

Media Kit

CleverConnect: Technology for Employment

Clever Connect

CleverConnect's mission is to help candidates and recruiting companies meet each other.

On the one hand, CleverConnect's innovative solutions act at every stage of the hiring process in France and allow candidates to access the offers that match them, on the other hand they help companies to recruit the best talents.

From career sites to On Demand video interviews to matching & scoring technologies, CleverConnect offers companies solutions to rethink their recruitment strategy to increase their performance and efficiency, and offer candidates a personalized experience.

CleverConnect responds to two major challenges in the hiring industry: recruitment timelines, and matching positions with candidates.





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The advanced parsing and matching technologies developed by CleverConnect drastically reduce CV sorting time. A laborious task that takes up to 10 weeks to complete! These innovations solve this problem and allow employers to devote this time to other activities promoting the development of the company.

In addition to the CV matching that allows to evaluate hard skills, the On Demand video interview developed by CleverConnect allows to evaluate the soft skills of candidates and to easily discover a personality beyond the CV. Also, it facilitates the meeting of candidates by reducing the need for coordination and human intervention, thus overcoming the limits imposed by distance and busy schedules. This tool allows the candidate to make a video, guided by pre-established questions at any time.

Ok, but what is CleverConnect?

CleverConnect is a complete suite of solutions facilitating recruitment at every stage of the hiring process.

1

Attracting talent:

- 👉 The Meteojob site offers a great showcase for the **150,000 offers** available Today, **7.5 million candidates** are registered on Meteojob, i.e. ¼ of the French active population.
- 👉 Meteojob's CV library counts **3.5 million** updated profiles.
- 👉 Specialized job sites (AeroemploiFormation, l'Agefiph).

2

Convert them into candidates:

- 👉 The intelligent career site: a 100% modular and high-performance platform to attract, convert and evaluate your future talents.
- 👉 The smart job search plugin that allows candidates to access the offers that match their CV by uploading it.

3

Evaluate and Recruit the best profiles:

- 👉 The On Demand video interview.
- 👉 The scoring of applications and the search for a breeding ground.

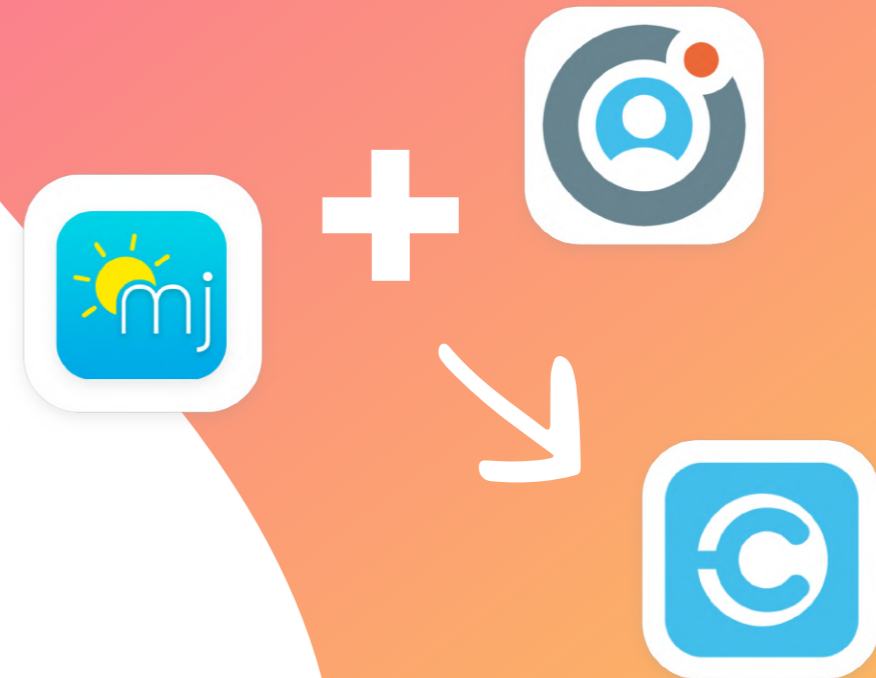


The union of 2 expertises

The **CleverConnect** adventure started in 2016 with the union of **Meteojob**, the world's leading job matching site, and [Visiotalent](#), a specialist in **On Demand video interviews**. It is motivated by the desire of its founders to revolutionize the recruitment process and make it simpler and more efficient thanks to innovative technologies in order to offer a unique recruitment experience for both professionals and candidates.

The Meteojob job site was created in 2010 by [Marko Vujasinovic](#). A Polytechnique graduate and founder of several tech companies, he started from an alarming observation: hundreds of thousands of positions are not filled, while unemployment figures are still too high. Marko Vujasinovic then decided to put technology at the service of employment and developed a matching algorithm to present job seekers with the offers best suited to their profile. With more than 150,000 offers available continuously every day and 7.5 million registered candidates, Meteojob is today one of the leading job sites in France. Its added value? Candidates no longer need to search: offers come to them thanks to a matching alert system. No more endless scrolling through classified ads and laborious searches!

In 2016, Meteojob merged with Lille-based startup [Visiotalent](#), created in 2014 by [Gonzague Lefebvre](#) and [Louis Coulon](#). An expert in video technologies applied to recruitment and internal mobility, she is also behind the HR Match CV matching technology. The video interview opens up the field of possibilities to candidates who have the opportunity to express their personality and interpersonal skills in a striking way. This is the advent of HRTech CleverConnect, which opens its capital in 2019 in a €5.5 million round table to accelerate its growth, particularly in Europe.





Technology at the service of employment

How does it work?

The first technology that comes into play: parsing. It's a technology that consists in analyzing a character flow and transforming it into structured data. Concretely, from a CV in word, pdf or image format, we extract the information and then classify it into the different categories that make up a candidate profile: experience, skills, contact details, etc.

MARION DURAND
Paris (75)

COMPÉTENCES

- Généraliste
- Reporting
- Chargé d'affaires
- Lead
- Infrastructures informatiques
- Infrastructures IT
- MS Word
- Powerpoint
- Revue presse
- Telecom
- R&D
- SQL
- 3D: Service informatique
- Langues
- Allemand
- Anglais
- Espagnol

EXPÉRIENCES

CHARGÉ D'AFFAIRES LOGICIEL SI F/H | CDI H/F
Le 6 octobre

Jun 2017
Chef de projet R&D
CleverConnect - Paris (75)
Baccalauréat Scientifique - Campus Sainte Thérèse

Mars 2014 - Mai 2017
Chargé d'affaires
Credence - Massy (91)
Filière d'AIRBUS SAFRAN LAUNCHERS, SODERN compte 350 personnes dont plus de la moitié d'ingénieurs et Cadres. Ses activités couvrent 3 domaines : * l'espace avec la fourniture d'équipements...

Janv. 2012 - Nov. 2013
Consultante informatique
Bejaflore - Paris (75)
Préparation au déploiement international d'un intranet global (130 000 utilisateurs à l'échelle mondiale)
Gestion des incidents internationaux de hautes priorités et graves liés à l'infrastructure IT
Assistance aux clients d'une solution SaaS de référencement

Jul. 2012
Diplôme ingénieur de l'EPF
Ecole Polytechnique Femmine
Diplôme ingénieur de l'EPF, Ecole Polytechnique Femmine généraliste avec une dominante en gestion de projets

Jul. 2009
DIT Cerveau Electrique et Informatique Industrielle
Université Paris Est Créteil Val de Marne
DIT Cerveau Electrique et Informatique Industrielle - Université Paris Est Créteil Val de Marne

Jul. 2008
Baccalauréat Scientifique
Campus Sainte Thérèse
Baccalauréat Scientifique - Campus Sainte Thérèse

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          "countryCode": "FR",
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          "contractTypes": [
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          ],
          "jobType": [
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          ],
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            "DEVELOPPEMENT-COMMERCIAL",
            "PROSPECTION-COMMERCIALE"
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              {
                "meteojobId": "THREE_FIVE"
              },
              {
                "meteojobId": "SIX_TEN"
              }
            ]
          }
        }
      ]
    }
  ]
}
```

meteojob
illuminer votre carrière

Offres d'emploi Formations Conseils emploi

Mes offres Mes favoris Alertes Profil

Poste Lieu (ex : Nantes, Essonne...) Type de contrat

MES EXPÉRIENCES

Jun 2017
Poste actuel
Chef de projet R&D
CleverConnect
Paris (75)
Ajouter le management
Ajouter une description

Janv. 2012 - Nov. 2013
Consultante informatique
Bejaflore
Massy (91)
Ajouter le management

- Préparation au déploiement international d'un intranet global (130 000 utilisateurs à l'échelle mondiale)
- Gestion des incidents internationaux de hautes priorités et graves liés à l'infrastructure IT
- Assistance aux clients d'une solution SaaS de référencement télécom

Ajouter une expérience

Matching consists in matching an offer with a profile of candidates. Our matching goes far beyond a simple keyword search! We take into account the CV data, the declared wishes as well as the navigation and behavior of the candidates on Meteojob in order to make the most relevant connections.

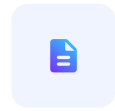
The [On Demand video interview](#) is a tool that allows the candidate to make a video guided by pre-established questions at a time that suits him or her.

Thanks to years of R&D and the analysis of millions of candidate data, we have been able to build a rich repository of 70,000 jobs and skills, linked together by more than 6 million connections.

Powered by AI, [the intelligent careers site](#) offers automated and personalized application scenarios, and centralizes all interactions with the candidate before the first interview.



Key Figures :



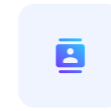
150K

offers in running



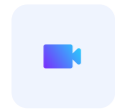
7,5 million

registered candidates



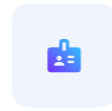
3,5 million

profiles



+300K

past video interviews



180

employees

Key dates :

2007



Meteojob
creation

2014



Visiotalent
creation

2016



Creation of
CleverConnect

2019



CleverConnect Raises
€5.5 Million in Funds

AI and ethics

The use of algorithms in recruitment processes raises legitimate ethical questions. Indeed, AI technologies developed by human beings are likely to be biased.

Is the CleverConnect algorithm biased?

Our HRmatch technology, at the heart of our matching, allows companies to automatically sort applications - new or already present in the company's talent pool - and determine which candidates best match a job posting by assigning them a matching score. But how do you ensure that the selection is not biased?





We believe in ethical and responsible recruitment

The answer lies in the choice of criteria that feed our matching. We have chosen to base our algorithm solely on objective criteria: professions exercised and desired, skills, locations, sectors, etc. Our matching is carried out on purely professional criteria, which are therefore not subject to bias. The first step, and one of the most complex, is the extraction of these calculation criteria, in particular via CV parsing.

Exclusively objective criteria

We deliberately ignore certain parts of the CV, for example, hobbies. We are skeptical about the ability of an algorithm to infer soft skills from personal activities listed at the bottom of a CV. Automatically inferring that a candidate who plays soccer is a good team player is precisely the kind of practice that can lead to a biased selection. Another example is that photos of candidates are not included in the algorithm's calculations either.

Less is best

Paradoxically, one of the added values of our matching is not to process more information than a human, but on the contrary to process less. Our matching is voluntarily limited to strictly professional data, whereas a human is unable to ignore the photo, the layout of the CV, hobbies, etc.. Of course, the data we choose to process are processed with an extremely high degree of completeness and precision.

Transparency is the key

The promise of our matching is simple and transparent: tell the recruiter if the candidate objectively matches the position. But this is only the first step in the selection process because beyond the objective criteria, other elements will be taken into consideration: the candidate's personality, his or her suitability to the company's culture, soft skills... And to evaluate these more subjective elements, we prefer to rely on [video](#) rather than an algorithm!

PRESS CONTACT

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