



New Generation Recruitment



Play our game!

At 313C, we combine the best psychometric practices with exceptional Candidate Experience.

The outcome of these activities are intelligent on-line tools that assess competences, evaluate them and carry out the initial selection of Candidates based on their true skills and talents!

CUSTOMER AWARDS FOR THE SOLUTIONS WE HAVE CREATED:



THE BEST RECRUITMENT PROCESS OF 2017
for Budimex SA

**Puls
Biznesu**

pwc

orange



HR DREAM TEAM 2020. CATEGORY: EFFECTIVE AND FRIENDLY RECRUITMENT
for BMW GROUP

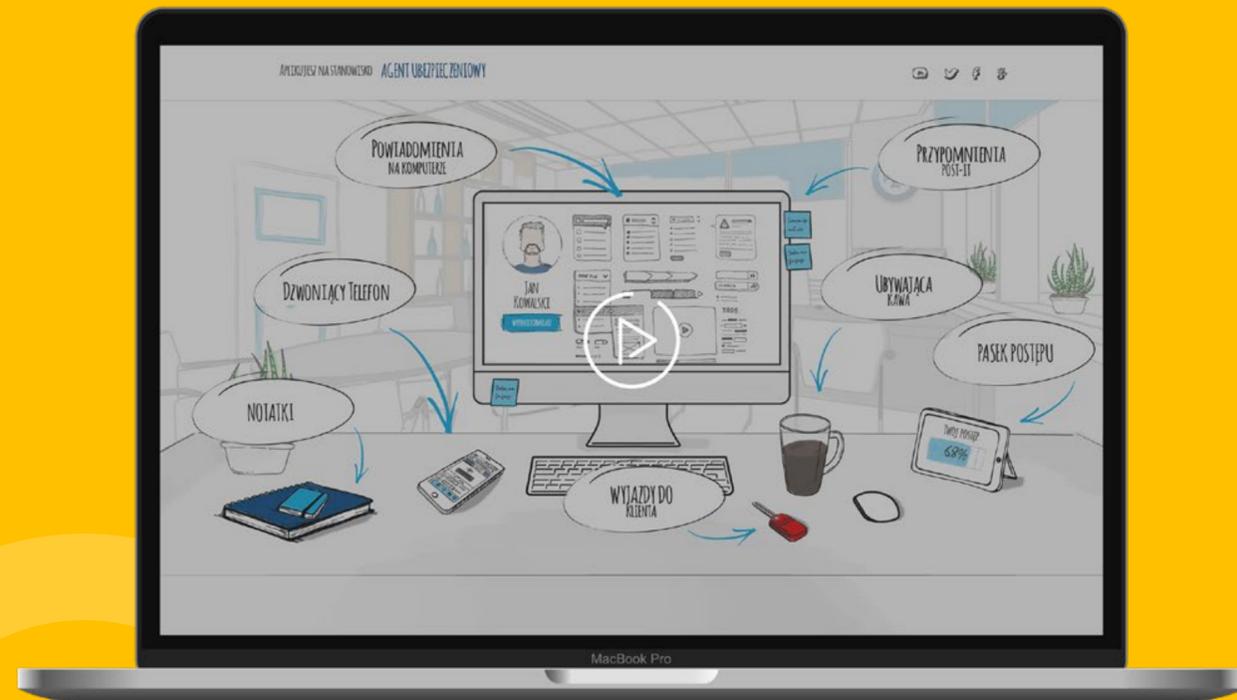
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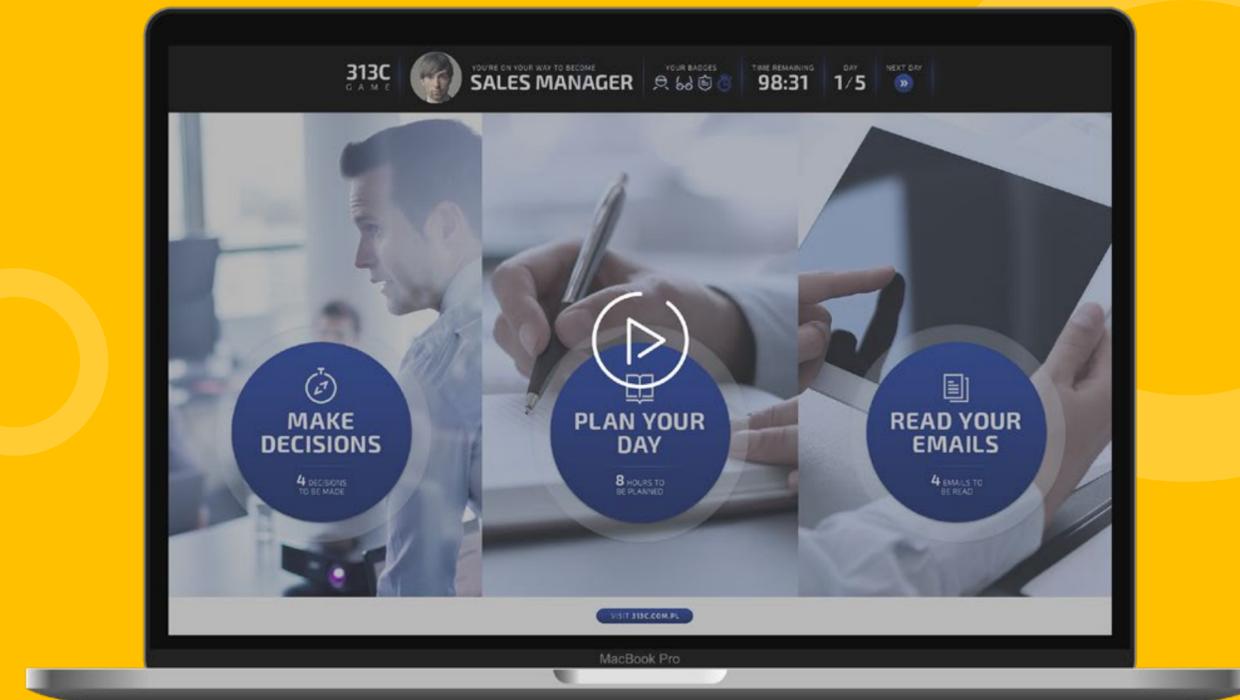
RECRUITMENT LEADERS 2020. CATEGORY: EFFECTIVENESS
for Budimex SA

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RECRUITMENT GAMES - YOUR PERFECT MATCH!



**NEW GENERATION
RECRUITMENT
2.0**



**NEW GENERATION
RECRUITMENT
ENTERPRISE**

We have solid foundations!

Our founders:



MARIANNA KRÓL
Co-Founder & Managing Partner

- Organizational psychologist and psychometrician.
- In cooperation with the Jagiellonian University and Princeton University, she is working on a PhD dissertation on the impact of employer brand perception on candidates' professional intentions.
- Expert in the field of recruitment and selection, as well as in standardization of competency assessment processes.
- Author published in Harvard Business Review Polska.
- Co-author of the first book on Situational Judgement Tests in the Polish market.
- She has designed and implemented over 20 on-line recruitment games.



GRZEGORZ ŻMUDA
Co-Founder & Managing Partner

- Doctor of social sciences, organizational psychologist and sociologist.
- Expert in the field of engineering intelligent tools for the evaluation of competences and potential.
- He has co-created the methodology of the nationwide research called "Balance of competences".
- Author of many research projects and co-author of publications on Situational Judgement Tests.
- Co-author of the first book on Situational Judgement Tests in the Polish market.
- He has engineered and deployed over 20 on-line recruitment games.



PRZEMEK SIÓDMIĄK
Co-Founder & Managing Partner

- Organizational psychologist.
- Certified Project Manager (PMP – Project Management Professional).
- Manager with fifteen years of experience in recruitment, development and change management.
- While working for Volkswagen Group Polska, he was responsible for the development of the SEAT Dealership Network.

Situational Judgement Tests are psychometric tools that:

1

present a series of realistic work situations in which the Candidate must choose from a range of reactions,

2

measure the individual behaviours of Candidates that reflect their predispositions, general and professional knowledge, skills, abilities and other characteristics - including attitudes and values,

3

are applied to predict the Candidate's performance at the workplace,

4

are as accurate as a well-designed Assessment Centre,

5

make the Candidate feel that their use is justified to a much greater extent compared to other tests applied in recruitment - which translates into a higher degree of commitment and satisfaction with the entire process,

6

are resistant to distortion of the results and are characterized by a high level of reliability.



New Generation of Recruiting (NGR 2.0)

This is our proprietary on-line recruitment tool, through which we can eliminate or significantly reduce CV-based selection decisions.. This enables the establishment of a true culture of Diversity, Inclusion and Equity in the workplace, while selecting the best Candidates, 85% of whom become TOP performers in their new roles.



Bias Free
selection decisions
based on objective
data



Three times more applications
thanks to
candidates sharing
positive opinions
about the
uniqueness of the
recruitment
process



Two times shorter recruitment process thanks to
the use of data
which allows faster
selection decisions



85%
of the newly
employed
Candidates **become
TOP performers**



97%
satisfaction
of the Candidates
and hiring managers
applying our tools



Fourfold cost savings due to
lower rotation,
higher efficiency
during meetings
and shorter
recruitment
processes



Protection of information and personal data based on the GDPR
- compliance with
the GDPR
- compliance with
the CCPA

Matched Candidates - you know who you employ!

In NGR 2.0, we combined Situational Judgement Tests, intelligent technology and elements of simulation games, creating modules that evaluate a wide spectrum of competences. Therefore, you will hire talents that actually meet your expectations.

MODULES ALREADY AVAILABLE FOR SALE:



If you want to test more competences at your request we will create a module or a video game tailored to the needs of your company. Furthermore, we can take care of the culture fit assessment -thanks to which you will find Candidates best suited to the prevailing organizational culture in your company.

Effective Employer Branding

By going through the stages of our on-line recruitment game, candidates become familiar with your company, its mission, values, organizational culture and the benefits of working in your team. For the modern employer, building brand awareness and positive image has never been so easy and effective.



BRANDING

- we will add your company logo
- we will adjust your Corporate Identity colours
- we will add photos, thanks to which you will be able to show the world about the organizational culture and values of your company
- we will pick a communication style consistent with the language used by your brand
- we will provide you with the option to add a welcome video for the Candidates



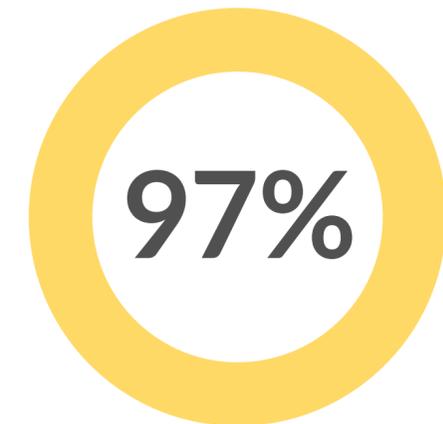
FICTIONALIZATION

- we will adjust the plot of the game to the industry you choose - thanks to which the Candidates will learn about the specifics of the job for which they apply
- fictionalization includes system messages, questions and answers



FEEDBACK

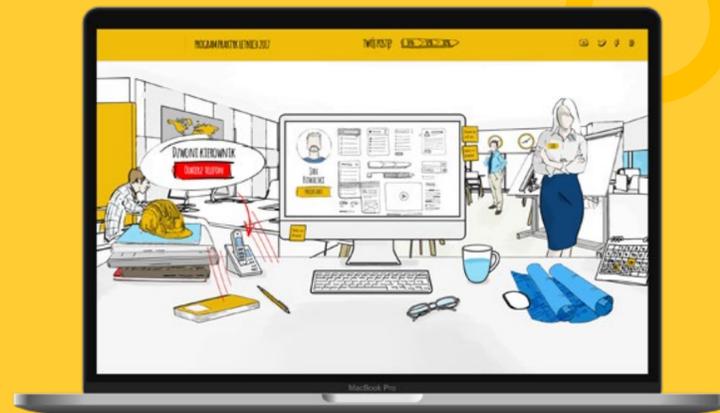
- we will adjust the feedback for the Candidate to the scope of information that you wish to convey. Thanks to this, participation in the game will provide real value to the Candidate
- the scope of information given to the Candidate may include the result achieved in the game, strengths and areas for development



97%
of the Candidates
recommend participating
in an on-line recruitment
game*

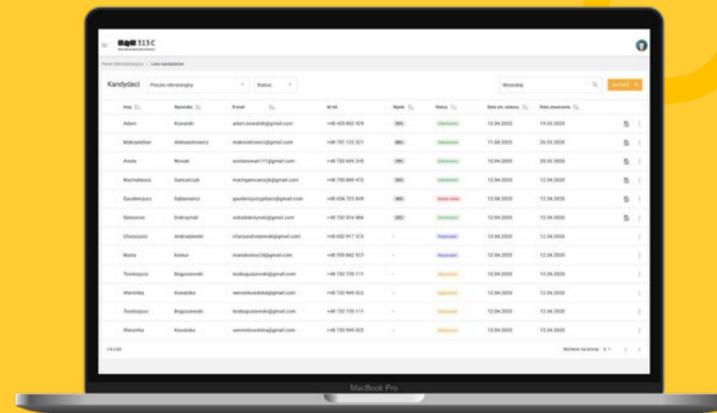
* Research conducted on the Candidates participating in recruitment games developed by 313C.

Two times faster recruitment process.



GAMES - A CHOICE

- New Generation of Recruiting 2.0:
 - Entry Level
 - Analytical
- New Generation of Recruiting Enterprise



OVERALL RESULTS IN ATS - OPTIONS

- Quick integration with SmartRecruiters and eRecruiter
- Access to the 313C Panel
- Integration with other ATS is possible



CANDIDATE REPORT - SCOPE

- Candidate's personal data
- Candidate's overall score
- Detailed results of measured competences with a description and score

What our clients say about us:



CEZARY MAĆZKA, BUDIMEX SA

Board Member & HR Director

“Budimex SA Nowadays graduates expect interactivity, games and competition. 313C provides this and even more by combining these elements with accurate psychometric measurement in situations realistic for construction industry. Every year since 2017, recruitment games created by 313C allow us to attract about 2,700 internships candidates within 3 months and employ 300 individuals. About 30% of them later become our employees. After completing 3 editions of our flagship project "Budimex Academy" together with 313C, I strongly recommend working with them.”



313C CLIENT

“Precise questions and detailed criteria for selecting Candidates save time by not wasting it on meetings with Candidates who do not meet the requirements”.

What Candidates say about our solutions:

CANDIDATE

recruitment process at Budimex SA

"The game deals with many aspects that the Trainee may have to face. Thanks to the questions, everyone learns more about their strengths and weaknesses – a very good idea and an outstanding implementation!".

CANDIDATE

recruitment process at BMW Dealer

"For several days, I had been trying to go through the recruitment process, I had become intrigued with the form of the game. What I experienced, however, exceeded my expectations. It was the most exciting CV uploading process I have ever encountered, and it needs to be emphasized that I have many years of experience in various positions in Poland, Ireland and Great Britain. Regardless of your decision and whether we will get to know each other better in further recruitment stages, today's experience will affect my decision to choose BMW when buying a car for my family in the future. I congratulate you on your consistency in focusing on sheer driving pleasure at every stage (even in the recruitment process), I hope that I will have the opportunity to move together with you towards the same goal".

Let's talk!



MARIANNA KRÓL
Co-Founder & Managing Partner

 Marianna Król - meeting calendar

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