



Get ready for Talent Acquisition with NextGen

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We can help you assess your current talent acquisition process



Purpose

What is your strategy for people and talent acquisition?



Candidate experience

What candidate experience do you want to provide?



Operating model

Which target operating model suits your talent acquisition strategy?



Digital enabling

Which technologies and vendors are currently supporting your talent acquisition process?



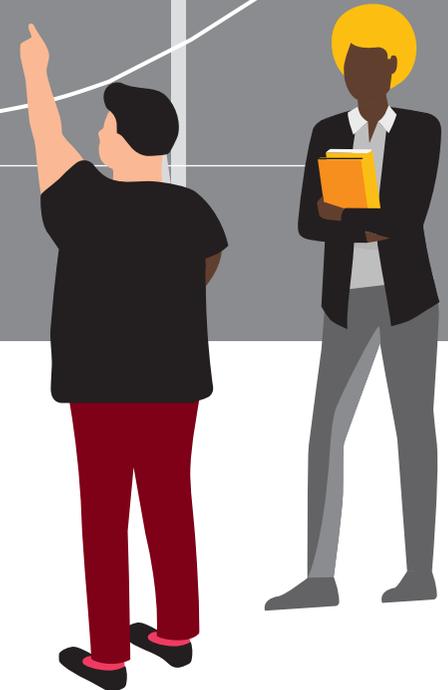
Stage 1
Filling positions



Stage 2
Finding talent



Stage 3
Targeting talent



Using our expertise we will work with you to develop your new talent acquisition strategy

Worldwide trends reshaping talent acquisition

- 1 Decreasing availability of talent
- 2 Individualism; diversity, equity and inclusion (DEI)
- 3 Volatility, uncertainty, complexity and ambiguity (VUCA)
- 4 Evolving technologies

Principles for the NextGen talent acquisition



Use your employer brand as magnet to attract new recruits with a clear vision and mission – employees are looking to identify with their employer and their employer's values.



Focus on relationships and individual candidate experiences rather than administration – talent acquisition today is focused on high-quality outcomes rather than volume-driven transactional activities.



Be as agile as your business – this means being agile about anticipating changing demands from the business.



Make the future predictable – use technology (particularly AI) to predict your future workforce needs and to identify, select and hire the right candidates.

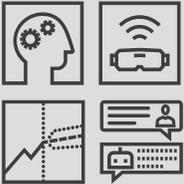
With an agile operating model talent acquisition can deliver cutting-edge candidate experiences and business impacts.



Adjusting your target operating model enables us to implement your new talent acquisition strategy



Our vast network of partners will help you find the best solution – with cutting-edge technology

Talent attraction	Talent sourcing	Scheduling and conducting interviews	Assessments	Processing offer packages	Contingent workforce renewals	Onboarding
<p>Recruitment, predictive analytics</p> 	<p>Selecting CVs based on job descriptions and keywords</p> 	<p>Getting in touch with applicants and check match on different levels (personality, skills, teamfit)</p> 	<p>Sending out and evaluating assessments</p> 	<p>Collating information from recruitment modules to create offer letters</p> 	<p>Renew on ATS or any other recruiting system</p> 	<p>Sending employee data to different functions – IT, security etc. to facilitate onboarding</p> 

 Predictive analytics
  CV parsing
  Virtual reality
  AI
  Chatbot



We'll support you on your journey to NextGen talent acquisition

Sourcing strategy

- Strategy takes account of business needs
- Most suitable channels are selected
- Confirmation and regular updates sent to managers

Candidate job search

- User-friendly job search function
- Attractive careers page with appealing employer value proposition to create a clear brand

Application

- One-click application
- Intuitive application process
- Transparency on application status

Interview

- Interview process based on career level and position
- Show appreciation to candidate and request feedback
- Simple, useful materials provided (e.g. interview guides)

Candidate offer

- Offer sent to candidate as soon as decision has been made
- Personal communication and appraisal
- Competitive job offer package
- Manager involved in turning offer into hire



PwC is one of the world's leading HR and change management consultancies

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Leading people analytics and insights powered by PwC Saratoga®, the world's leading source for human capital metrics.

We've provided advice on people and organisation issues to 76 % of the Fortune Global 500 in the last two years.

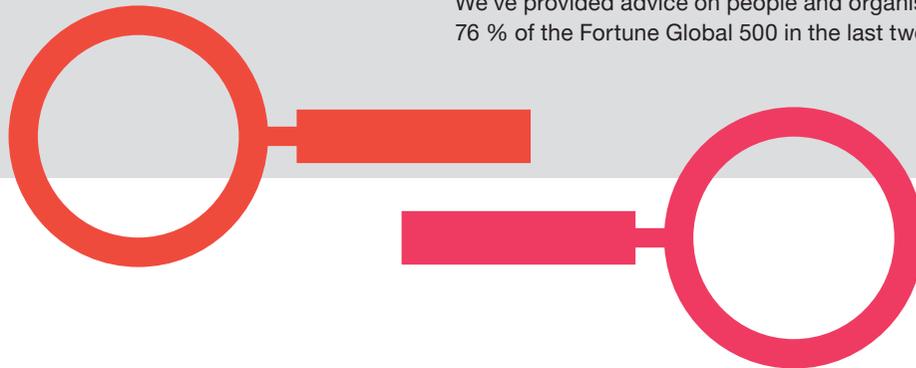
208,000 PwC people worldwide that we call upon to help create the value you're looking for.

Number one globally for HR consulting: the HR Monitor survey of HR directors across the world rates PwC as having the best reputation in HR consulting.

17,500 clients have trusted us to help solve their biggest people and organisation problems over the last two years.

PwC was ranked 4th in Diversity Inc's "Top 50 Companies for Diversity 2017" list.

Strategy&'s Katzenbach Center creates market-leading insights on the future of organisational culture and leadership.



About us

Our clients face diverse challenges, strive to put new ideas into practice and seek expert advice. They turn to us for comprehensive support and practical solutions that deliver maximum value. Whether for a global player, a family business or a public institution, we leverage all of our assets: experience, industry knowledge, high standards of quality, commitment to innovation and the resources of our expert network in 156 countries. Building a trusting and cooperative relationship with our clients is particularly important to us – the better we know and understand our clients' needs, the more effectively we can support them.

PwC Germany. More than 12,000 dedicated people at 21 locations. €2.4 billion in turnover. The leading auditing and consulting firm in Germany.

With our HR Transformation consulting services, we advise our clients building the next generation of HR. Whether it is about checking the maturity of their current HR function, laying out strategies for robust and resilient HR designs for more agility and versatility or about implementing digital HR service platforms for more customer-centricity, our team of HR transformation consultants acts as trusted advisors for our clients.

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