

Presentation Adopte Un Candidat - Application

Adopte Un Candidat is a « Tinder style » recruitment application that matches companies with jobseekers in a different way. The app will need to be available on phone, tablet and computer.

Concept:

The key points of the Adopte un Candidat concept are as follows:

Anonymization of candidates and companies: To avoid discrimination in hiring, candidates and companies are anonymized on the platform. This allows us to focus on candidates' skills and potential, rather than their origin, gender, age, etc.

Valuing soft skills: Instead of focusing solely on diplomas and professional experience, the concept emphasizes soft skills, i.e. the behavioral and relational skills of candidates. This makes it possible to recognize and evaluate skills such as communication, teamwork, creativity, problem-solving, etc.

Priority given to the human aspect: The concept emphasizes the human aspect of recruitment, recognizing that each candidate has unique talents and skills to offer. It seeks to give each individual the opportunity to showcase his or her skills, regardless of background or academic credentials.

Matching between candidates and companies: The "matching" process enables candidates and companies to connect and find an ideal match. Candidates can express their preferences in terms of companies and positions, and companies can search for candidates who match their cultural and organizational needs.

Using an application: The entire recruitment process takes place on a dedicated application. This facilitates interaction between candidates and companies, offering features such as messaging, personalized profiles, etc.

Process : In our approach, we do not have tests, quizzes, or games. Instead, candidates will have the opportunity to select their soft skills from a provided list, while recruiters will choose the desired skills from the same list. The "match" will occur when there is a 50% overlap of soft skills between the candidate and the company. Our concept is inspired by the functionality of the "Tinder" application for recruitment. There is no document or defined skills matrix.

In short, the Adopt a Candidate concept aims to promote fair recruitment by anonymizing candidates and companies, promoting soft skills, emphasizing the human aspect of the process and facilitating connections between candidates and companies via a dedicated app.