizations

Ngage Temp – Front & Back Office

Ngage is designed for staffing agencies, consulting companies proposing

Time & Material contracts and cooperative societies. It includes:

- Front Office module (ATS + CRM)
- Back Office module (Quotes, Invoices and Salaries) For Switzerland, Italy, USA, UK, Czech Republic and Liechtenstein
- KPIs & Statistics

For Permanent Staffing Organizations

Ngage Perm – Front & Back Office

Ngage enables recruiting companies, head hunters, executive

search firms and career centres to manage customer relations

and recruiting processes.

- Front Office module (ATS + CRM)
- Back Office module (Quotes and Invoices)
- KPIs & Statistics

Some of our clients
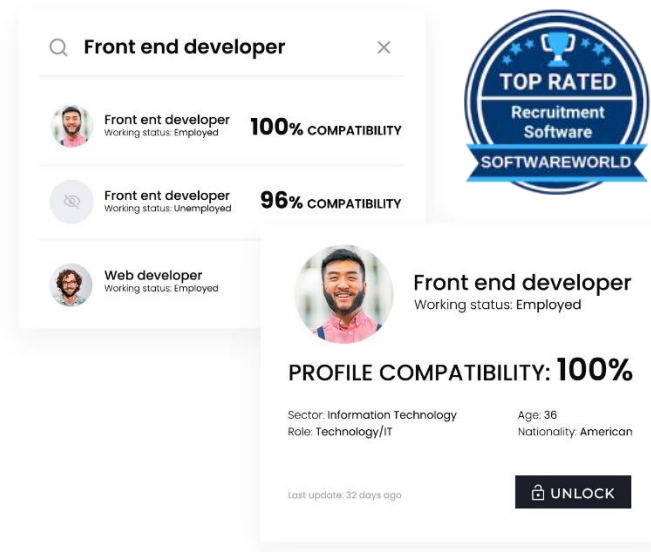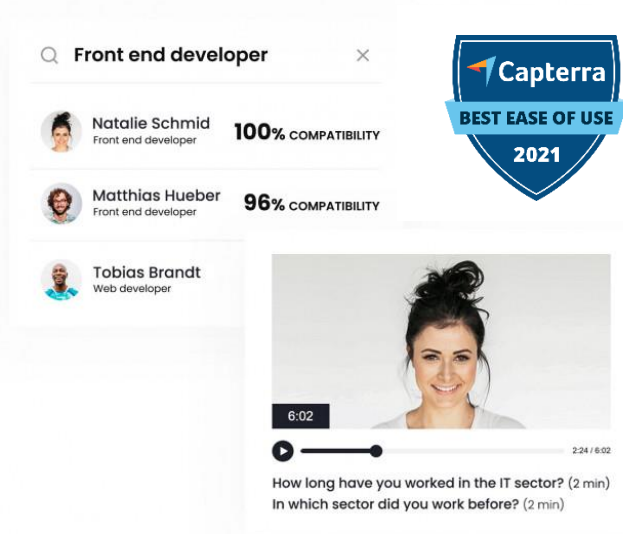

Membership

3.3 Corporate HR departments

For Large Companies and SMEs

For Micro-Enterprises

Some of our clients

Talentum - ATS and HCM

Talentum enhances recruitment processes and allows organizations to manage employees efficiently within a digital workspace:

- AI-based ATS
- Onboarding & Performance Management
- KPIs & Statistics

JobArch – Recruiting software

JobArch is a recruiting software developed for small businesses to streamline recruitment processes:
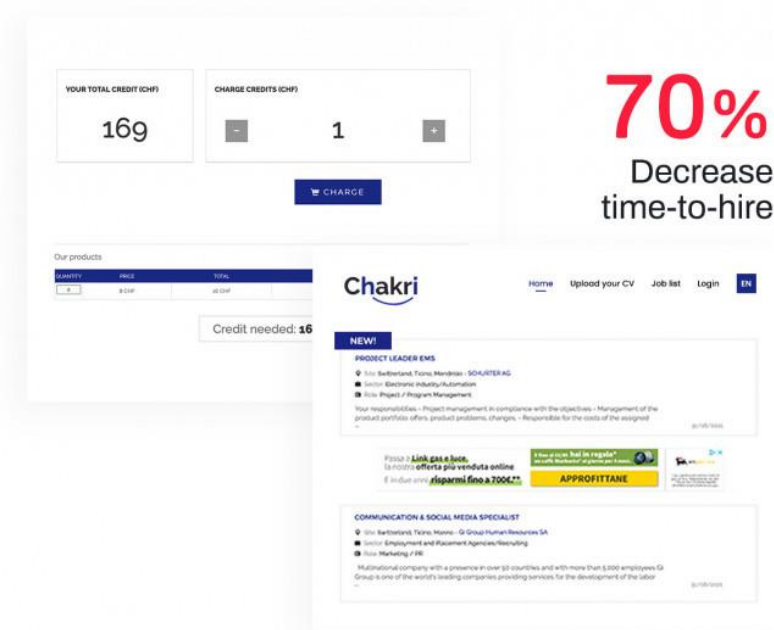
- AI-based ATS
- CRM
- Talent pool

Main partners

3.4 Job boards

For Job Portals

JobApt – Job board template software

JobAptis a "turnkey" job portal that allows to publish job vacancies as well as search and select candidates using the best technology on the market.

- Job posting
- Resume database
- Integrated e-commerce

Some of our clients

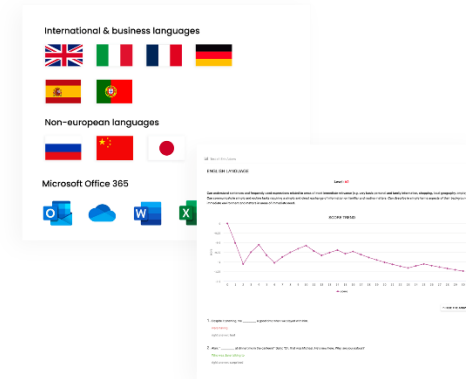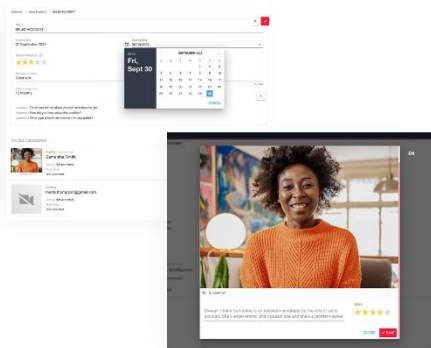# 3.5 Recruiting tools

SoftskillLab

Soft skill assessment

Online platform for psychological tests to carry out assessments of candidates and employees. A growing library of tests to assess soft skills, personalities, cognitive abilities, psychological styles, emotional intelligence, memory and much more.

ExaminLab

Hard skill assessment

Online adaptive testing platform that allows to assess language proficiency and professional skills of candidates and employees. Those tests are based on CAT technology (Computerised Adaptive Tests), which consists of asking questions of increasing difficulty depending on the answers received.
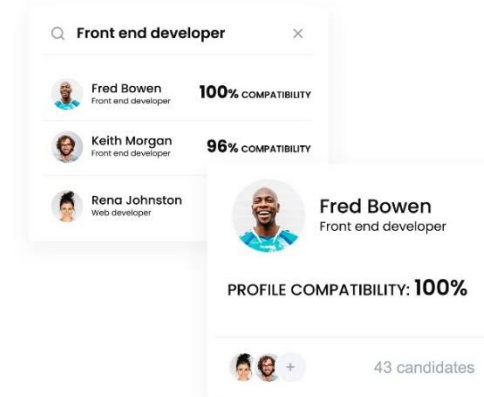
CVideo

On-demand video interviews

Web-based platform for deferred video interviews, which enables a digital selection of candidates. It can be accessed from any device.

Skillskan

AI Recruiting software

Skillskan offers AI recruiting technology available as a web service for each type of company in order to empower their talent acquisition strategy.
Our AI multilingual tools include resume and job matching, semantic search, text or image parsing in CVs, the search in external databases, a lead generator and tools to enhance ATS.

4.1 Security and customer service

Security & data management

Certifications

Arca24 is **ISO 9001: 2015** certified. Its suppliers are **ISO 27001**, **27017** and **27018** certified.

Infrastructure

The infrastructure is located in a **DigitalOcean** data centre in Frankfurt, with data replication in Amsterdam.

Backup

Arca24's customers are backed up twice a day and stored on an encrypted bucket.

Customer oriented

Expertise in the HR industry

More than 20 years of experience in the world of HR of our management and 40% of the team guarantees us in-depth knowledge of the market and all its players.

Know-how that we put at the service of customers on a daily basis, supporting them both **operationally** and on a **strategic** level.

Attitude

Continuous development

Tailor-made solutions

International expertise in the HR field

Team of multilingual professionals

Compliance

ISO 9001 Certification

In 2021, we completed the ISO 9001 certification process

100% GDPR compliant

Our services are compliant with the applicable legislation on privacy and data security.

ARCA²⁴ HR Tech Factory

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