

# How DIS AG is using onlyfy to fill a variety of job roles

**DIS AG**

## Situation & challenges

DIS AG is an employment and recruitment agency with over 50 years of experience in Germany. Part of the international Adecco Group, it combines long-standing local expertise with the opportunities and capabilities of an international company – which has real benefits for customers. DIS AG is a market leader in the placement and hiring of professionals and executives, and specialises in the fields of finance, industry, office & management, banking and IT in particular. The company employs some 4,500 people in around 100 branches throughout Germany and Austria.

Many industries and regions are suffering from labour shortages – a trend that is likely to continue in the years ahead. Going forward, it will be essential for companies to understand the needs of their candidates and to respond appropriately when designing offers and working conditions. Expectations have changed and companies need to alter their mindsets accordingly.

Miriam Djambou, a recruiter with DIS AG in Bremen, works in the Industry division. Sourcing skilled electricians, master tradespeople, technicians and engineers is one of the greatest challenges she faces. “We are currently operating in a job seeker’s market. That means that we need to think much more broadly and creatively about filling positions. So as well as using traditional job advertisements, we are sometimes taking unusual approaches to pair candidates with companies,” says Djambou. The ultimate goal is to find the perfect match for each position – whether by means of traditional job advertisements or through active sourcing.

Smart, innovative recruitment and employer branding solutions are indispensable in the field of personnel placement. During its search for the right solution to help it fill a diverse range of roles, DIS AG discovered onlyfy.



**onlyfy as an optimal  
recruitment tool**



**Combination of active  
and passive sourcing**



**Authentic employer-branded  
communication**

DIS AG is one of the largest employment and recruitment agencies in Germany. With its outstanding network, the company specialises in the placement of professionals and executives in the fields of finance, industry, office & management, banking and IT.

Company name

**DIS AG**

Sector

**Human resources consulting**

Company size

**4,500 employees**

Website

**[www.dis-ag.com/](http://www.dis-ag.com/)**

Products used

**onlyfy 360°**

## The Solution – onlyfy

DIS AG opted for the onlyfy 360° product bundle, which includes both recruitment and employer branding solutions. “The unlimited job advertisements included in the bundle are a huge benefit. “We generate very good applications from Job Ads, which helps us to fill an enormous range of roles,” explains the recruiter.

However, job advertisements alone are not enough: active sourcing is where the real success is. The package includes onlyfy TalentManager, a tool that identifies suitable candidates with the required qualifications based on specific search filters, and then helps the user to contact them. “I like getting creative when directly contacting candidates so that they remember me – and, of course, also to win them over. The response rate is very good. Candidates on XING who are interested in receiving offers respond to those offers,” reveals Djambou. In many respects, contacting candidates directly is the key to success.

“We are a ‘people business’; that means that we focus entirely on people and close personal relationships are important to us. As such, authentic employer branding is also of huge significance to us,” the recruiter says. A good employer branding profile immediately builds trust and allows people to get a good insight into the company. Another component of onlyfy 360° is Employer Branding Profile by kununu & XING. kununu has been a real game changer for DIS AG, with the company now ranking among the top three recruitment agencies based on reviews. That opens doors. Active sourcing also involves working fairly actively with reviews.

XING is another benefit included with onlyfy. With over 21 million members, the business social network is ideal for sourcing talented individuals who have the right qualifications. “Particularly in the commercial sector, which is where I am seeking candidates, I quickly find the people I am looking for,” says the recruiter.

## Conclusion & outlook

“Our goal is to present candidates with even more opportunities for further training and career development. We also want to match talents with companies that support their values and goals. To achieve this, the application process should be as simple as possible for all professions,” says Djambou.



onlyfy is an **optimal tool**. The helpful evaluations enable us to see what is working well at a glance. That helps us as a team because a lot of people work with the system within our company. It is **fast and simple** – a huge benefit.

Miriam Djambou  
Recruiter, DIS AG

## Top successes of DIS AG

### Creative

direct contact to candidates  
with onlyfy TalentManager

### Very good

application rates via  
onlyfy one Job Ads

# 4.1

kununu score,  
industry average 3.8

# >30%

response rate,  
industry average 24%