



**The
Hackathon**
Company

Where tech talent meets corporate vision

Navigating Through the Recruiting Jungle



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The Hackathon Company GmbH



Deloitte.

EgonZehnder



Angel Investor

Recruitment Jungle Evolution – After Covid

Traditional Recruitment Methods

2020

1

2

3

4

5

2021

Rise of Social Media

2022

Adoption of ATS

2023

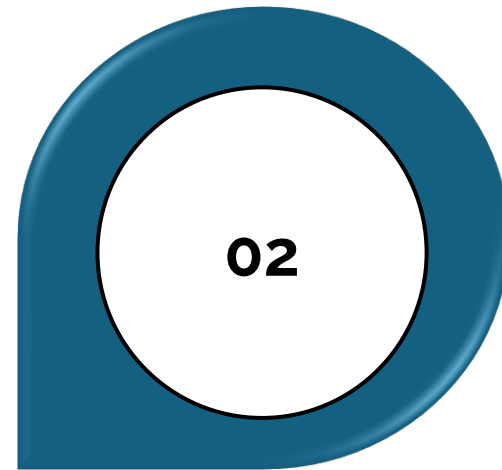
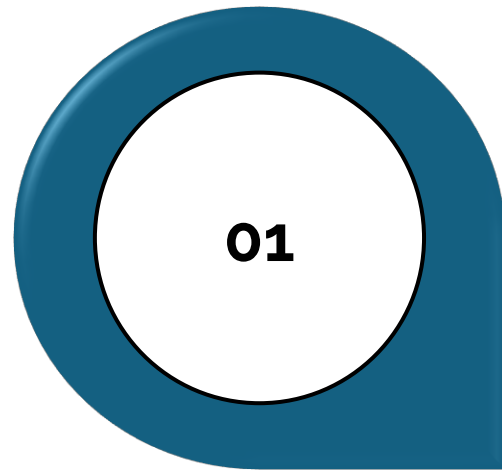
AI based Recruitment

2024

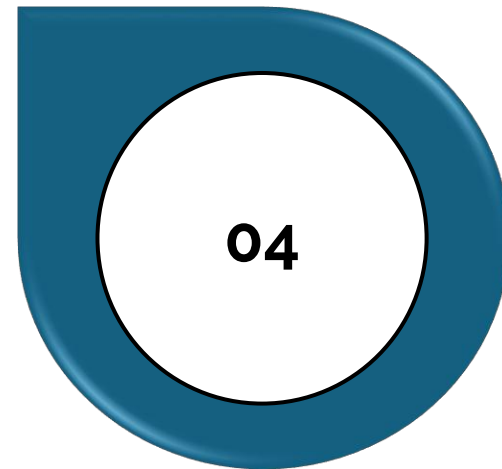
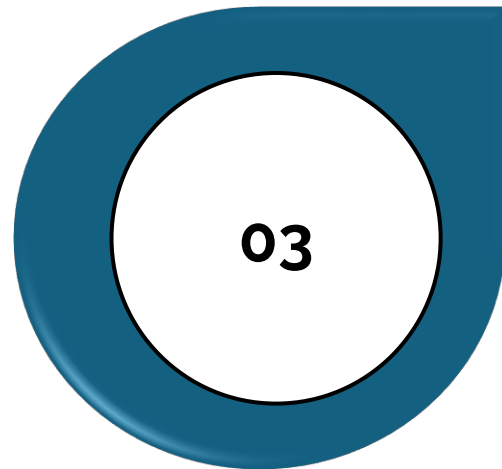
Emphasizing human touch

Key Challenges

Navigating Talent Shortages



Adapting to Rapid Change



Balancing Automation and Human Touch

Addressing diversity and new Gen Z

Recruitment Taboos

Competitive Salary

Disruptive

Self-Starter

Generalized Tasks



Highly Driven

Passionate

Wear many hats

Innovative Culture

Dynamic Environment

Unhumanizable Aspects: Why Human Touch Matters?



balancing Technology and Human
Interaction



Building Trust and Rapport
Personalized Candidate Experience
Emotional Intelligence in Hiring

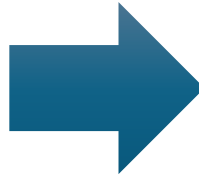
Starting with You – Define Your North Star



Regional North Star - osapiens



osapiens



- . Revolutionize supply chain through corporate sustainability
- . ESG -compliant future



Clarity in Purpose

Vision Resonation

Clear context of job roles



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