



HIGHER BROCHURE





INTRODUCTION

The landscape of business is changing rapidly, and between the availability of talent and the daunting process of recruitment, your efforts to assemble the (A) team are often interrupted.

Finding the right people for each position is key to the overall growth of your organization, which is why companies are always looking for the next "employee of the month"; their efforts include multiple subscriptions to several recruitment platforms, head hunting, and even word of mouth.

higher

SIGN IN

SIGN UP

Inspiring Talent. Creative Work

Find the talent you've been looking for.

Start Looking...

We help you find the best match!

Through few easy steps and in no time!

We help you find the best match!

Through few easy steps and in no time!



But if you came across a system that offers you all the above methods in one user-friendly platform? A platform that grants recruiters, hiring managers, and even candidates themselves access to all the relevant information then facilitate and automate the recruitment processes?

Introducing Higher, the system that will introduce the next version of recruitment practices and allows you to eliminate the excess in your recruitment process to achieve optimal efficiency.





THE RECRUITMENT PROCESS & IT'S CHALLENGES

The standard recruitment process starts with a vacancy; an organization in need of a talented individual to provide a specialized set of skills.

The journey then takes an interactive turn when recruiters search for suitable candidates to join their company's team of professionals.





Upon short-listing all candidates, then interview phase begins to identify prime candidates for the position.

Finally, the hiring manager reviews the last set of candidates, rank their skills based on organization's need and requirements and ultimately makes the final decision.

There are various challenges throughout this process that can slow down and increase the cost of the process exponentially:

- Accessing multiple websites to search for candidates is both time-consuming and costly
- Candidates are often on different websites, which creates a high rate of duplicate profiles in the search results
- Receiving resumes through referrals and word of mouth and even by emails can lead to said resumes being lost or misplaced
- Candidates may be in the process of recruitment already, which creates a state of conflict and redundancy
- Stored resumes in databases (physical or cloud-based) can easily get lost
- The various formats for resumes received by the recruitment department can make the assessment and comparison of candidates very difficult





HIGHER AS THE SOLUTION

Managing your own recruitment cycle without the need for third parties or expensive subscriptions sounds like a good way to attract prime candidates and ultimately recruit them.

Designed to ensure a smooth experience for everyone involved with the recruitment process through intelligent algorithms and advanced search functions, Higher allows recruiters to easily search for suitable candidates, while interviewers can give their feedback on the automated interviews conducted in a standard format, and finally, hiring managers can rank the short-listed candidates to fill vacancies effectively.

1. Higher for Recruiters

Higher features minimal yet advanced functions to make it easier for recruiters to find, assess, and contact candidates; these functions will yield the following benefits for recruiters:

- Candidate profiles are in the same standard format which simplifies search and review
- The complete history of each candidate can be seen on one platform, this makes it easier for the recruiter to know if a specific candidate has been interviewed previously by the organization, and what happened with that job application/vacancy





2. Higher for Interviewers

Interviewers then step in to assess the suitability of candidates during an interview so they can provide the hiring manager with the feedback needed to make the final decision

Higher's automated interview function enables interviewers to know the criteria used to assess each candidate while giving them the ability to write down their comments in the "Comment Box" related to each interview conducted

Finally, interviewers can easily rate candidates because the criteria are already set and communicated beforehand.





3. Higher for Hiring Managers

Hiring managers are expected to make the final decision based on the information provided to them by interviewers and recruiters; their job is to decide if the short-listed candidates are eligible to join their organizations.

And while it seems like the easiest job in the entire process, hiring managers often deal with many choices and a decision that must be made while keeping the organization's strategic goals in mind as well as the specific criteria to choose the right person for the vacancy.

Higher's Comments and Rating function allows hiring managers to choose easily due to the preset criteria. They are also presented with the status of each application in real time without the need to refer back to recruiters.





CONTACT US

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