

► PRESENTANO

TALENT BY SKILLS, TECNOLOGIA CHE CI AIUTA A TROVARE IL CANDIDATO PERFETTO

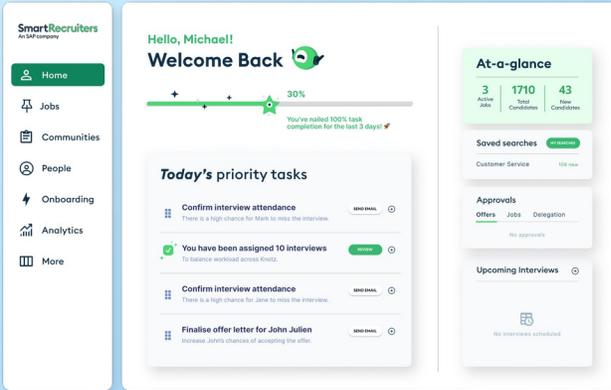


SAP SuccessFactors Talent Management Suite

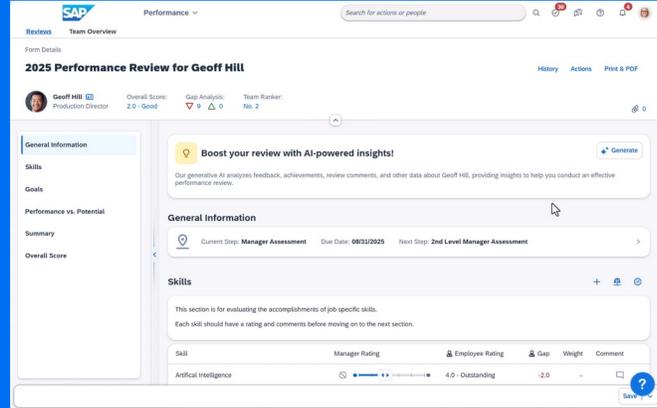
Talent Acquisition

Pay for Performance

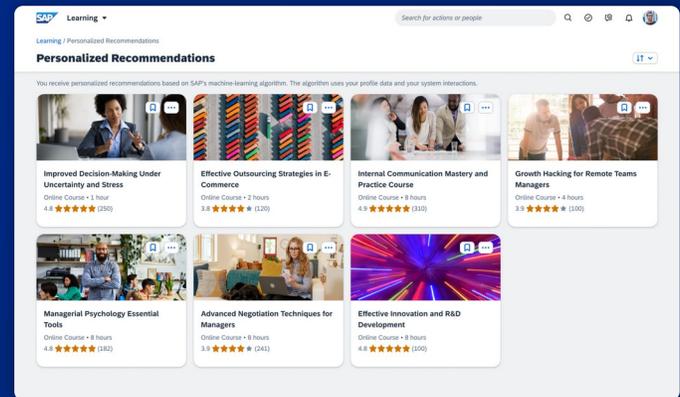
Talent Development



Modern talent acquisition automates the hiring funnel to elevate candidate, hiring manager and recruiter experiences



The end-to-end performance cycle powered by AI to streamline goals, reviews, and compensation for a superior manager experience



Skill-driven talent development provides personalized career pathing and learning experiences; from onboarding to succession

Talent Intelligence Hub

A single skills framework to strengthen and streamline talent processes.



Open Skills Ecosystem

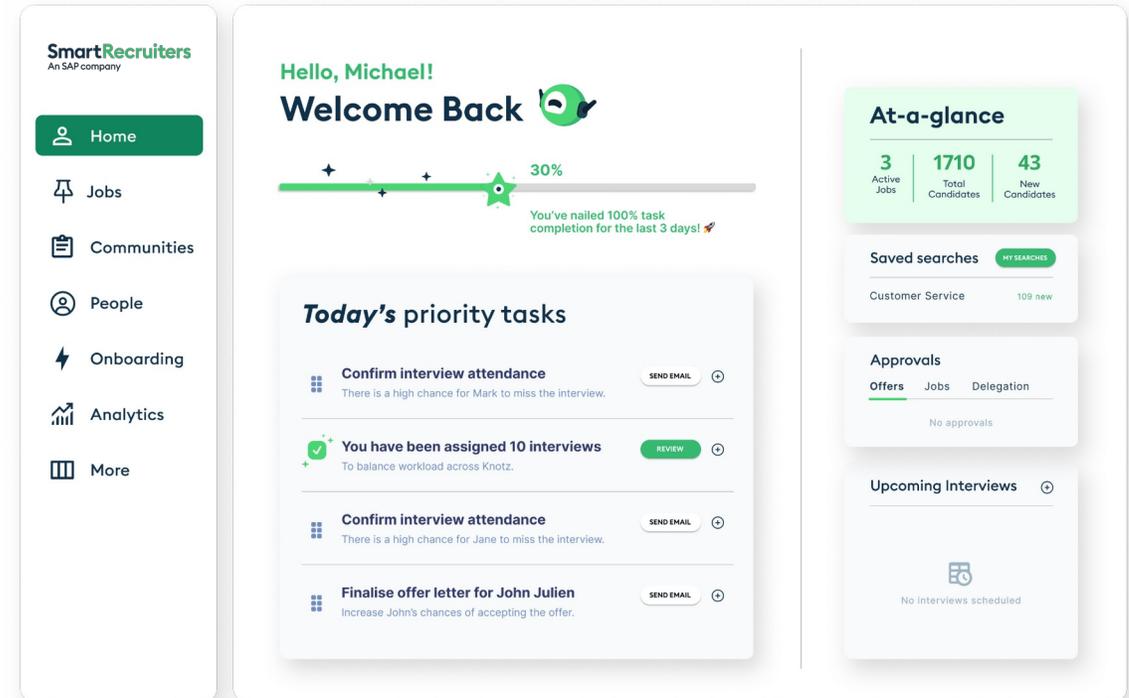


Market Leading Talent Acquisition



SmartRecruiters
An SAP company

2025 Gartner® Magic Quadrant™ for Talent Acquisition

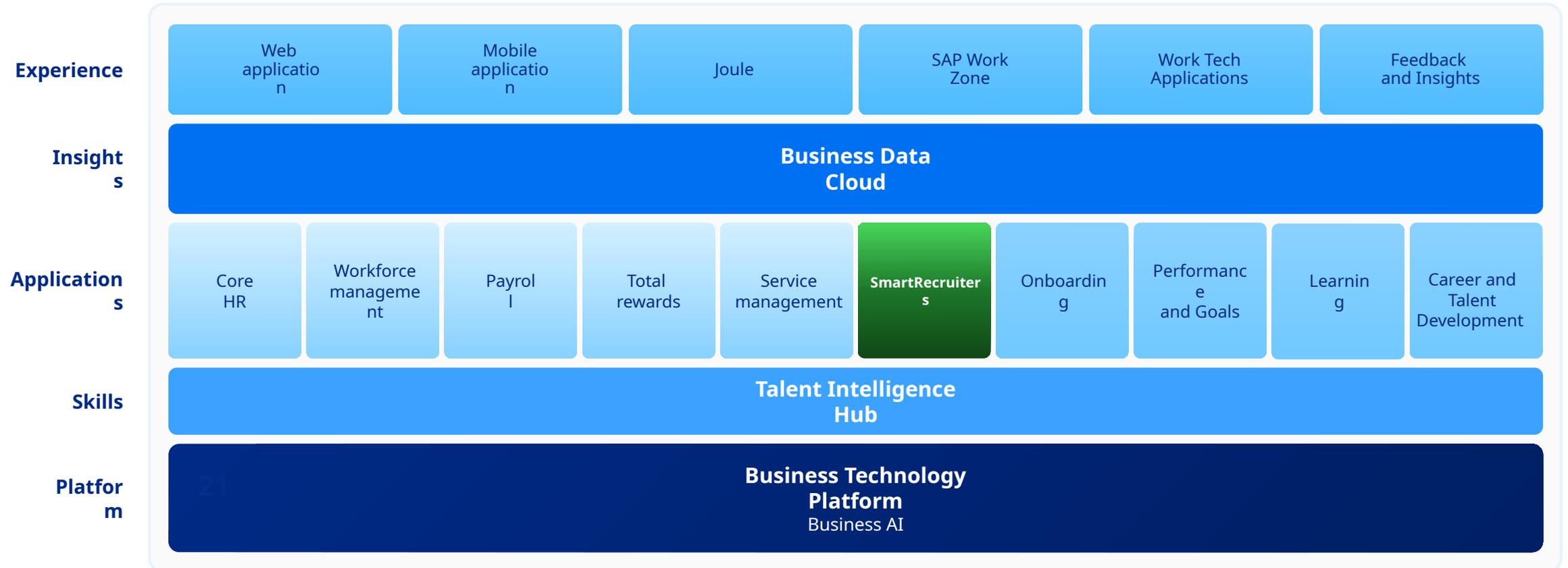


SmartRecruiters and SAP SuccessFactors HCM offers a comprehensive solution to attract, engage, hire, and build future-ready workforces

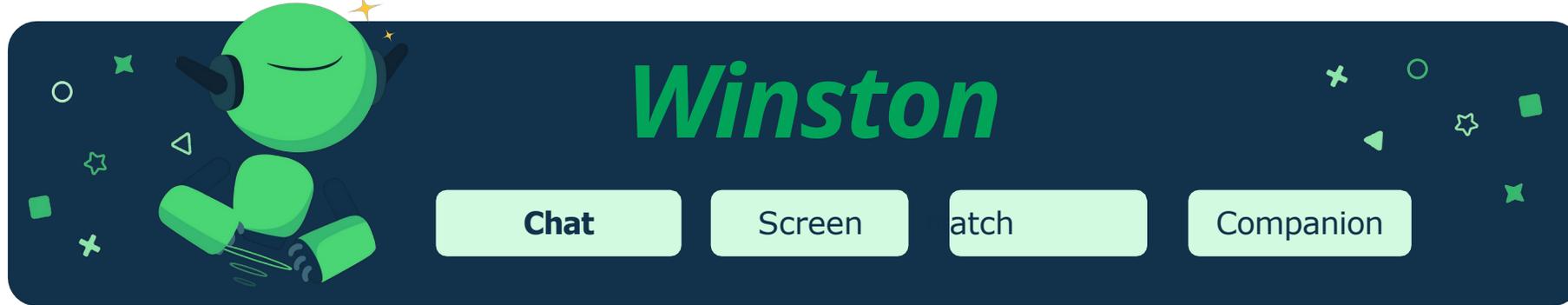
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Embedding best in class talent acquisition into SAP SuccessFactors



SmartRecruiters with smart features



Winston

Chat Screen Watch Companion

The Winston interface features a green cartoon character on the left and four light green buttons labeled 'Chat', 'Screen', 'Watch', and 'Companion' on the right, all set against a dark blue background with floating geometric shapes.



SmartO

Job Posting CRM \$ Offers Onboarding

Scalable Architecture ✦ Open APIS **ATS** Enterprise Security ✦ Global Compliance

The SmartO interface has a dark green background. It features four white buttons: 'Job Posting CRM', '\$', 'Offers', and 'Onboarding'. Below these are four features listed with green star icons: 'Scalable Architecture', 'Open APIS', 'ATS Enterprise Security', and 'Global Compliance'.

Add Ons

Careers Site Tool Tips Advanced Sandbox Advanced Analytics

A row of four light green buttons with rounded corners, each containing text for different add-on features.

Jobs
Users
Org Fields

A vertical stack of three light gray buttons with rounded corners, containing the text 'Jobs', 'Users', and 'Org Fields'.



Onboarding Data
New Hire Data

A vertical stack of two light gray buttons with rounded corners, containing the text 'Onboarding Data' and 'New Hire Data'.

Demo Flow



SmartRecruiters
An SAP company



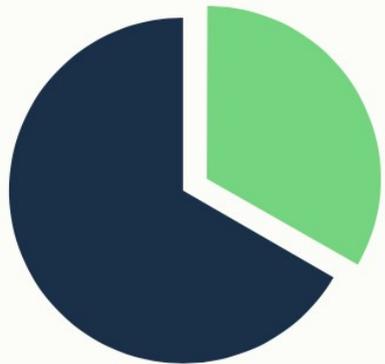


**It's demo
time!**



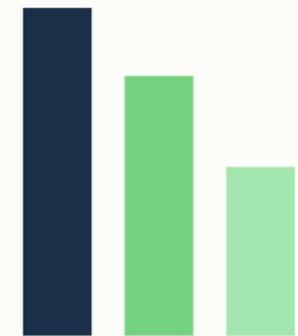
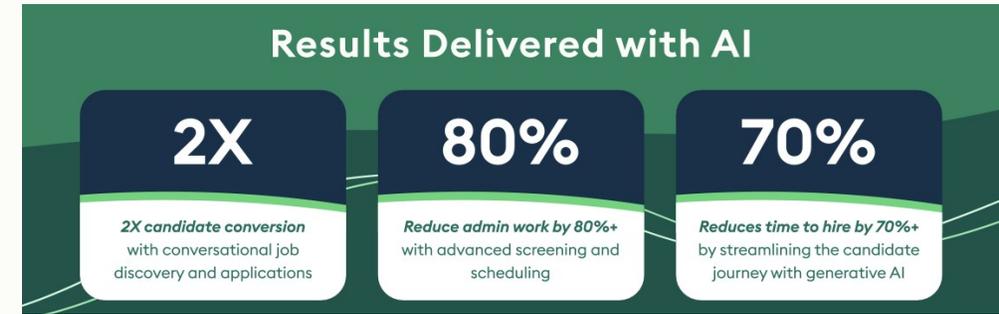
Candidate benefits

Winston's impact



Saved candidates
20 minutes

Reducing application
time by **67%**



Winston *Companion*

First in class AI-powered hiring agent...

300

Hours
saved per year per
Recruiter on admin
tasks

90%

Time saved on
interview
scheduling

75%

Reduction in
candidate screening

SmartRecruiters Discovery Workshop

Milano | 4 Marzo



SmartRecruiters
An SAP company

GRAZIE PER AVER PARTECIPATO

PER MAGGIORI INFORMAZIONI:

alessandro.gastaldi@este.it
rosalba.agnello@sap.com
vanessa.elli@sap.com

