



TALENT RELATIONSHIP MANAGEMENT INNOVATION



“GigBUDI brings exceptional contract opportunities to exceptional talent - the smart way.”

Farida Gibbs, CEO Gibbs Hybrid.

Why GigBUDI?

Traditional reactive talent sourcing methods can limit candidate quality and the ability to influence candidate pay rates – with GigBUDI™, highly qualified and motivated candidates are identified proactively within talent communities and talent marketplaces.

Talent pools that source from job boards, LinkedIn ads and cold calling, tend to focus on active job seeking candidates and engage with only a relatively small proportion of the total candidate market – GigBUDI™ delivers the recruitment marketing strategy and A.I. technologies to engage and nurture the passive candidate markets and to improve the candidate to role fit to ensure a higher quality of hire.

Redefined talent sourcing

In today’s overly connected world, candidates with a digital fingerprint are increasingly easy to identify. However, engagement, qualification and screening, and relationship building with the right candidate is becoming more and more challenging. The war for talent is real and affecting revenue streams as roles go unfilled and agency fees remain high. With the proliferation of enabling technologies much higher rates of self-sourcing are possible - but still require significant investment in solution integration and inhouse recruitment teams.

Benefits

-  **Higher fill rates**
-  **Reduced time to fill**
-  **Reduced cost of sourcing**
-  **Attract passive candidates**
-  **Increase Talent engagement**
-  **Higher competence to work matching**
-  **Reduce drop-off rates**
-  **Enhance targeted campaigns**
-  **Automate initial screening**

The GigBUDI™ fully managed service offering removes all of these sourcing challenges and provides direct hiring channels to reduce reliance on traditional 3rd party supply for external resources, while, at the same time, removing the need to increase internal recruitment headcount.



TALENT ACQUISITION



ATTRACT & ENGAGE

Talent Communities
Candidate Relationships
Recruitment Marketing



ASSESS & SELECT

Applicant tracking
Talent Matching
Employee Referrals



GROW & DEVELOP

Aspire
Leadership Development
Talent Marketplace



PREDICT & PLAN

People Planning
Succession Planning
Reporting & Analytics

TALENT MANAGEMENT



FIND WORKERS FASTER, CHOOSE THE BEST TALENT

“Our “best of breed” & custom developed SaaS solution set, GigBUDI, optimises the source-to-pay process for workforce models.”

James Waite, Head of Technology, Gibbs Hybrid.

“The GigBUDI service transforms, automates & optimises how the right talent is matched to the right work.”

Iain Pennell, Head of Talent Management Services, Gibbs Hybrid.



Service Features

	GigBUDI ATS/CRM*	GigBUDI Advanced CRM**	GigBUDI & ChatBUDI
Recruitment Marketing Campaigns	✓	✓	✓
Sourcing Strategy Management	✓	✓	✓
Client Branding & Content Distribution	✓	✓	✓
Talent Communities & Outreach	✓	✓	✓
Curation of Candidate Pipeline	✓	✓	✓
Requisition Management	✓	✓	✓
Referral Management	✓	✓	✓
Candidate Screening & Assessments	✓	✓	✓
Candidate Short-list Management	✓	✓	✓
Interview Scheduling	✓	✓	✓
Hiring Manager & Candidate Feedback	✓	✓	✓
Pre-employment Screening	✓	✓	✓
Candidate On/offboarding	✓	✓	✓
Comprehensive Reporting & Analytics	✓	✓	✓
Advanced Candidate Search & Pipelining		✓	✓
IDScore™ Motivational Management		✓	✓
Identify Qualified Passive Candidates		✓	✓
Segmented & Personalised Marketing		✓	✓
ATS Data Enrichment		✓	✓
Automated Candidate Journeys		✓	✓
Targeted Content based on Stage of Candidate Interest		✓	✓
Short, Mid-term & Long-term Candidate Engagement		✓	✓
Social Media Boost with Customisable Communications		✓	✓
Source-to-Pay ROI Reporting		✓	✓
A.I powered Virtual Assistant with Natural Language Processing		✓	✓
Live 24/7 Chatbot & Job Search for Candidates		✓	✓
Full ATS, CRM & Recruitment Marketing Integration		✓	✓
GDPR, Privacy Shield & EU Data Privacy Laws Compliant		✓	✓
Apply Later & Application Reminder Functionality		✓	✓
Automated Initial Candidate Screening		✓	✓
Customisable Application Process per Job Function or Role		✓	✓
Targeted Job Promotions to Subscribers		✓	✓
Content Delivery According to Subscriber Preferences		✓	✓