



Recruiter's Experience in [Gloat] Training Session

How to use this deck?

This training asset is designed as a tool to engage recruiters/TA teams with the following goals:

- Position the Talent Marketplace within the right business context, vision, and objectives
- Share the benefits and explain "what's in it for them"
- Generate excitement about the opportunity to access and source more internal talent
- Demo the platform and explain how it works

The slides contain commentary and suggestions (highlighted in yellow) on how to run this session and what information to include to ensure it resonates well with the audience and generates activity.

For any suggestions, questions, or follow-ups, please reach out to your Gloat CSM for support.

Agenda

Talent Marketplace Vision & Objectives

Why are we promoting a Marketplace]?

How does it support our strategy and business goals?

What's in it for me?

What's in the platform for me, and what are the benefits?

How does it work?

A step-by-step guidance & demo

Other ways to use the Marketplace

Attracting candidates and accessing part-time resources

Success Stories



Talent Marketplace Vision & Objectives

Placeholder: Business Context

Add slides to provide your key stakeholders with business context, including:

- Why do we need a marketplace at [company]?
- How does it promote our vision and mission?
- Why hire internally?
- What is Gloat and your journey so far – success stories

It is recommended to do some discovery beforehand to understand how the TA team is working today and what might be holding them from using the marketplace to source internal talent. Based on that – select the next slides to highlight the specific benefits to them

Business Benefits: Shift to Skills Based Hiring

The Work

Skills Based Job
Descriptions



BREAK THROUGH SILOES

The Candidates

Skills Based
Profiles

When each business unit has different ways of describing skills & experiences, it is difficult for employees to move sideways!

Skills Based Hiring helps find candidates that would be a perfect fit regardless of organisational structure

Business Benefits: Increase Internal Hires

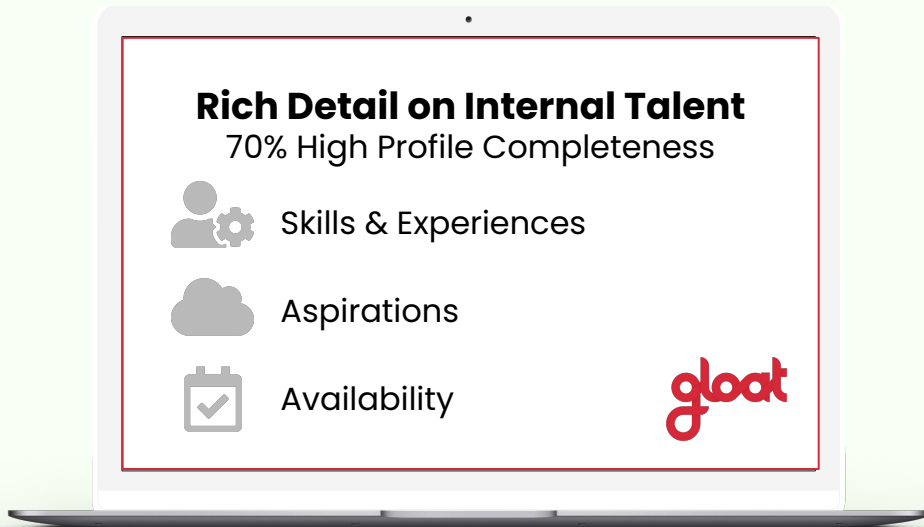
1.7 x

More expensive to hire externally

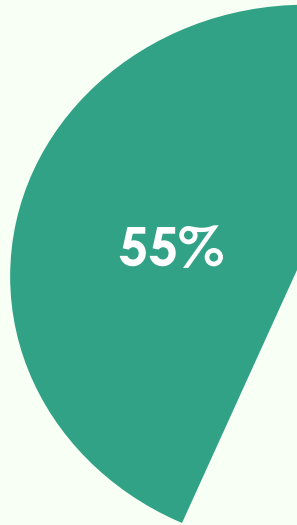
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Years before external hires perform
as well as internals

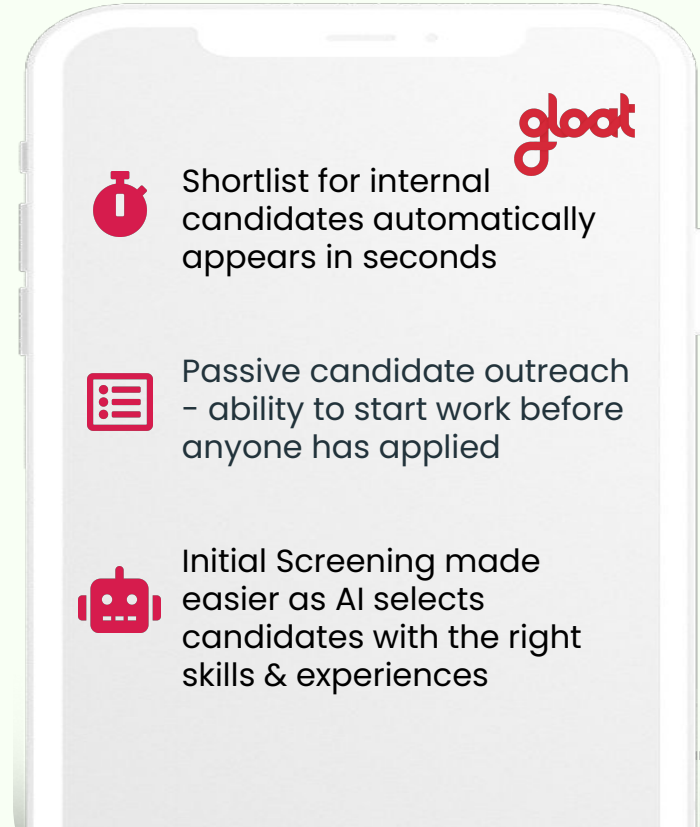
***But... Lacking data on existing
employees***



Business Benefits: Increase Hiring Efficiency



Reduction in
Recruiter hours
spent per role



Business Benefits: Decrease Voluntary Turnover

*Lack of Career & Development Opportunities is the **number 1. reason** employees leave their jobs*



Business Benefits: Increase Diversity of Hiring



ACCESS to opportunities

Platform provides visibility of all internal opportunities across the business



SKILLS-BASED matching

A.I matching encourages managers to find candidates based on their skills rather than their network



Automated **NUDGING**

Passive candidates are included in shortlists and encouraged to apply through automated reminders and nudges

Business Benefits: Thriving Marketplace



Attracting Users

Customers who have jobs in their marketplace have:

3 x more registrations each month

2 x higher NPS score



Retaining Users

Customers who have jobs in their marketplace have:

2.5 x more monthly active users

2 x higher retention rate after 6 months

Update this slide based on your target audience for this session

Key personas to benefit from the Hiring app on the Marketplace



Recruiter

Hiring
Manager

HRBP

Co-owner

The marketplace will help you level up your recruiting game!

Boost internal hiring

Internal hires are **1.7 times more** cost-effective compared to external hires.

Reduce time to hire

Accelerate the hiring process with **streamlined** internal sourcing.

Quality sourcing

Utilize **advanced matching logic** to identify skills gaps and quickly find the best candidates.

Increase employee engagement

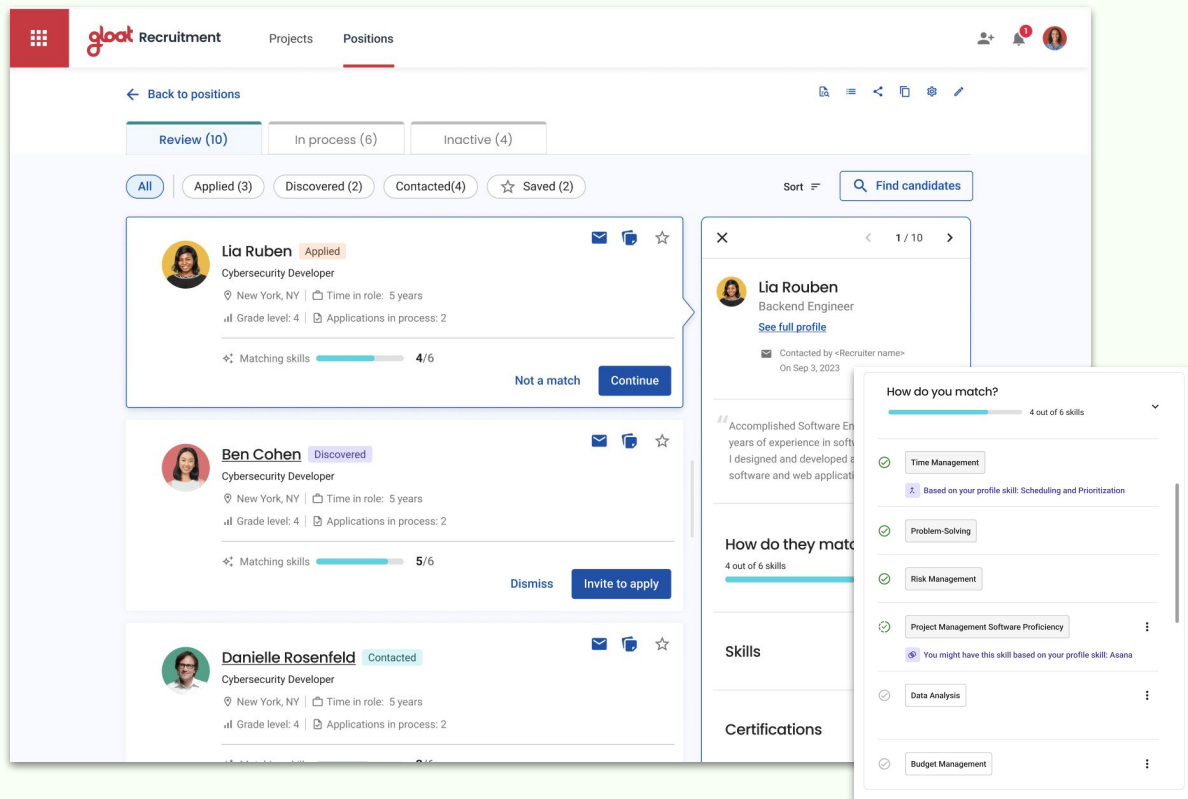
Companies with internal mobility programs report a **30% boost** in employee engagement.

Feel free to adjust the benefits
wording based on your audience

How can the Talent Marketplace benefit you?

Fed up of sifting through endless irrelevant candidates?

Reduce irrelevant applications



The **AI-driven matches** suggest internal talent with relevant skills and experiences. Allows you to filter irrelevant candidates and prioritize matches to save time and improve relevance.

Looking to manage
internal positions and
candidates from one
central place?

*One place to manage
applications*

gloat Recruitment Projects Positions

Hi Alexa,

Quickly see all your positions in one place and take action! [Tips for managing positions](#) [Post a position](#)

Manage positions

Showing 34 positions ☒ See positions as admin

Req. ID	Position	Type	Posted on	Status	
953049i3	Information Technology Management	ATS	Jun 12, 2024	Visible	Review candidates
953049i5	Web Developer	ATS	Sep 02, 2024	Visible	Review candidates
953049i5	Computer Systems Analyst	ATS	Sep 20, 2024	Visible	Review candidates
---	Position title can be very long so so lo...	Manual	Feb 24, 2024	Invisible	Review candidates
953049i5	<Position title>	ATS	Jul 23, 2024	Closed	Hired
953049i5	<Position title>	ATS	Apr 05, 2024	Closed	Archive
---	<Position title>	Manual	Nov 18, 2024	Archived	See details

The **Manage positions** page allows you to track all positions, filters by status, see positions details and call to action.

Missing/outdated
information on
internal talent
applying for roles?

***Detailed and
up-to-date
employee profiles***

Confirm your skills

These skills are suggested based on your title: <user title>

☒ AI generated

These skills are suggested based on your job title ([job title])

- Web Development
- Agile (Development Methodology)
- Software Development
- Software Design
- Software Debugging
- Programming Languages
- Problem Solving Skills
- Machine Learning (ML)
- Database Administration
- Data Structures
- Algorithms
- Continuous Integration (CI)
- Artificial Intelligence (AI)
- Testing
- Figma
- Add skills

Note: skills can be added or removed from your profile at any time.

[I'll review later](#) [Confirm profile skills](#)

Finish setup

You completed 3 out of 5 steps

[Update your profile to see personalized suggestions](#)

- ☒ Confirm-profile skills
- ☒ Add-3 desired skills
- ☐ Add 1 desired role
 - Senior Back End Developer
- ☐ Upload your resume or your LinkedIn profile

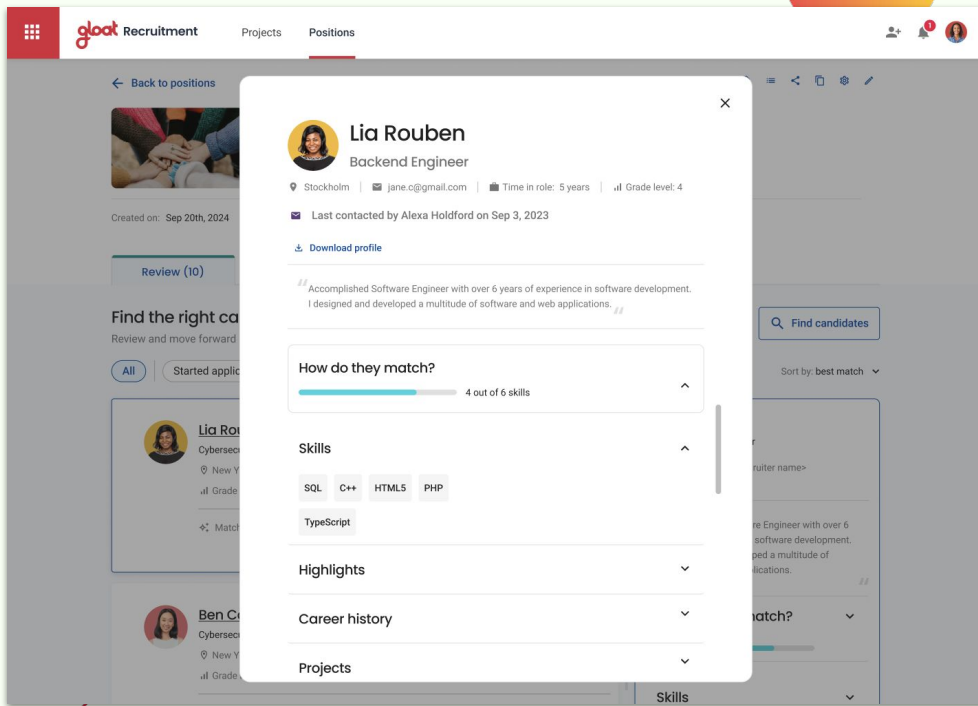
[Save role](#)

[Complete your profile](#)

You can edit your profile at anytime—go to your [profile](#) and add details to get more relevant recommendations.

With the dynamic marketplace, candidate **profiles remain detailed and up-to-date**, enabling quicker screening with more comprehensive information upfront, such as location, time in role, grade level, and skill match.

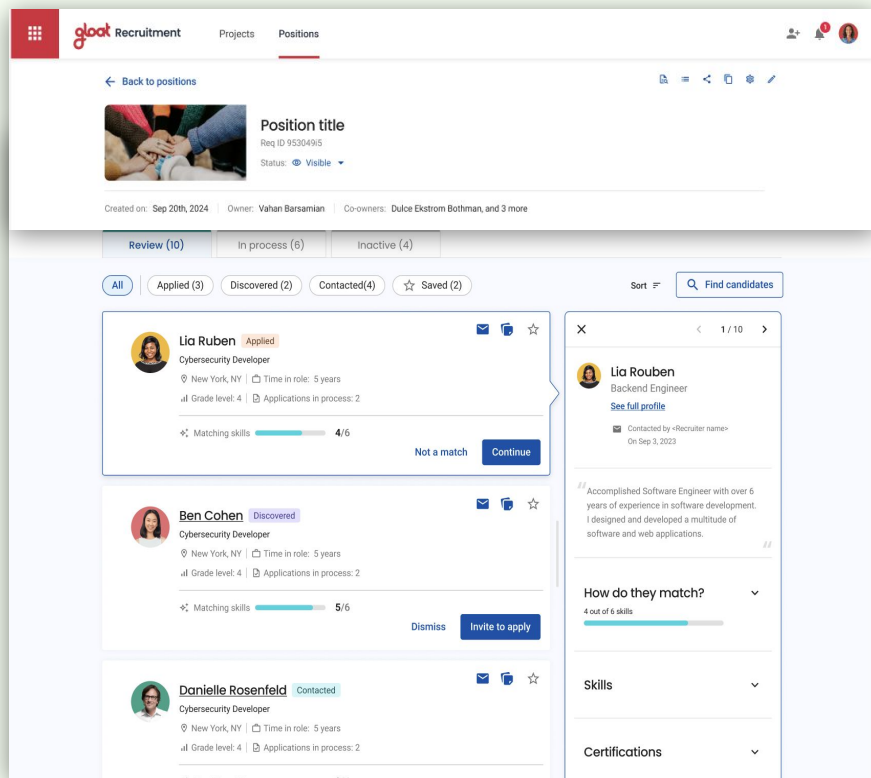
Missing information
on internal talent
applying for roles?



With the **enhanced candidate profile**, you can screen them quickly with more information up front, including: location, time in role, grade level and how their skills match

Finding it hard and time consuming to fill roles?

Reach out to potential candidates

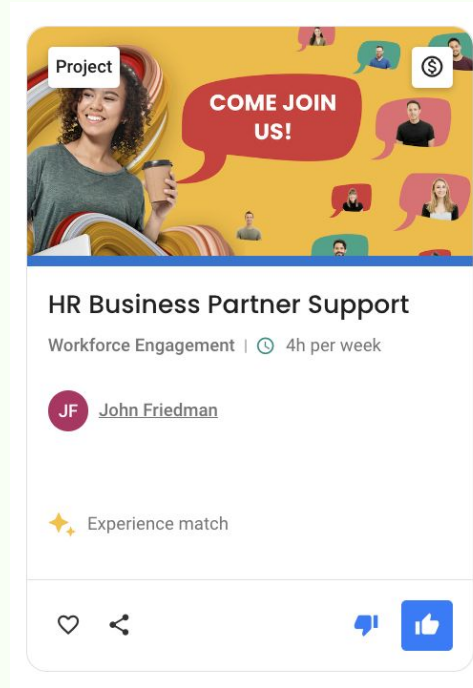


Don't just wait for the applications to come in.
Discover candidates in seconds, review their profile, star, save,
add notes and invite them to apply with a personal message!

Relevant for Projects

Hounded by hiring managers to fill roles ASAP?

Projects as an interim hiring solution



Access ideas

Get an extra pair of hands

Find skills that are expensive to buy in

While you search for the right fit for the role, why not encourage managers to post a project to get access to resources for urgent needs?

Run a quick overview of the usage
and share a demo on the platform

How does it work?

With ATS Integration

How should I use Gloat alongside the ATS?



Posting the Position

Once posted on the ATS, the position will automatically be posted on Gloat.

It will pull the position details and statuses via the integration.



Sourcing Candidates

Within seconds, you can come to Gloat to proactively source internal candidates, while you wait for applications.

You will immediately be suggested with candidates the AI found as relevant matches for the requisition.

Manage your positions and candidate applications in one place.

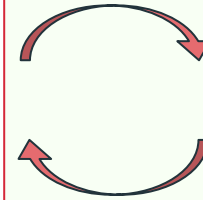
The following slides cover the recruiters workflow with Gloat (24.12 release) and highlight the main areas.

Please note: Some screen visuals might not be updated. For a detailed functionality guide, please visit Gloat's Help Centre.

Demo

Step 1: Create a requisition in your ATS, as usual, which will then automatically create the position posting in Gloat.

**Applicant
Tracking
Systems**



Step 2: Review candidate applications for the position according to the existing process. New applications from Gloat users will appear directly in the ATS.

Recruiters can review all candidate applications on the ATS, just as they normally would – **this opens a new door for you...**



Step 3: Log into Gloat to view and track all your positions postings in one place

Hi Alexa,

Quickly see all your positions in one place and take action! [Tips for managing positions](#)

Post a position

Manage positions

Showing 34 positions

Search by position title, req. ID

See positions as admin

Req. ID	Position	Type	Posted on	Status	
95304913	Information Technology Management	ATS	Jun 12, 2024	Visible	Review candidates
95304915	Web Developer	ATS	Sep 02, 2024	Visible	Review candidates
95304915	Computer Systems Analyst	ATS	Sep 20, 2024	Visible	Review candidates
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95304915	<Position title>	ATS	Apr 05, 2024	Closed	Archive
—	<Position title>	Manual	Nov 18, 2024	Archived	See details

Including position details, filters, statuses and call to action.

Hi Alexa,

Manage positions

Showing 34 positions

Location: London, UK

Department: Marketing

Status: All

Requires skills

Skills Analysis, Negotiations, Team Leadership

Business Dashboards, Project Board, etc.



Access positions in Gloat by clicking on the **Hiring** application in the top-left navigation menu

Profile Opportunities Career growth

Hiring Admin Insights


Skills Foundation Skills Explorer

Powered by **gloat**

Enhance Position Posting

Optional step: To make Gloat positions stand out even more, and attract potential candidates, recruiters can add details to the requisition such as additional required skills, related image and a recorded video.

Skills

 **Top skills for this position**
Choose skills candidates should have to succeed.

AI generated

Based on the position's title & description.

Python

Technique 2

Manual-skill

Suggested skills

Skill 4

Sub-function 2

Technique 4

Sub-tool 3

Tool 2

Function 1

Soft Skill 1

Tool 1

Sub-tool 2

Sub-function 3

Video story

Get candidates excited about this position by introducing it in your own words.

 [Record a video](#)  [Upload a video](#)

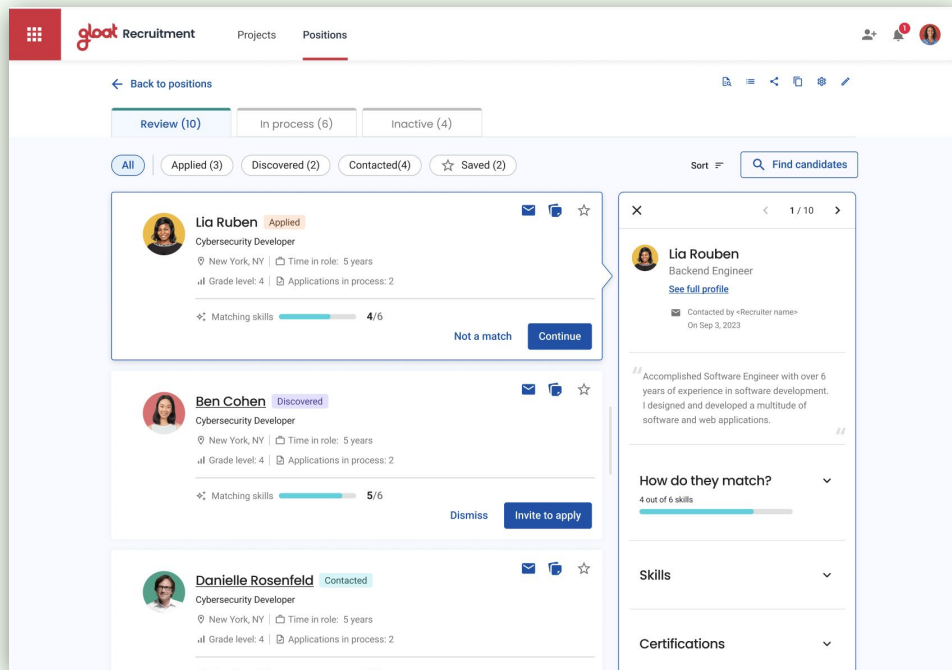


Adding a video story makes your project more appealing to candidates

Step 4: Review and source internal talent within seconds from posting a position!

In the **Review tab**, you can view and manage candidates:

- **Applied:** candidates who applied for the role
- **Discovered:** candidates suggested by Gloat's AI algorithm
- **Contacted:** candidates contacted by email via Gloat
- **Saved:** candidates saved from search and the Review tab



Search for even more candidates by skills, title, location, etc.

Step 6: Take action on existing applications, capture notes, contact the candidate, set expectations about what's coming next in the process, accept or decline.

Lia Rouben Applied
Cybersecurity Developer
New York, NY | Time in role: 5 years
Grade level: 4 | Applications in process: 2
Matching skills: [Progress bar]
Not a match **Continue**

Lia Rouben Interested
Cybersecurity Developer
New York, NY | Time in role: 5 years
Grade level: 4 | Applications in process: 2
Matching skills: [Progress bar] 8/12

Vahan Barsamian Discovered
Cybersecurity Developer
New York, NY | Time in role: 5 years
Grade level: 4 | Applications in process: 2
Matching skills: [Progress bar]
Dismiss **Invite to apply**

Ben Weiss Contacted
Cybersecurity Developer
New York, NY | Time in role: 5 years
Grade level: 4 | Applications in process: 2
Matching skills: [Progress bar]
Not a match **Invite to apply**

Accept application

Message <candidate> to let them know why you are moving them forward.

Thanks for your application...

0/600

The candidate will be notified by email once their application has been accepted.

Cancel **Accept application**

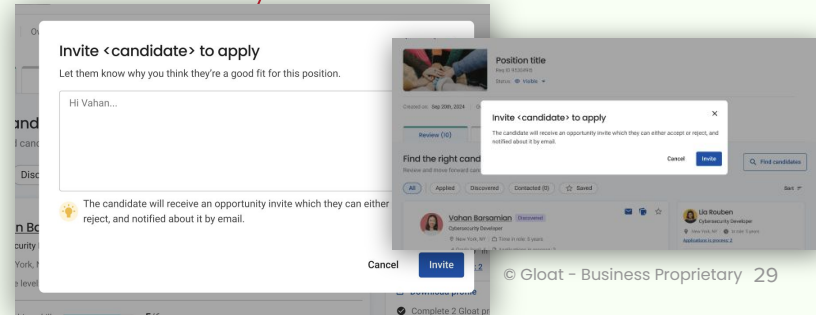
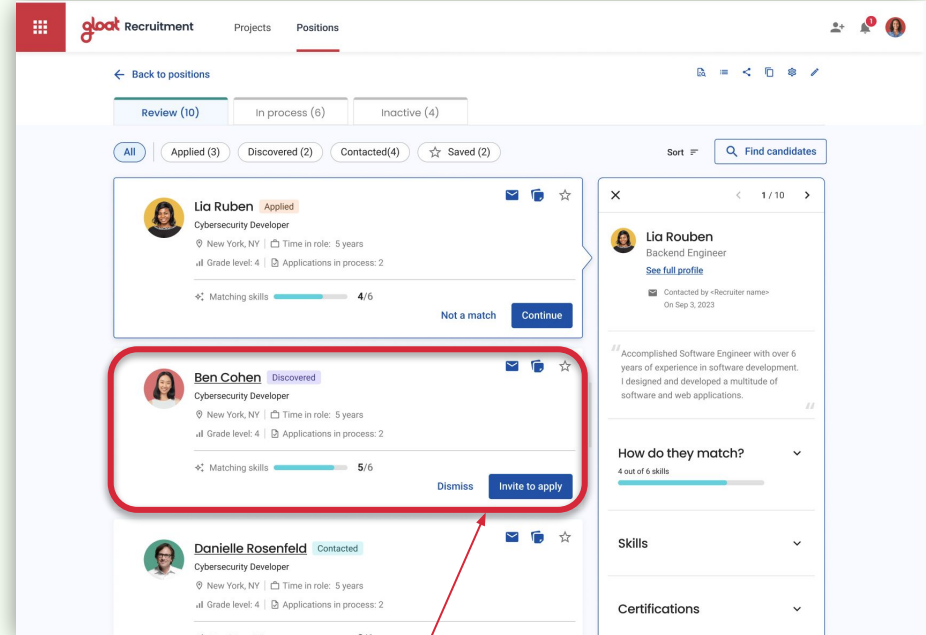
Accept application

The candidate will be notified by email once their application has been accepted.

Cancel **Accept application**

Step 7: Click the Candidate's Card to review their profile, see how they match (skills gaps) and more!

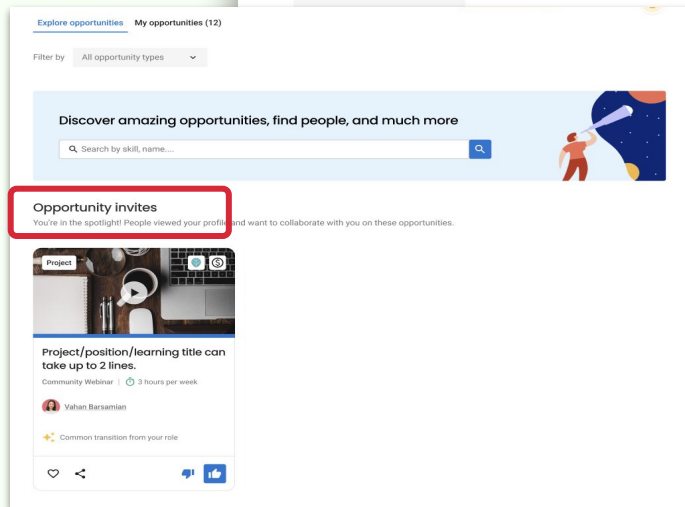
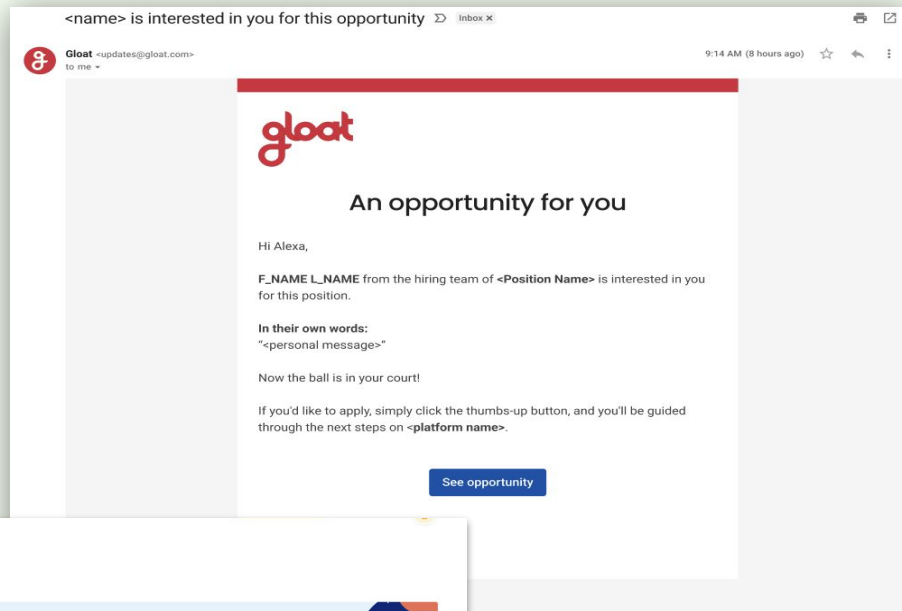
Focus on **Discovered** candidates to source more talent, as Applied candidates will be reviewed in the ATS



What happens when I invite a candidate to apply?

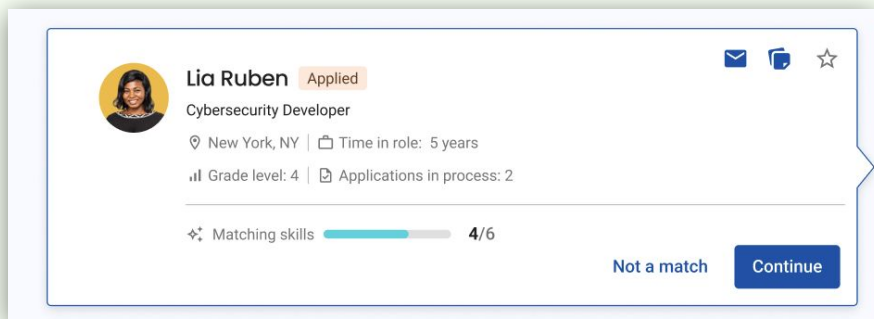
When a candidate is invited to apply to a position, they will receive an email with a link to the opportunity in Gloat.

In addition, the invited candidate will also see the position in their 'Opportunity invites' section on the 'Explore opportunities' page.



Discovered vs. Applied Candidates

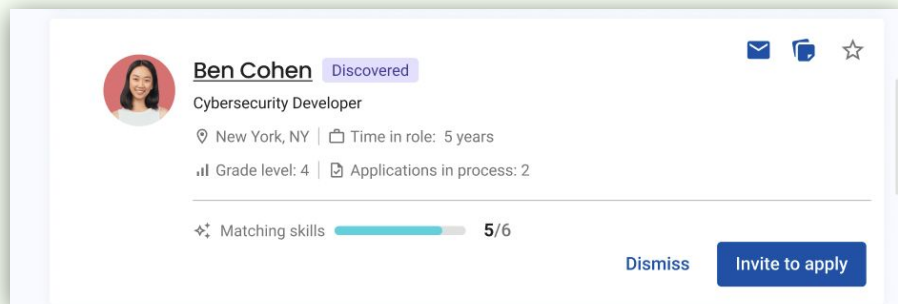
Applied Candidates have seen the position on Gloat and gave the opportunity a “Thumbs Up” to apply. Recruiters will need to click “Continue” to move them to “In process”



This screenshot shows a candidate profile for Lia Ruben, a Cybersecurity Developer. The profile includes her name, title, location (New York, NY), and time in role (5 years). It also shows a grade level of 4 and 2 applications in process. A matching skills bar is displayed at 4/6. The interface includes icons for email, a document, and a star. At the bottom, there are buttons for 'Not a match' and 'Continue'.

Lia Ruben Applied
Cybersecurity Developer
📍 New York, NY | 📅 Time in role: 5 years
📊 Grade level: 4 | 📁 Applications in process: 2
✦ Matching skills 4/6
Not a match Continue

Discovered Candidates are suggested by the AI based on their skills, and aspirations. Invite them to apply to start the process.



This screenshot shows a candidate profile for Ben Cohen, a Cybersecurity Developer. The profile includes his name, title, location (New York, NY), and time in role (5 years). It also shows a grade level of 4 and 2 applications in process. A matching skills bar is displayed at 5/6. The interface includes icons for email, a document, and a star. At the bottom, there are buttons for 'Dismiss' and 'Invite to apply'.

Ben Cohen Discovered
Cybersecurity Developer
📍 New York, NY | 📅 Time in role: 5 years
📊 Grade level: 4 | 📁 Applications in process: 2
✦ Matching skills 5/6
Dismiss Invite to apply

Add you own

Success Stories

Case Study 1: Increasing Internal Mobility

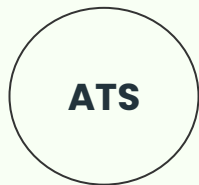
Company Beliefs...

Homegrown talent is key to build a broad and diverse talent bench and minimize vulnerability to talent gaps

Internal mobility is key to accelerate growth and readiness of our talents, for innovation and reducing barriers to execution

Sharing talents across the company is expected of our leaders. The right talent, in the right place and time will accelerate performance

How they use Gloat...



Where Recruiters post positions, view applications & manage pipeline



Where employees access internal positions.
AND Recruiters/hiring managers view discovered candidates.

Case Study 2: Increasing Internal Mobility

Business Benefits

External hiring cost	X	Full-time internal position assignments (all time)	=	Internal Hiring Savings
5000		449		\$2,245,000

Since launch, 3 years ago, the company has hired **449 employees** through applications in Gloat and **saved \$2.2 million**

% of cross Country position assignments
23.9%

% of cross Department1 position assignments
80.7%

Internal mobility has also increased, **24%** of positions were assigned cross country and **81%** cross department

Workforce transformation, *with employees at the center*



14,000

Sunrise Jobs
(Feature jobs)



9,000

Sunset Jobs
(Skills impacted by digital
transformation)

Within 3-5 years, Standard Chartered **needed to shift its workforce** from roles that will become obsolete to roles that will **support the bank's future**

1

Selected area of the business with highest growth ambition

2

Created skills based role profiles for relevant Sunrise roles

3

Posted roles on Gloat to source internal talent

62% of roles received match i.e. managers thought they were a good fit and proceeded to interview stage

Relevant for Projects

Other ways to use the marketplace

Prompt managers to use projects to access part-time resources



Replacing FTE

Is there any work that needs to be done urgently while we search for an external resource?

If so, post it as a project on Gloat and find someone already in the company who can hit the ground running



Looking for Specific Skillset

Have you considered using Gloat to see if there is anyone internally with these skills?

You might be surprised, there could be someone outside your team/department/country



Looking for Headcount

Have you considered using Gloat first?

This will allow you to find people within the company to work on a part time project for you or your team at no extra cost?

Promote talent marketplace to external candidates

1

Want to work for a company that truly empowers you to own your career and development? Let me tell you how we bring that mantra to life with Gloat...

2

Gloat gives our large organization a personalized feel by connecting you with colleagues across the world

3

Recently graduated and not sure exactly where you want to be? Here, you can explore projects across functions and divisions outside of your full time role

4

Looking for a position that allows you to continuously grow and learn new things? Gloat gives you full visibility into all relevant development opps



Thank you

Skills Based Hiring Case Study

A Global Bank had ambitious growth plans for the Indian Market. They wanted to grow revenues to over \$1 billion. To support this agenda, they used Gloat to hire 100 critical roles which could help them launch new products and services to market.



Create Role Profiles

For each critical role, use Gloat to build Skills Based Job Descriptions



Post Roles Internally

Post all positions on the Talent Marketplace to source internal talent with transferable skills



Source Internal Candidates

Instantly see an internal talent pool of employees with relevant skills & start reaching out

Case Study

Created skill based job descriptions for 8 critical roles, covering 100 total headcount. Each profile highlighted the top 7-12 critical skills required for the role.

All roles posted through the ATS integration onto the Talent Marketplace. Recruiters encouraged to use Gloat for proactive sourcing

On average, recruiters were instantly presented with 39 relevant AI-discovered candidates, 3 employees with matching skill sets applied for each role & it took 36 days to fill a role.



Amplifying brand awareness, powered by **Gloat**

While looking to expand her skillset, an Analyst found a project that allowed her to drive external awareness of MasterCard's commitment to local communities. By tapping into her creative side, she was able to **gain exposure to new skills**, while **driving favorable brand awareness** by highlighting MasterCard's positive impact locally.

“Being a launcher in the P&C team, I would not be typically exposed to something like that, so it was rewarding to be able to be in the position to communicate the positive impact we have driven in local communities.”



Associate Analyst,
Mastercard Launch

