

textkernel

Machine Intelligence for People and Jobs

About Textkernel

AI experts since 2001

Headquartered in Amsterdam, Netherlands

More than 150 full-time employees

Machine Intelligence for
Matching People and Jobs

-  AI and Machine Learning
-  Semantic Search and Match
-  Document Understanding
-  Web Mining
-  Big Data



International leader in AI for HR and Recruitment

More than 1.000 clients worldwide

Part of the CareerBuilder group

ISO 27001 certified

Product Vision

- **AI will rapidly advance in the next 5-10 years to reach a level of super human performance** in many domains, including understanding language and connecting people and jobs.
 - **AI will fundamentally and positively change the way people and jobs connect** in the Global marketplace, and will **remove market barriers caused by language meaning and lack of transparency.**
 - Textkernel is the international leader in **high quality AI technology, enabling our customers to understand, analyze and connect people and jobs.**
-

Product Focus



Understand

Great details & nuances
All documents
Behavior & history



Analyze

Supply & demand
Public & private data



Connect

All talent & jobs
Matching
Recommendations
Personalization

Semantic overview

1. Understand what you type

- Robustness against typos

Showing results for semantic search
Search instead for semantic saerch

1. Understand what you type

- Robustness against typos
- Autosuggest



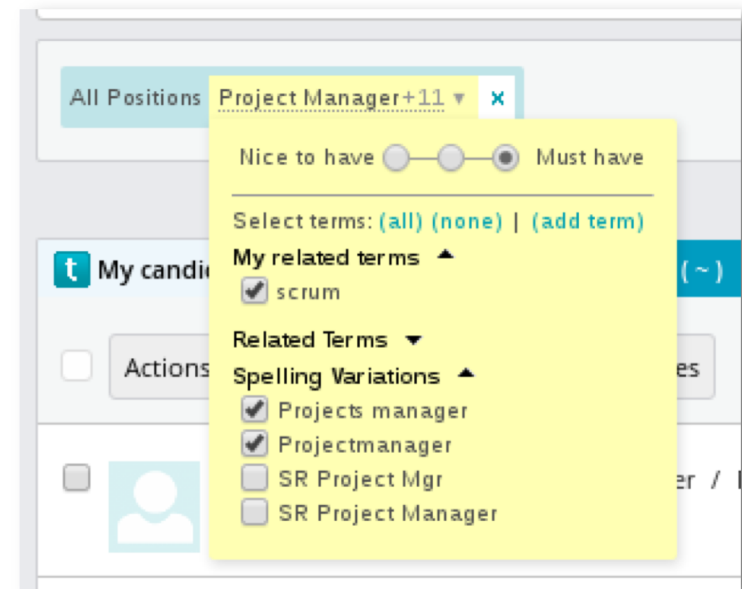
Showing results for semantic search
Search instead for semantic saerch

1. Understand what you type

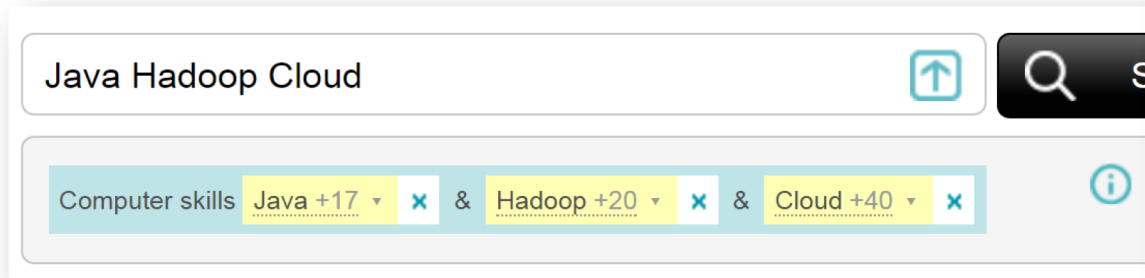
- Robustness against typos
- Autosuggest
- Query enhanced with
 - Spelling variants
 - Abbreviations



Showing results for semantic search
Search instead for semantic saerch



A 3 word user query = 60+ word system query



Java AND Hadoop AND Cloud AND Impala AND Spark AND HDFS AND Yarn AND Pig AND Hive AND Cloudera AND Flume AND Oozie AND ZooKeeper AND Sqoop AND HiveQL AND CDH1 AND HBase AND Mahout AND Hortonworks AND mapr AND mapreduce (-job -jobs -career -opening -openings) (resume OR cv) ("software developer" OR "software engineer" OR programmer OR "software design engineer") (near Seattle) (Java OR scala OR jdk OR jsp) (microsoft OR google OR amazon OR facebook OR apple)

Bing

Google

Linkedin Profiles

("Java AND Hadoop AND Cloud AND Impala AND Spark AND HDFS AND Yarn AND Pi

Search On Google

Hadoop +20 x & Cloud +40 x

Nice to have — — Must have

Synonyms for **Hadoop**:
Select: (all) (none) | (add term)

Related Terms ▲

- Impala
- Spark
- HDFS
- YARN
- Pig
- Hive
- Cloudera
- Flume
- Oozie
- ZooKeeper
- Sqoop
- HiveQL
- CDH1
- HBase
- Mahout
- Hortonworks
- mapr
- mapreduce
- mrv2
- map/reduce

2. Concepts not keywords

- Related terms

Java Hadoop Cloud

Computer skills Java +17 & Hadoop +20 & Cl

- Parsing of CVs and job
 - CEO not “reporting to CEO”
 - Java: computer skill or the island?

Hadoop +20 & Cloud +40

Nice to have — — Must have

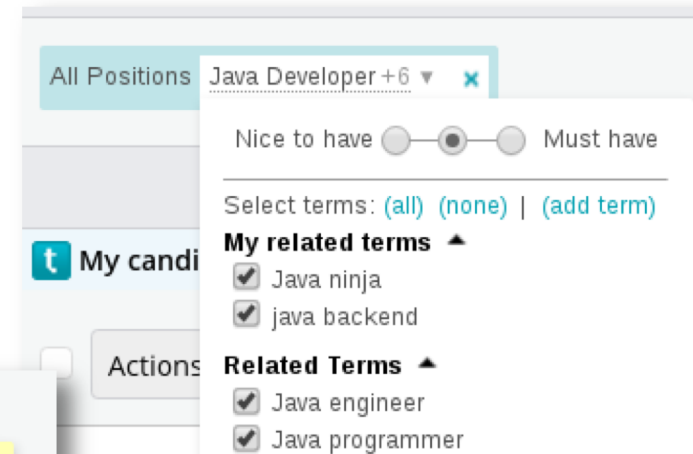
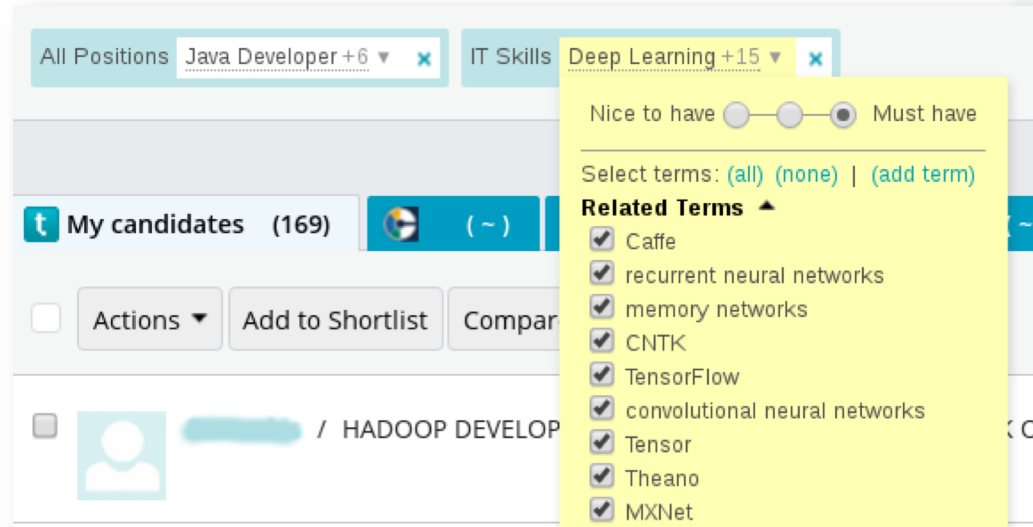
Synonyms for **Hadoop**:
Select: (all) (none) | (add term)

Related Terms ▲

- Impala
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- ZooKeeper
- Sqoop
- HiveQL
- CDH1
- HBase
- Mahout
- Hortonworks
- mapr
- mapreduce
- mrv2
- map/reduce



3. Full control




- Customize your concepts
 - Share with others
- Combining multiple criteria



4. Natural language search

- No query syntax to learn, no complex advanced search forms
- Leave the black belt at home
- Your job description => query

Java Hadoop Cloud   Search!

Computer skills Java +17 Hadoop +20 Cloud +40   

VS







Java AND Hadoop AND Cloud AND Impala AND Spark AND HDFS AND Yarn AND Pig AND Hive AND Cloudera AND Flume AND Oozie AND ZooKeeper AND Sqoop AND HiveQL AND CDH1 AND HBase AND Mahout AND Hortonworks AND mapr AND mapreduce (-job -jobs -career -opening -openings) (resume OR cv) ("software developer" OR "software engineer" OR programmer OR "software design engineer") (near Seattle) (Java OR scala OR jdk OR jsp) (microsoft OR google OR amazon OR facebook OR apple)

Bing Google LinkedIn Profiles

("Java AND Hadoop AND Cloud AND Impala AND Spark AND HDFS AND Yarn AND P... Search On Google

5. Search all sources

- Your database
- Other sources/verticals
 - Xing, LinkedIn, StackOverflow, GitHub, ...
- Multilingual search

 Meine Kandidaten (36K)  (~)  (~)  (~)  (~)  (~)

Aktionen ▾

Softwareentwickler +27

Optional Erforderlich

Auswahl: (alle) (keine) | (Synonym hinzufügen)

Ähnliche Suchworte ▲

DE

- Software Engineer
- IT Developer
- Software Development Engineer
- Software Modelierer
- Softwaredesigner
- Softwareingenieur
- Programmierer
- Software Architect
- Softwaremodellierer
- Developer
- Software Developer
- Softwareprogrammierer
- Entwickler
- IT Entwickler
- IT Programmierer

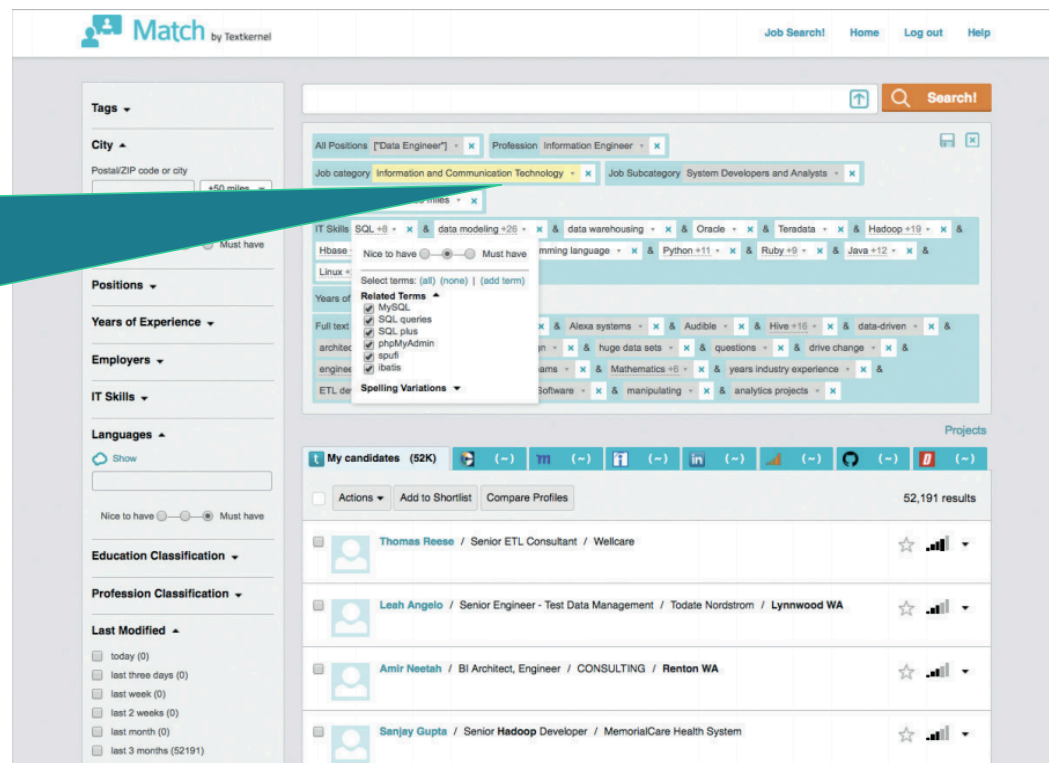
EN

- Software engineer
- Software Programmer
- Programmer
- Engineer Developer

Automatic: Match!

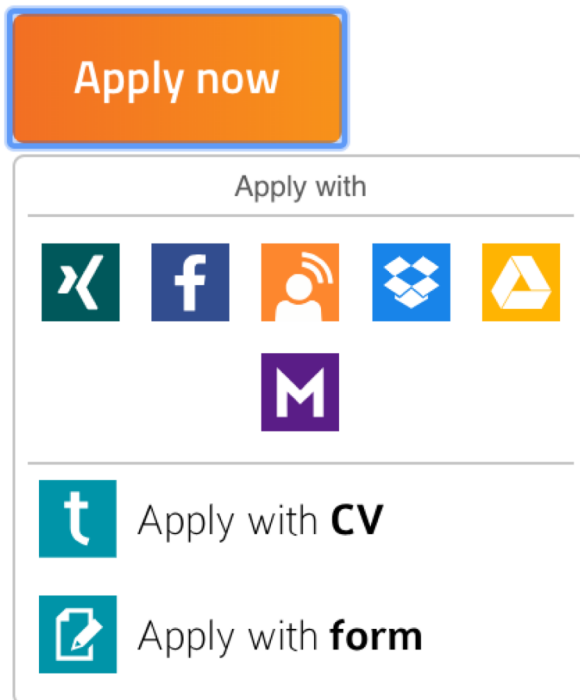
Upload a job and automatically receive candidate suggestions

Search based on Jobs and vice versa



Solution overview

Extract! - One Click Application



- ✓ Offer your candidates a one-click application process and improve your Candidate Experience
- ✓ Save time on manual data entry
- ✓ Increase your conversion rate on applications

Easily grow your talent pool!

Extract! - Automatic Candidate Capture

Original document

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Nampa, ID 83686
Email: probada@msn.com Mobile (208) 258 3313 571 8345

QUALIFICATIONS SUMMARY

A highly creative, goal-oriented professional with solid computers and Customer Service background. Very good Customer Service skills and Computers and Customer Service focused. Bilingual English/Spanish. Interpreter. Sales.

Experience.

Dec 2008 Teleperformance USA
Until Feb 2009 9324 W Emerald St
Boise, ID 83704

Customer Service Representative, Wireless Industry.
Teleperformance USA is a Leader Company outsource of AT&T the Number One wireless company in America and the largest telecommunications and entertainment company in the Universe.

Feb 2008 WDSGlobal Boise
Until Oct 2008 456 N Kimball Pl
Boise, ID 83704

Customer Service Representative, Bilingual Agent, Wireless Prepay Industry. WDSGlobal is a Leader Company outsource of Verizon Wireless Prepay. First I was with Volt as a temporary employee at WDSGlobal.

May 2007 EDS
Until Jan 2008 12601 W Bridger St
Boise, ID 83713

Customer Service Representative, Bilingual Agent. I work mainly with customer retention. **Customer Service and Sales experience.**

April 2006 Self-employed
Until April 2007
Vegetable distributor to restaurants. I got the customer and delivered the produce on a weekly basis, collected and reordered for up to 30 customers.

Customer Service and Sales experience.

Sept 2005 until Affiliated Computer Services
March 2006 7303 SE Lake Rd
Portland, OR 97267

Bilingual Agent. ACS is a call center and my position is Customer Service Representative and Sales for the West area in

Actions

Personal Details Education Work Experience Professional Skills

- 1. Customer Service Representative
- 2. Customer Service Representative
- 3. Customer Service Representative
- 4. Self-employed
- 5. Bilingual Agent
- 6. Car Sales, Interpreter
- 7. Wells Fargo Bank
- 8. Home Equity Loss Control Department. Ops Clerk

Update Items Add

← Customer Service Representative

Position Title Customer Service Representative

O*NET Classification Customer Service Representatives

Employer Teleperformance USA

City Boise

Years of Experience Less than 1 Year

Job Description the Universe.

Start Date 2008-12-01

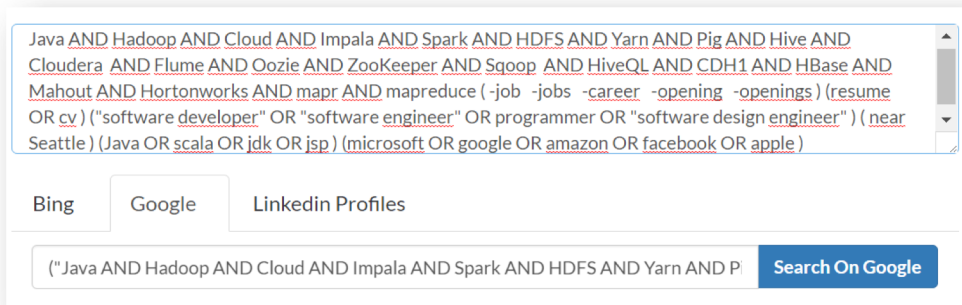
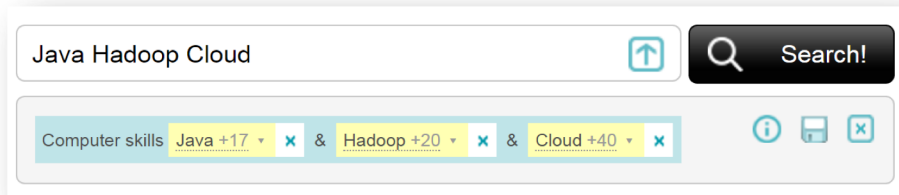
End Date 2009-02-28

Add Remove

← Customer Service Representative

- ✓ Save time on automatic processing of candidate data
- ✓ Highly accurate data
- ✓ Available in more than 20 languages
- ✓ Check for duplicates
- ✓ Powered by AI, Machine Learning and Deep Learning

Search! - Boolean replaced with Semantic Search

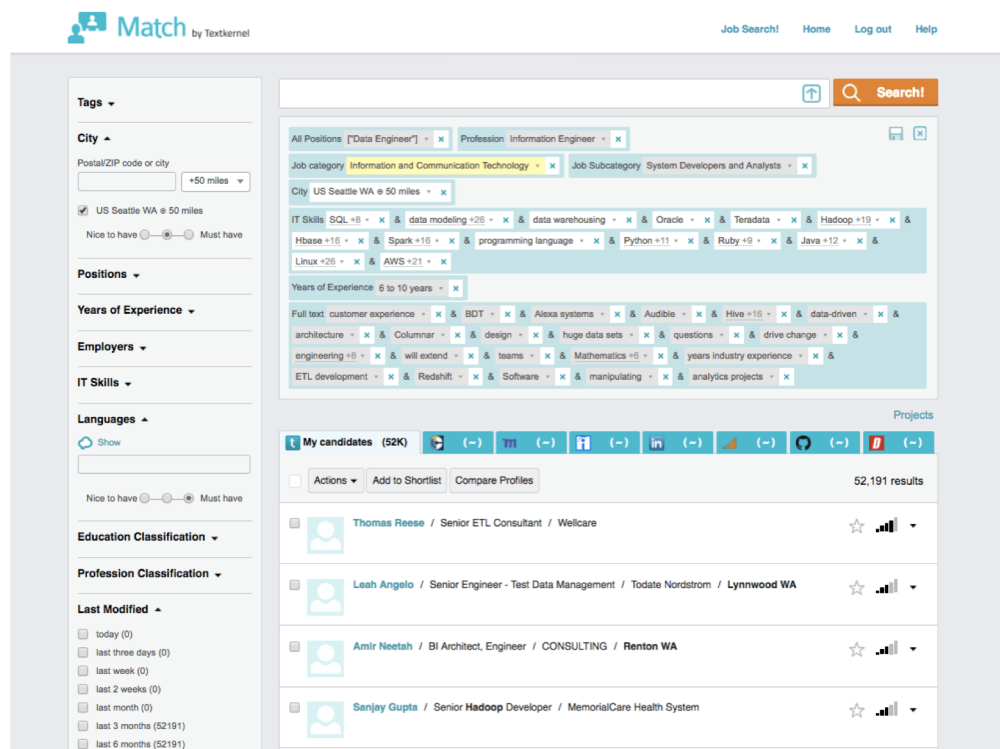


Zurück

- ✓ Find what you mean, not what you type
- ✓ Type in 3 words, get a 60+ words query
- ✓ Get automated recommendations
- ✓ Robust against typos

Find candidates you did not see before!

Search! - Search internal and external databases



- ✓ Automatically create semantic search queries based on job postings
- ✓ Get a shortlist of recommendations
- ✓ Add or remove filters, adjust weighting and compare candidates to find the perfect candidate
- ✓ Efficient search by simultaneously searching internal and external sources
- Leverage your own data and fill vacancies faster

Match! - Rank candidates automatically

The screenshot shows the Match! job search interface. On the left, there are filters for 'Projekte', 'Positionen', 'Ort', 'Ausbildung', 'Kompetenzen', 'Arbeitgeber', 'Erfahrung in Jahren', 'Letztes Update', 'ATS - Datum verfügbar', 'ATS - Kandidatenstatus', and 'ATS - Mobilität'. The main search area includes a search bar and filters for 'Letzte Positionen', 'Ort', 'Ausbildungsniveau', 'IT Kompetenzen', 'Erfahrung in Jahren', and 'Full text'. Below the search area, there is a list of candidates with the following details:

Name	Position	Ort	Actions
Stawomira Lai	Praktikant	München	👤 ⭐ 📊
Assia Georgiou	Corporate Marketing and Communication Trainee	Munich	👤 ⭐ 📊
Ertan Waliczek	Intern, Science & Engineering Internship Programme	Munich	👤 ⭐ 📊
Hüdaverdi Pautsch	student	Freising	👤 ⭐ 📊
Dorota Abdelwahab	Trainee Als Trainee	Bonn	👤 ⭐ 📊
Iker Artschwager	Student Assistant/Lead Student	Philadelphia	👤 ⭐ 📊
Giovanni Noske	Intern	Leipzig	👤 ⭐ 📊

A red circle highlights the action icons (👤, ⭐, 📊) for each candidate, indicating the ability to perform specific actions on the candidates.

- ✓ Receive a shortlist of candidates
- ✓ Define specific actions with candidates (e.g. interview invitations)
- ✓ Compare the best candidates in a split view

Spend more time with the most interesting candidates and the hiring manager.

Match! - Potentials for candidates and companies

The screenshot shows the Match by Textkernel interface. On the left, there are navigation menus for Projects, Positions, Location, Education, Skills, Employers, Years of Experience, Last Modified, ATS - Date Available, ATS - Candidate Status, and ATS - Mobility. The main area displays a search bar and a list of candidates. The top candidate is Marco Reinhardt, with a 'Match!' button circled in red. Below the candidate name is a detailed profile card with the following information:

Last Modified:	today
Recent Positions:	Account Management DACH, Head of Account Management
All Employers:	Textkernel B.V., InStaff & Jobs GmbH, InStaff & Jobs GmbH, InStaff & Jobs GmbH, Experis GmbH, Zalando Operations GmbH, MyBrands Zalando eProductions GmbH & Co. KG
Years of Experience:	7
Education Level:	Bachelor's Degree
Education Level DE:	Bachelor
Majors / Degrees:	Bachelor of Arts: Economic psychology, Business economics
Colleges / Universities:	HaM, TA Wuppertal
IT Skills:	Salesforce, G Suite, Microsoft Office, HTML, SQL
Language Skills:	Latin - German - Native English - Near Native Dutch - Near Native Spanish - Basic Knowledge
Professional Skills:	account and process management, Analytical problem solver, enthusiastic, honest, open team member
ATS - Date Available:	28-07-2019
ATS - Candidate Status:	Interview scheduled
ATS - Mobility:	International relocation

- ✓ Find other interesting jobs for highly qualified candidates
- ✓ Work with candidates you have already spent time on
- ✓ Offer alternative options to your candidates

Retain engaged and talented candidates while filling related vacancies!

Zurück

Match! - Pre-Matching

The screenshot shows a user interface for job listings. At the top, there are navigation links for 'Projekte', 'Einstellungen', and 'Statistiken'. Below that, there are tabs for 'Meine jobs (0)' and 'Jobfeed DE (27)'. A search bar contains the text 'Speichern', 'Als Excel exportieren', and 'Vergleichen'. The main content area displays a list of 27 job results. Each job listing includes a checkbox, a job title, a date, a company name, and a location. The jobs listed are:

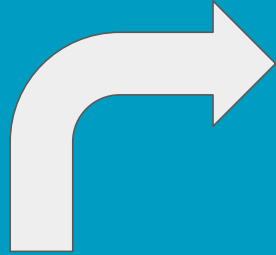
- Senior (m/w/d) Audit / Wirtschaftsprüfung / 2019-07-09 / Deloitte Deutschland GmbH / Berlin
- Trainee (m/w/d) Financial Services / 2019-07-22 / Deloitte Deutschland GmbH / Berlin
- (Senior) Manager (m/w/d) Financial Services / 2019-07-01 / Deloitte Deutschland GmbH / Berlin
- Senior (m/w/d) Financial Services - Regulatory Advisory / 2019-06-24 / Deloitte Deutschland GmbH / Berlin
- Steuerfachangestellter (m/w/d) / 2019-07-23 / Deloitte Deutschland GmbH / Berlin
- Manager (m/w/d) Financial Services - Regulatory Advisory / 2019-07-30 / Deloitte Deutschland GmbH / Düsseldorf
- Senior (m/w/d) international Audit / Wirtschaftsprüfung / 2019-07-19 / Deloitte Deutschland GmbH / Nürnberg
- Volljurist / Wirtschaftsjurist (w/m/d) - M&A Tax / 2019-07-27 / Deloitte Deutschland GmbH / München
- Professional (m/w/d) Audit Analytics - Investment Management / 2019-07-13 / Deloitte Deutschland GmbH / Berlin

Zurück

- ✓ Show suitable jobs to your candidates based on their profile
- ✓ Let candidates find suitable jobs without filling out forms
- ✓ Reduce drop-off rate on your career page

Improve your Candidate Experience and connect with interesting talent early in the process!

Samples of Textkernel Integration into HRIS System



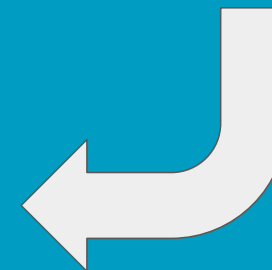
Step 1: Identify and source talent in your own ATS!

Your Benefit: Radically reduced sourcing costs



Step 2: Quickly convert and assess incoming applications.

Your Benefit: Faster candidate shortlisting, reduced time-to-hire



Step 3: Don't lose sight of good candidates. Automate matching talent to other vacancies.

Your Benefit: Retain engaged and talented candidates while filling related vacancies

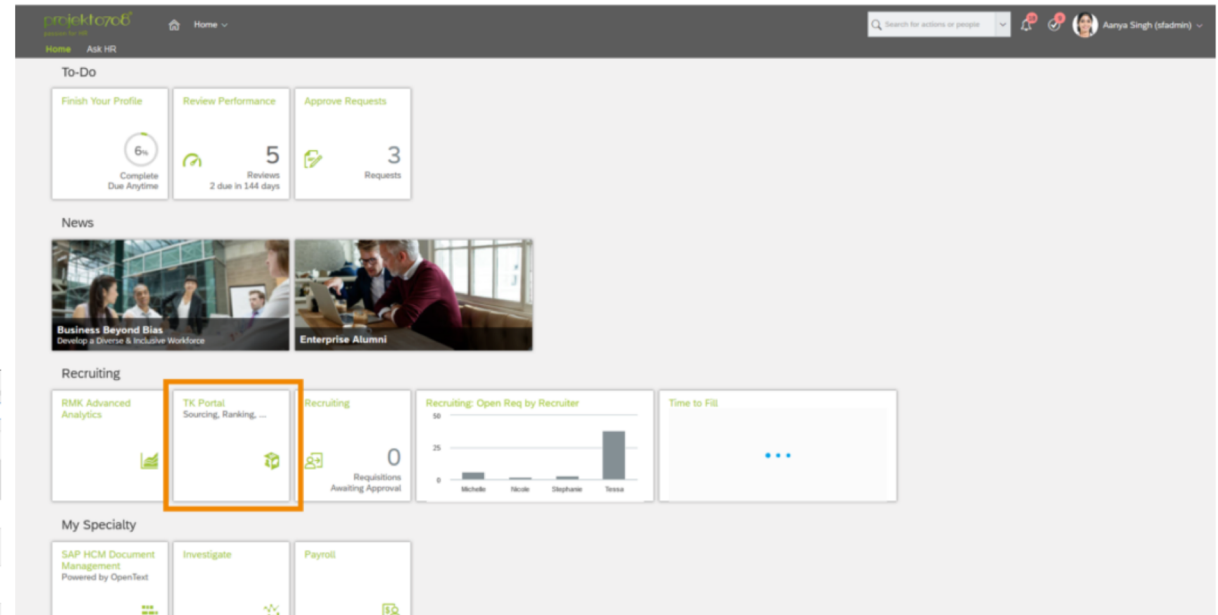
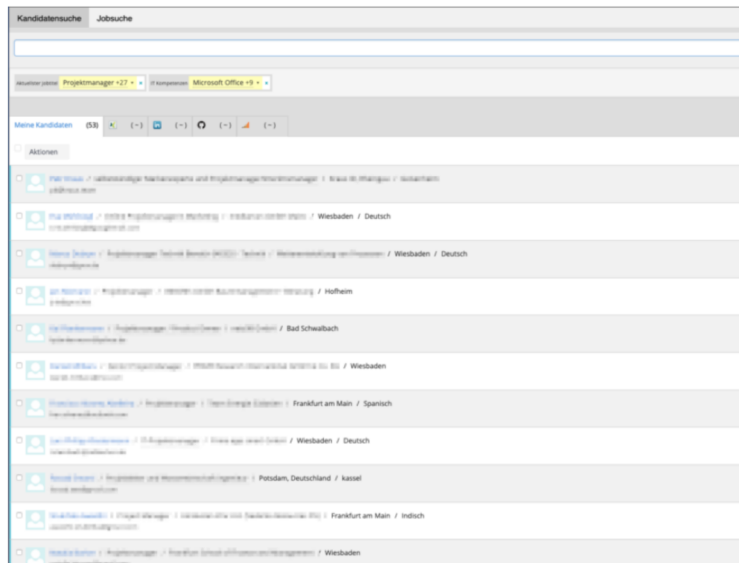


Step 4: Continually enriched database builds talent muscle.

Your Benefit: Deep and rich talent pool to continually source and match candidates.

Match before post!

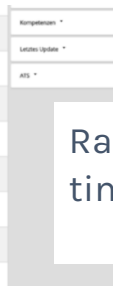
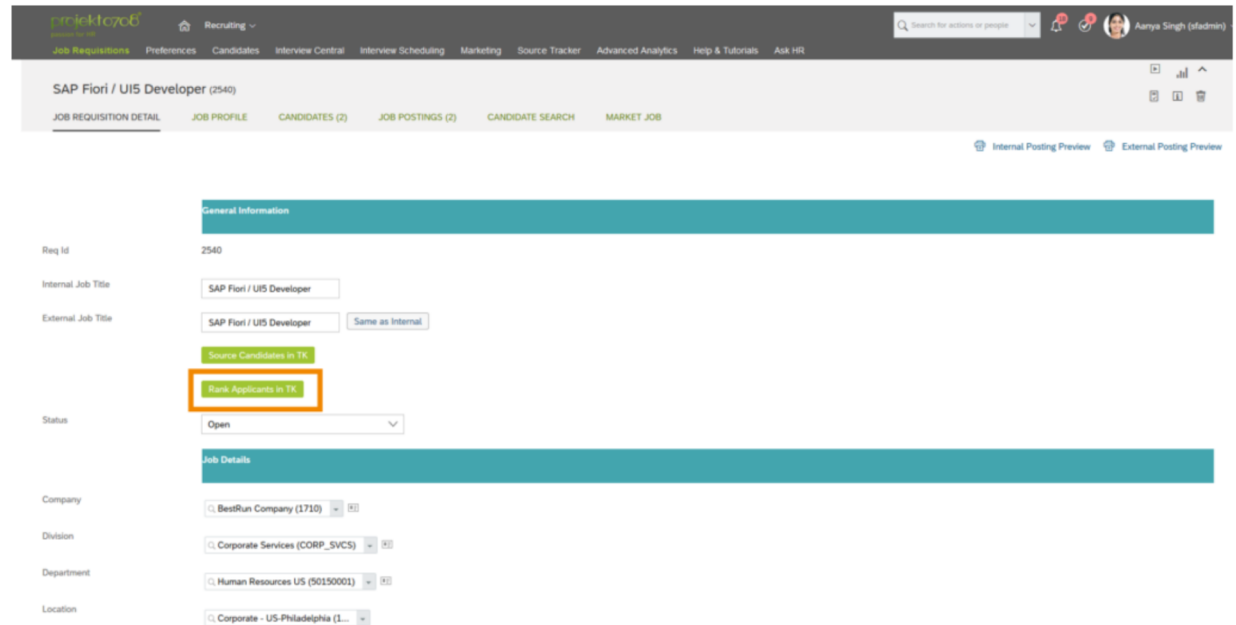
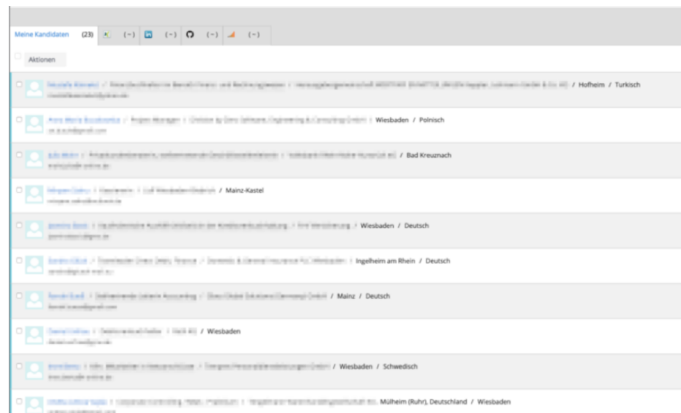
Identify and source talent in your own ATS and radically reduce sourcing costs.



Launch Textkernel within “SAP SuccessFactors” and automatically receive search results based on your entire talent pool.

First things first: Shortlisting candidates automatically

Quickly convert and assess incoming applications. With only one click Textkernel's Match! will create a shortlist within SAP SuccessFactors.



Rank incoming candidates automatically and reduce time-to-hire.

Don't lose sight of good candidates!

You have interviewed a highly qualified candidate who is “only” 2nd best? Automatically match talent to other vacancies within your organization.

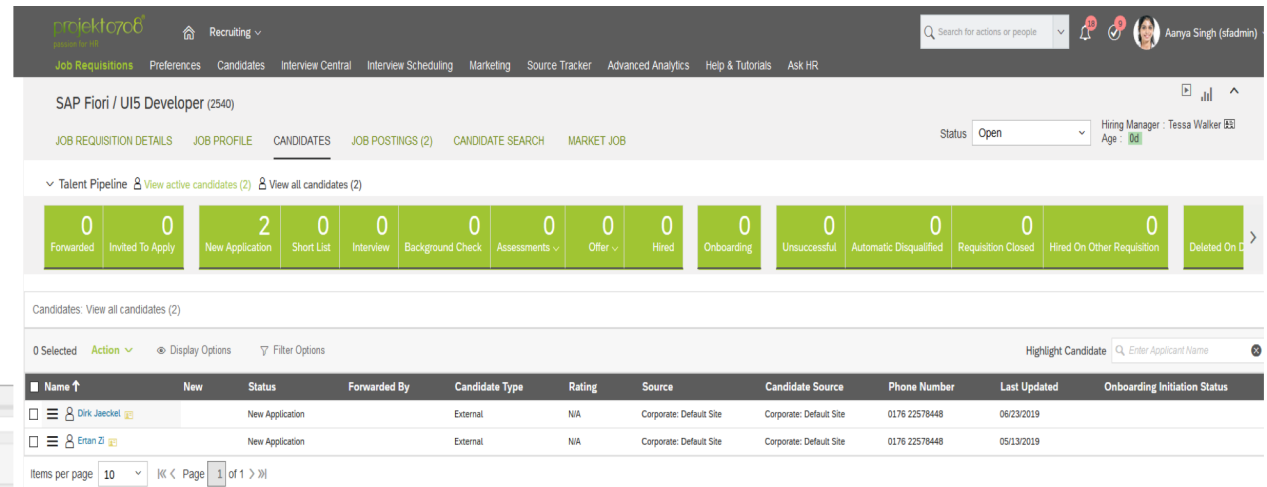
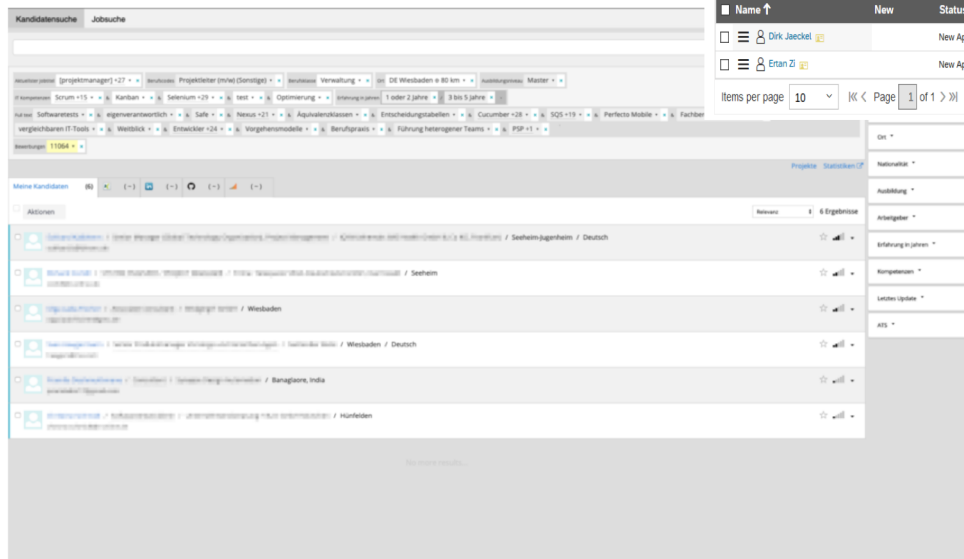
The screenshot shows a recruitment software interface. On the left, there is a 'Kandidatensuche' (Candidate Search) section with various filters for location, language, and skills. Below this is a list of job recommendations with columns for job title, location, and date. On the right, there is a sidebar with 'Ausgewählte' (Selected) jobs, each with a plus icon and a dropdown arrow.

The screenshot shows a recruitment software interface for a candidate named Dirk Jaeckel. The top navigation bar includes 'Recruiting' and various tools like 'Job Requisitions', 'Candidates', and 'Interview Central'. The main content area shows the candidate's profile, including contact information, application status, and a 'Find suitable jobs in TK' button highlighted with a red box. The right sidebar contains a 'Comments' section with various actions like 'Jobs Applied', 'Correspondence', and 'Offer Letter'.

Retain engaged and talented candidates while filling related vacancies

Benefit from your Talent-Pool!

Receive automated notifications whenever a great talent applies and continually source and match candidates for hard-to-fill jobs.



Benefit from a continually enriched database and build a strong talent muscle.

Improve your Candidate Journey!

Many candidates abandon the application process once they are confronted by the number and redundancy of the information requested from them.

[Quick-Apply](#) offers candidates the ability to apply with their social profiles, as well as locally stored or cloud-based curriculum vitae.

Our process removes a considerable application barrier – helping you to dramatically enhance the application process and increase the conversion rates of your careers site.



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