

The **Disappearing** Recruiter

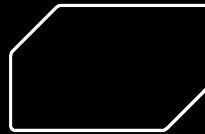
Leveraging the final 10% human touch
in a fully digital and AI-driven era

THE TRANSFORMATION ALREADY **STARTED.**





Rik Verbrugge

 **recruitnow**
part of **zvoove**



1978 “live the moment”



We're bringing technology closer.



2023 “live the moment”



2023 “live the moment”

Benelux Recruitment Tech Landscape 2024

Manage

Recruitmentsystemen

recruitnow, ubeeo, Bulhorn, Mysolution, tigris, byner, UMANGA, Tangram', recruitment, OTYS, Talent finder, TalentLead, varbi, carerix xX, Rehanna, Yellow Yard, HOMERUN, sherpass, Jobilla, CATS, reedmatch, recruitly, easyflex, Flexy, birds view, ACTIF SOFTWARE, nocode, Gini Recruit, cornerstone, RECRÛT, eazy match, recruitee, HR-organizer, radahr, ForceFlow, HiOffice, Jobtimiser, skeeled, cegid, TALENTSQUARE

Uitzendsoftware

Bulhorn, m|employee, Mysolution, recruitnow, tigris, byner, recruitment, UMANGA, @-matcher, akyla, AFAS software, HelloFlex, Flexwell, PIVOTON, Flexsoftware, prato, Orange Cat, FLEX, minggo, Data Checker, TALENTIA, VionA

Data & Dashboards

tigris, HRlinkIT, OnRecruit, CAOWijzer, Sb Advies, litto, worldofwork, SkillsCV

Flexsystemen (VMS)

Bulhorn, Mysolution, byner, proability, nêtive vms, connecting expertise, Magnit

Process automation

Setup

Data & Dashboards

ORANGE PEAK, jobmatix, S, iG!, accelerator, Testmetrics, CarTexter, Jobdigger, Jobfeed, Recbi

Recruit

Recruitmentsites

gotnottoed, HERO HUB, serena, ubeeo, recruitnow, Empear.io, STUURLUI, OTYS, Jobsupporters, TALMARK, digivation, Taglayer, lovd & hamilton, radancy, PADDAP, PARS, HIPPO, RECSITES

Recruitment marketing

bluewave, HERO HUB, gotnottoed, online results, jobmatix, Jobsupporters, BRANDMARKEN, wonderkind, promo, M marksmen, AdverOnline, BOOSTON, brockmeyer, JIBSER, sympl, DRIPPS.AI, VONG

Mediatooling

W n r s, indeed, SPIELWORK, PLAY TO WORK, LinkedIn

Talentpooling

HERO HUB, UP, Fring, LAUNCH, karaMel, yellow, freshheads, malt

Sourcing & Search

APOLLO, e, ROBIN, growgo, knowledge marker

Referral recruitment

cruit, SDBSK

Videorecruitment

W n r s, hiretime, Blue Billywig, imagine people, Video makes

Bots & Voice

SCOTTY, xibom, aircall, Recrubo, saysimple, JobVista, Audio Imbosc, NIXZ, freeday

Multiposting

RECRUITMENT TECHNOLOGIES, mimir

Employer branding

BRANDMARKEN, fanployer, PEOPLE GOVERNS EFFECT, interactive

Select

e-Assessments & tests

ixly, EQUALTURE, CompanyMatch, The Selection Lab, MatchQ, Assessio, pero, PYSIDRAT, Radix, eelloo, elearns, scorius, thomas*, harver, IVY Works, athand, SHL, gitp, zivo, SCARFFORCE, TECHWOLF, Naulytics, TestGorilla, DEEN, Pearson TalentLens, HRorganizer, Nea, Pearson TalentLens, IN2DIALOG, cehir

Matching & Cv-parsing

APOLLO, Tangram', textkernel, wcc, eazyCV, traicie, SkillsCV

Videorecruitment

Wyslywy, visioalent, cammio, Video makes

Hire

Cv-screening

validata, Sterling, pescheck, Otentica, Kandidaat, JANUS ID

Onboarding

validata, Data Checker, Talmundo, ivanti, moovs, Xylos, appcal, RIDBLE STORY, Who'sUp

Employee engagement & advocacy

elium, SOCIAL MEDIA, SOCIUU, sovraker, APOSTLE

Evaluate

Evaluatietooling

Starred, rotacord, O7, Employee Best Employer

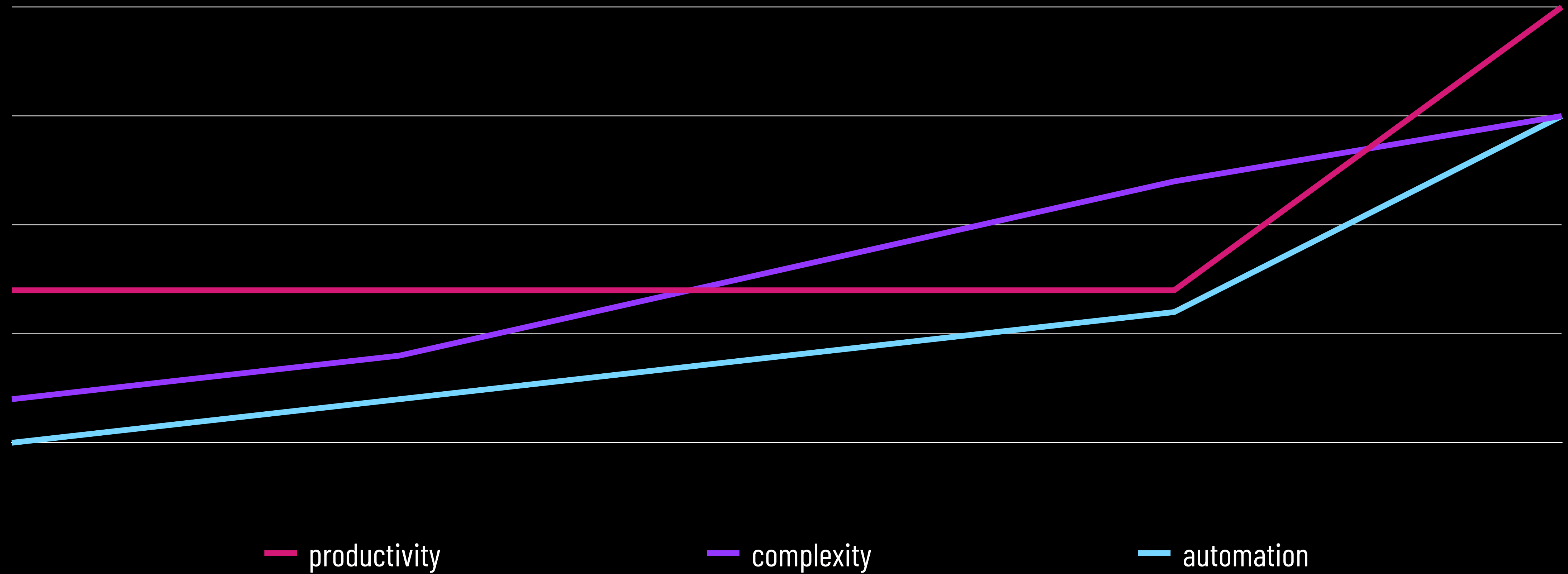
Closing the gap?



De Benelux Recruitment Tech Landscape 2024 is de laatste editie van het overzicht van leveranciers van recruitmenttooling met een vestiging in de Benelux. Iedere leverancier heeft het recht op een gratis vermelding in één categorie. De volgende editie verschijnt donsdag 4 juni tijdens Demo_Day Nederland. Geef uiterlijk 8 mei 2024 je bijdrage aan de editie door voor de volgende editie via [Recruitmenttech.nl/leveranciers](https://recruitmenttech.nl/leveranciers). Kijk voor meer informatie en een te downloaden digitale versie van deze poster op de site: [Recruitmenttech.nl/landscape](https://recruitmenttech.nl/landscape)

www.recruitmenttech.nl
www.recruitmenttech.be/landscape

Productivity, complexity and technology (illustrative)

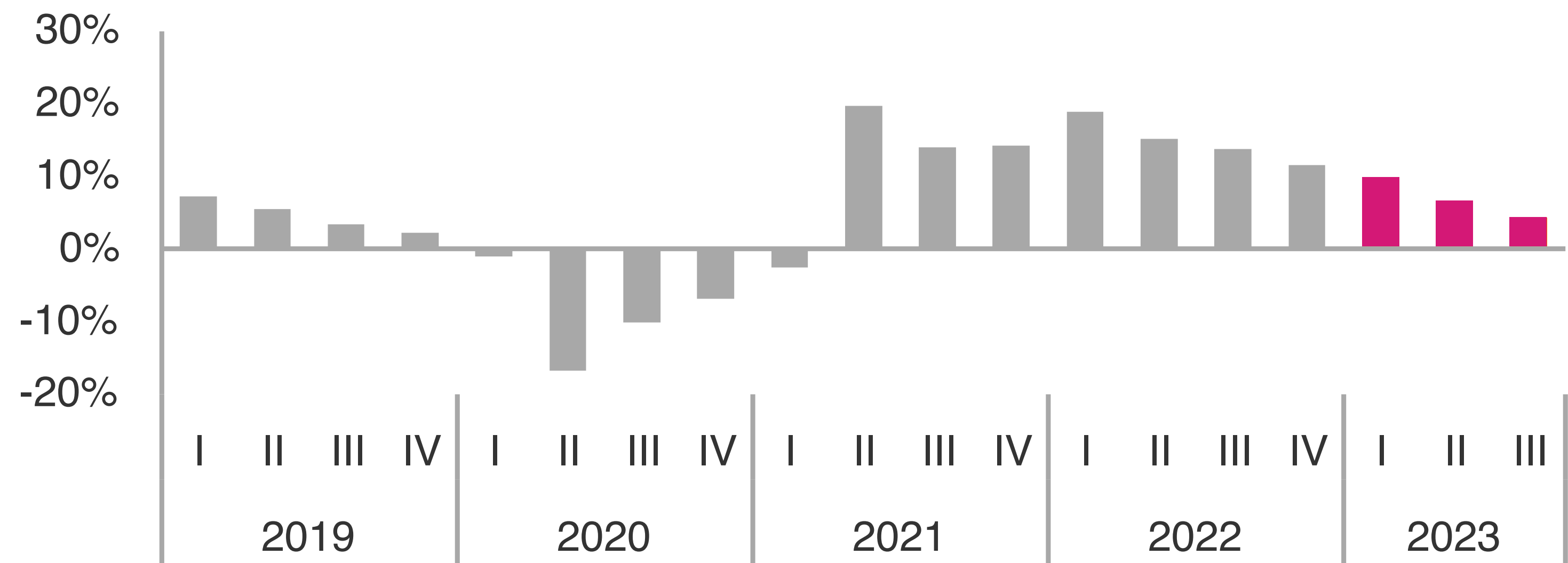


A Declining Market

Source: ING Rapport Jan-24

Turnover growth for flex industry softens in 2023, after two years of double-digit growth.

Turnover development flex industry by quarter, compared to the same period a year earlier



Market complexity.

The unpredictable labor market demands constant talent availability, the scarcity of recruiters curbs scalability, and the expectations of a 24/7 economy necessitate round-the-clock service in recruitment.

Cycle of innovation

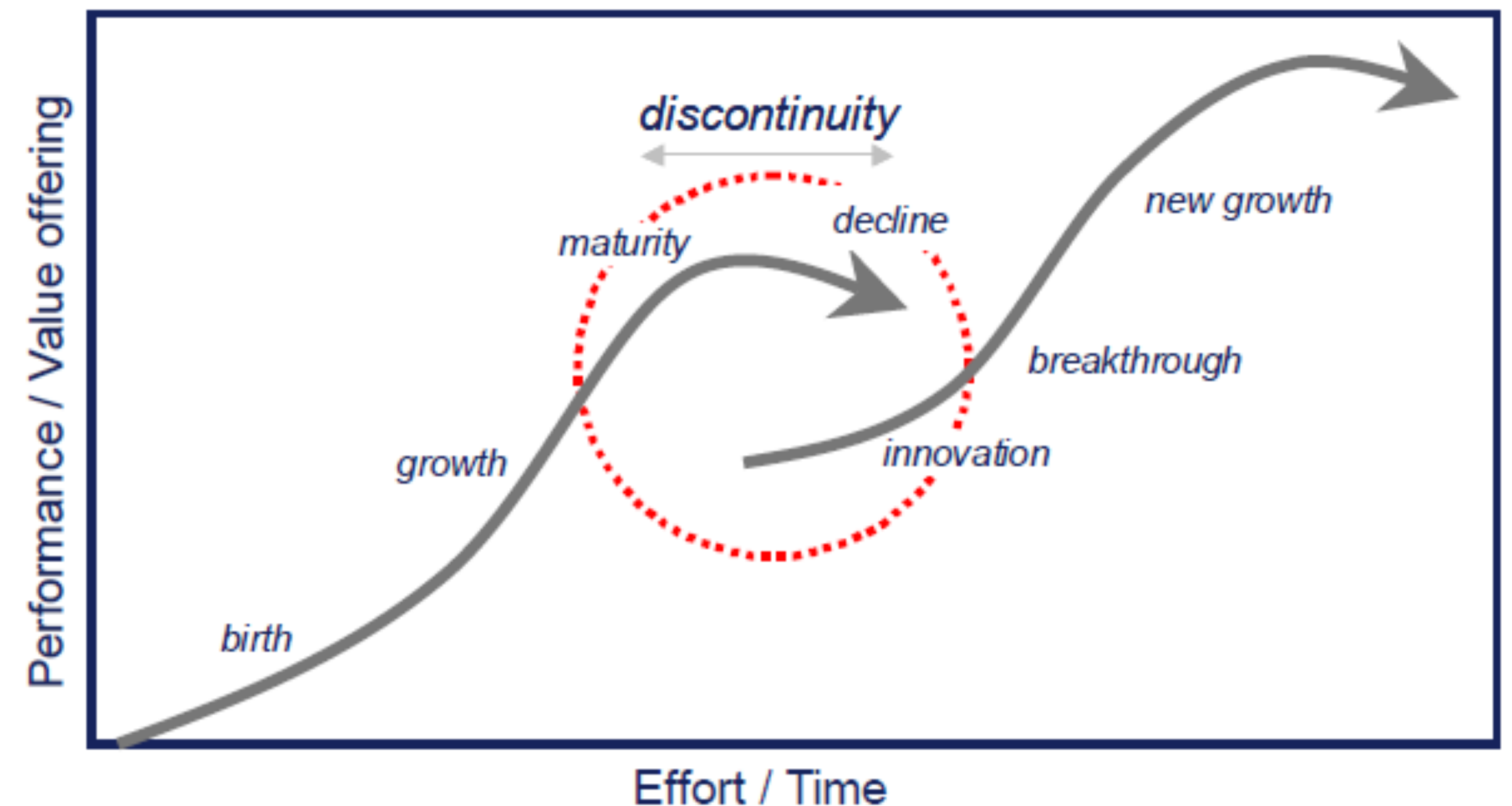


Figure 4. Discontinuity brought on by disruption and “jumping the curve”³
Source: <http://innovisio.blogspot.com/2012/12/capturing-opportunity-in-disruption.html>

The **Disappearing** Recruiter.

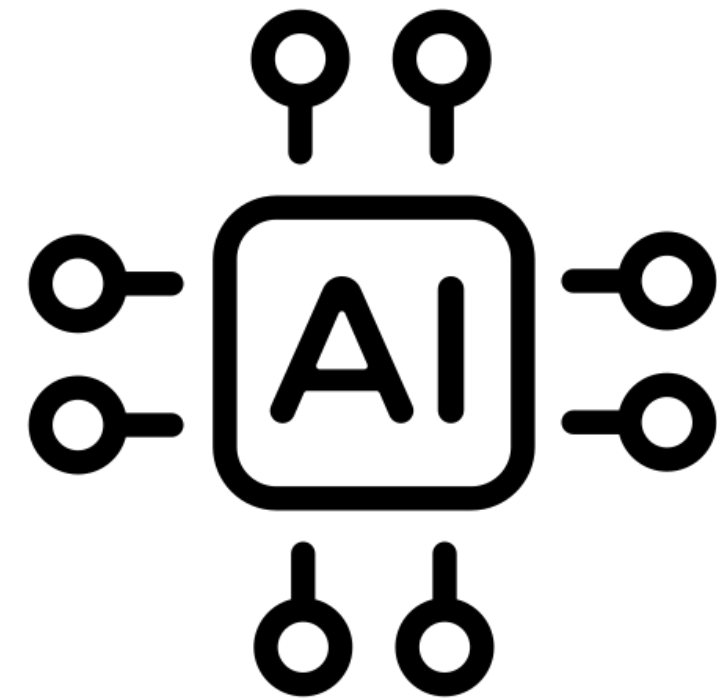
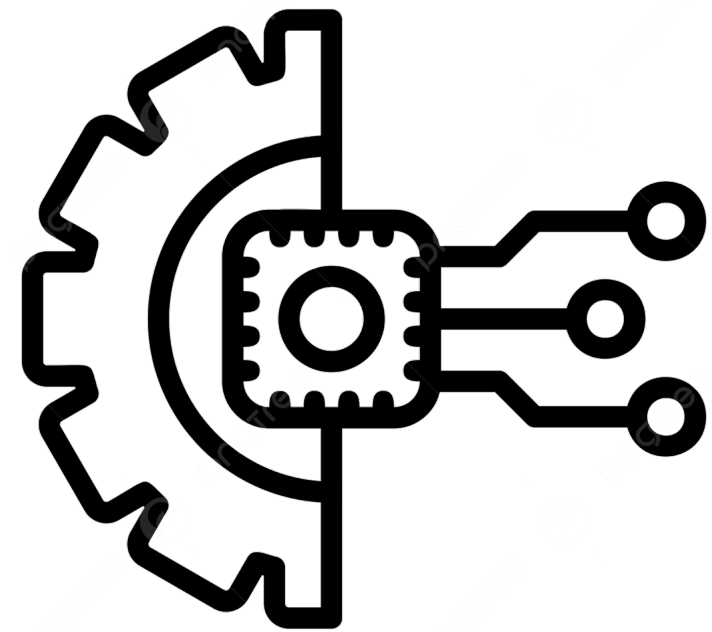


Welcome to **the future of recruitment.**

Where digital transformation meets human values

Empower recruiters with technology to focus on the vital final 10% (human-to-human connection).

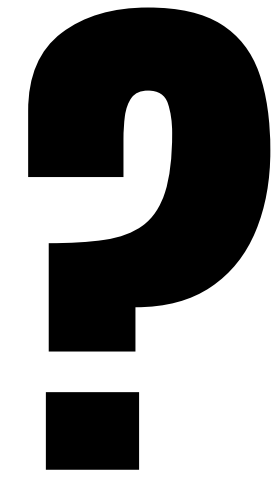
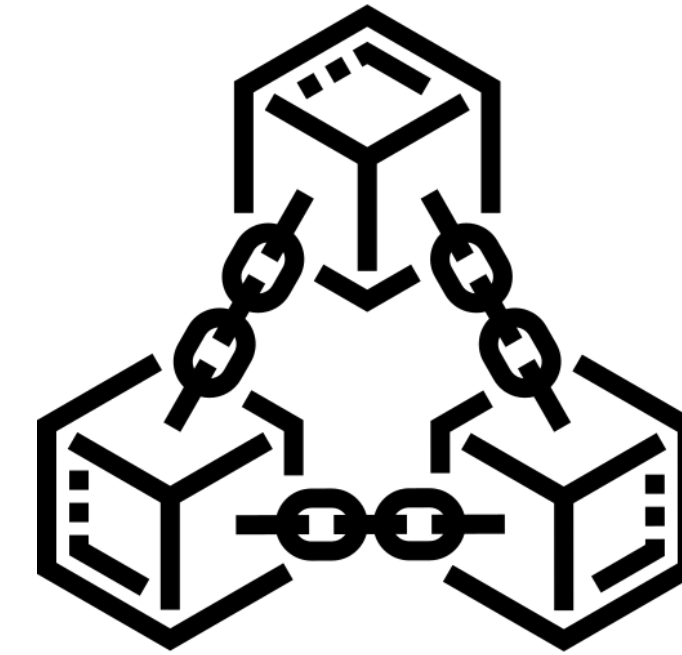
Rest assured, 90% is managed by AI and digital procedures, redefining efficiency and empathy in recruitment.



Gen. AI

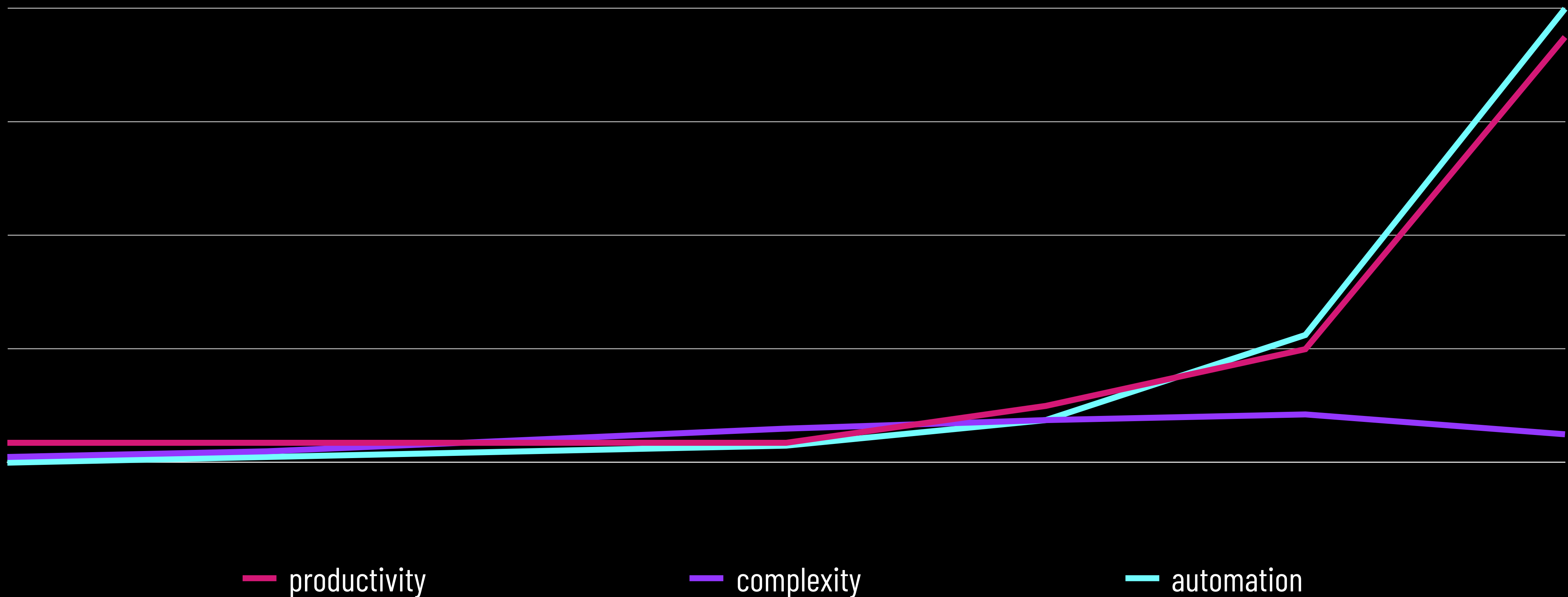
Applied AI

Conversational AI



Facilitating or autonomous technologies.

Productivity, complexity and technology (illustrative)





So, adapt and innovate or...

At this moment we are witnessing the democratization of AI-technology, leading to shifting business models, and the rapid emergence of new technologies, all converging to redefine the recruitment landscape.

A tall, white lighthouse stands on a dark cliffside at night. The lighthouse is illuminated from within, and its light is visible at the top. The sky is a deep blue, filled with numerous small, bright stars. In the foreground, the silhouette of a small building with two chimneys is visible at the base of the lighthouse. The overall scene is serene and evokes a sense of guidance and reliability.

Transformation by **delivery.**

The transformation **already** started.

Since January, these companies have automated all their screening, recruitment, and administration with a mix of AI, Conversational AI, and other complex automation.



And every day, more will adapt to the future...



The moment is now.

Will you find your way in this new digital era?
Or will you end amongst the dinosaurs?

Want to know more?



 [/rikverbrugge](#)