



Save time, Hire better !

ushering in a new era of precise, efficient, and personalized talent matching within organizations, powered by the transformative potential of **GenAI** and **Advanced Data Analytics**.

Unleash the power of GenAI

Companies struggle to fill vacant positions directly impacting their performance



Long & frustrating process •————→ +32 Days avg

+5,000€ Cost-per-Hire •————→ Unaffordable

Unconscious bias •————→ Lack of diversity

Hiring mistakes •————→ +25% Turn-over

A data-driven recruitment strategy is a critical competitive advantage for building a workforce

Recruitment digitalization has provoked billions of CVs exchange from the job boards to the ATS

Define what ROI means for your organization Hiring velocity

Develop a data-driven work culture Skills-Based hiring

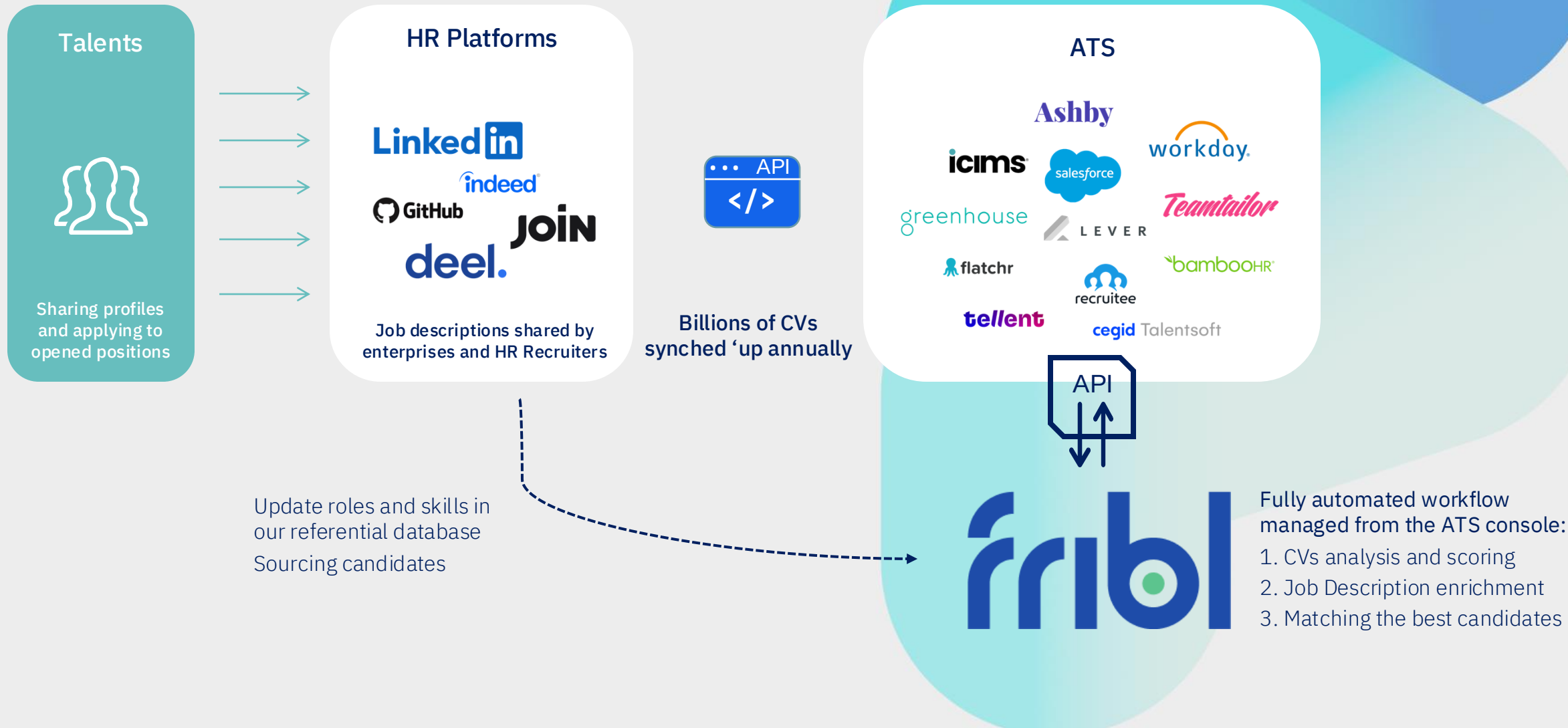
Train and support your recruiting teams Productivity

Establish a continuous progress review Data Analytics



End-to-end recruitment automation

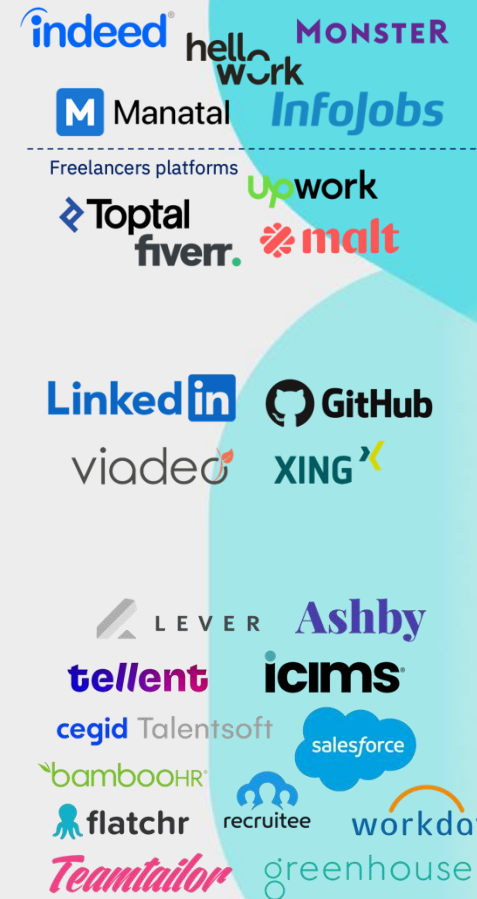
Sorting, analyzing and matching the best talent



Who is doing what?

Sourcing and HR solutions for all talents

FEATURES	Job Boards	Social Business	ATS	fribl
Job posting				
Job seekers/Talents				
Search & applications to jobs				
Key-word based search				
AI Parsers				
Candidates skills scoring				
Resume GenAI analysis				
GenAI Matching (with job desc)				
Multimodal candidate screening				
Skills data base referential				
Professional networking				
Company pages				
Digital resumes				
Recruitment tool				
API for data automation				
Sales & Marketing business				



Job Boards: It is an online platform where employers can post job openings and job seekers can search for and apply to available positions.

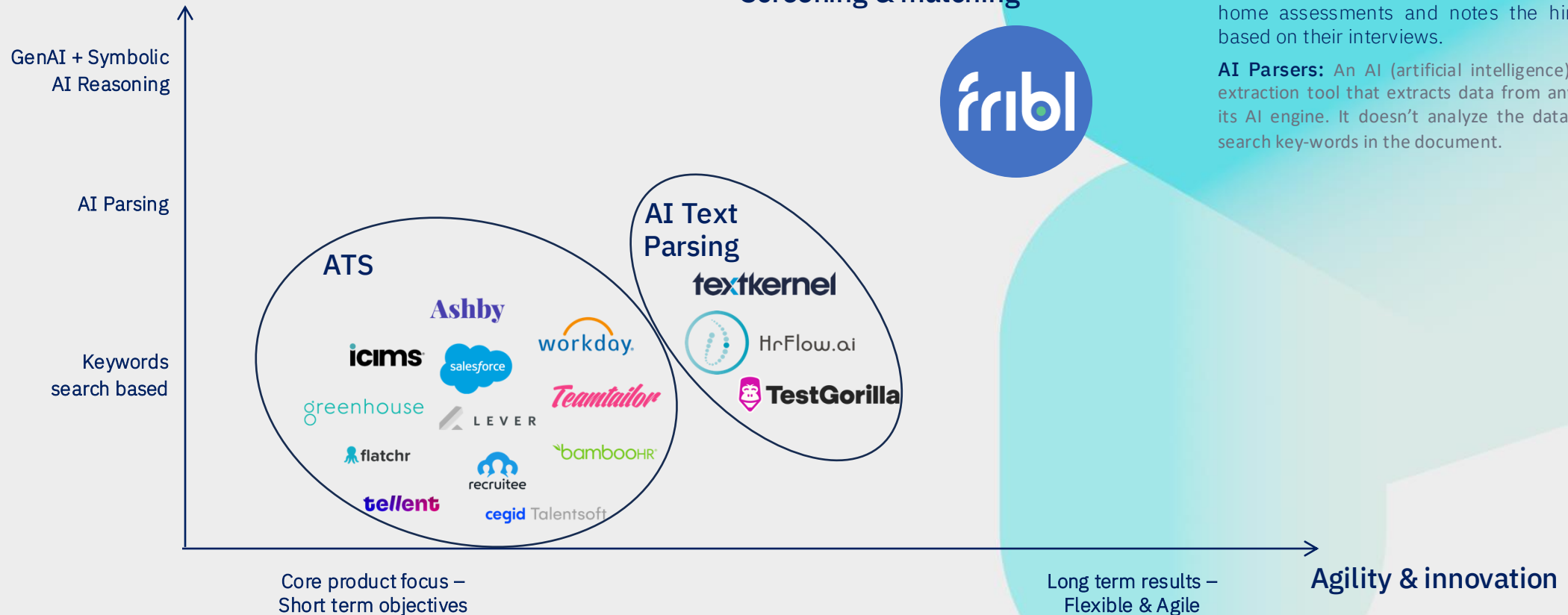
Social-media business platforms: Professional networking platform that goes beyond the traditional job board model (Professional networking, Digital resume, Company pages, Recruitment tool, Facilitates B2B connections and lead generation,

ATS: An applicant tracking system collects applications and stores data about the applicants, such as which source they came from, which role they applied to and where they are in the application process. An ATS can also include a job board that shares open roles through various channels and collects the applications that these job listings attract. It's also common for an ATS to gather and store feedback about candidates throughout the hiring process, such as the materials from their take-home assessments and notes the hiring team made based on their interviews.

Job-Matching market players

Competitive landscape

Completeness of GenAI Vision



Definitions

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AI Parsers: An AI (artificial intelligence) parser is a data extraction tool that extracts data from any document using its AI engine. It doesn't analyze the data, just extract and search key-words in the document.

2024 Roadmap and beyond

To deliver best-in class Job-Matching

CLIENT'S BENEFITS



Faster job-matching



Scale capacity



Secured workspace



Data-driven insights



Connect your ATS



AI Act compliant



AI video interview



Client's HR policies



External job boards sourcing

Q1 2025

Q2 2025

Q3 2025

Q2 2025

TECH

Skills-Based Hiring Platform

Self-Service Onboarding
RAG/KG implementation
Skills referential (ESCO*)
Fribl API Management

GenAI Agent – Fribl Enterprise

Skills databases extension
KG enhancement
Small LLM's Open Source
User Management Console

Multimodal screening

Multimodal screening
(CV, voice and video)
HR Data analytics (BI)

Data Analytics enhancement

Data analytics reports
Client's Management Console
External sourcing connections

Our MOAT

A moat will be achieved using exclusive data sources and proprietary algorithms that set Fribl apart from its competitors

Self-improving loop between expanding Data Graphs & improving LLM accuracy for an ever-evolving high-precision talent search solution.

HR Data enabler

Unique & continuous accumulation of data combined with Global certified roles definition (ESCO) mapped with skills and occupations

HR Reasoning

Combined GenAI and symbolic AI to always deliver justified & verified recommendations of the best talents

LLM Bias removal

Delete LLM's Parsing hallucinations when they create fictional competencies, personality traits or cultural fit about candidates.

Our technology is built for fairness

Our proprietary and ethically-designed algorithms have been conceived to completely revamp the hiring processes.

Bias and Fairness

Evaluate if any demographic groups get systematically higher/lower AI-suggested candidate match scores. Check randomly if certain qualifications or skills lead to score differences across groups.

Justified recommendation for the job-match

Model Validation

Assess level of visibility into data inputs, model versions, and our matching logic. We check explanations provided to users on why candidates are suggested as matches.

Partnering with our clients for results validation

Transparency and Explainability

Assess level of visibility into data inputs, model versions, and our matching logic. We check explanations provided to users on why candidates are suggested as matches. Evaluate how concisely our Engine functioning is summarized in documentation.

AI Act compliant

Audit Trails

GDPR compliant, tracking data access, model retraining or algorithm changes enabling internal/external audits. We're accountable around personal data collection, storage, usage and sharing.

Fully secured and GDPR compliancy

Pricing Model

B2B SaaS Model



Testing Accounts All Clients

- Lead generation
- No revenue

Free Trial

1 week testing
No engagement

- ✓ 50 CVs
- ✓ 1 Job-Matching
- ✓ 1 test per organization



Sign up



Self-Service No ATS integration

- Applicants Management Console
- Online payment

One-off/Subscription

Recommended for
1-30 Hires / year

- ✓ Up to 3.000 CVs/year
- ✓ GenAI Job-Matching
- ✓ No engagement



Sign up



Enterprise ATS integration

- Full workflow customization
- Support large volumes of hires (recruitment agencies)

Subscription

Recommended for +30 Hires / year
and thousands of CVs analysis

- ✓ Connect with any ATS
- ✓ GenAI Agent customization (HR policies, industry, values)
- ✓ Multimodal screening



Contact us

THANK YOU!

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