

Recruiting success in your own hands: active sourcing with the onlyfy TalentManager



Situation and challenges

“In recent months, we have received fewer and fewer suitable profiles from our recruiting process, which is why we simply haven’t been able to fill positions,” explains Lars Röttiger, Head of Development & QA at LYNQTECH.

It quickly became clear to the technology company: successful recruiting needed new, active methods – it needed active sourcing. But that is easier said than done. An accurate direct approach to candidates in a complex environment such as the energy industry is a particular challenge for external service providers.

The words used during the initial contact are crucial for success in an interview: “Impersonal or sometimes incorrect addresses, generic messages or suggesting unsuitable jobs are just some of the reasons why talents can quickly be put off by recruiting enquiries,” explains Röttiger.

For this reason, LYNQTECH was looking for ways to take its active sourcing success into its own hands. And for a tool that gives the company the best possible support.

LYNQTECH is a technology company that combines IT expertise with energy industry expertise, driving digital evolution in the energy industry. LYNQTECH offers an innovative solution for the energy sales of the future with its modular cloud platform.

Company name

LYNQTECH GmbH

Industry

Energy industry / IT

Size of company

100 people

Website

www.lynq.tech

Products used

onlyfy TalentManager



Guaranteed to hit the right note: a direct approach in your own hands!



Efficient: pre-selection thanks to valuable information on salary expectations and interest in changing jobs



41% response rate in TalentManager

Solution with onlyfy

This is where the onlyfy TalentManager by XING comes into play. This gives LYNQTECH the optimal solution to search regionally for suitable talents – and to find them. “The possibility to combine the most important search criteria in a targeted way meant we were able to find skilled personnel who had not only experience in the role we were looking for, but also valuable industry knowledge,” explains Röttiger.

“Even the first search was very successful for us,” explains the department head. “I have been able to contact around 25 candidates, which has already resulted in three permanent positions. The investment has already paid off for us.” And LYNQTECH even sees the contact with those talents not hired at this point as a success: these people can be conveniently noted in talent pools for subsequent positions to have the right candidates at hand for future vacancies.

He particularly emphasises the intuitive use of TalentManager. Valuable information such as willingness to change or salary expectations enables LYNQTECH to efficiently search for suitable candidates. Numerous filter options also let them be identified specifically for the vacancy in question. “My first deployment with TalentManager has already paid off for us and it is definitely a success story for us.”

Conclusion and a look towards the future

LYNQTECH intends to resolutely continue on this successful course in the coming weeks and months. The focus remains on an individual, personal approach. “We still have more vacancies to fill and are convinced that TalentManager will support us in the best possible way,” emphasises the LYNQTECH employee.

Not least because the tool offers much more promising potential. “We would like to work more in the future with search requests that automatically inform us about suitable candidates,” says Röttiger. “And, of course, contact all the interesting talent we’ve already been able to find.”



TalentManager makes it possible to quickly and **simply search** and **approach** suitable talents – without a great deal of prior knowledge, tutorials and experience. **Three permanent positions have resulted** from fewer than 25 contacts – and that **within just a few weeks.**

Lars Röttiger
Head of Development & Quality, LYNQTECH GmbH

The top successes from LYNQTECH

>10%

of candidates contacted are now permanently employed

41%

response rate in active sourcing

<2 months

Time to hire in 2022