HIRING HAS BEEN AN ART

WE MADE IT A SCIENCE

HIGHEST LEVEL OF **OBJECTIVITY**

Eliminate Human Errors

PRECISION HIRING

20+ Years
Of Experience

+

14+ Million
Data

ACHIEVE
Highest level of objectivity

MAXIMISE
Loyalty & Performance

PREDICT
The best cultural fit

X0PA Ai
ENABLING WORKPLACE HAPPINESS

HOW DOES IT WORK

X0PA AI + Algorithms **+** X0PA AI Smart Engineering Platform **+** Your Company's need + Past data **=** AI Enabled + Customized Platform

XOPAAi
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CURRENT CHALLENGES

| Organizations

How do I build a long term committed workforce?

How do I ensure I get best value for time and resources?

How do I predict I am hiring right?

Am I getting the best person for the job ?

How do we as an organization ensure every hire is free of subjectivity, human error and bias?

Are we able to get a transparent view of what the candidate really wants?

I should send out multiple applications as I will never know who will respond

I have no idea on what is happening to my application Its gone into a blackhole

These large rejection rates of my applications are demoralizing

I should grab what I am being offered, let me try this out till I find something better

None of these jobs are really my dream job or my ideal company

I am so tired of doing multiple applications, interviews, references and yet Its all so transactional

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CURRENT CHALLENGES
| Students/Jobseekers

CURRENT CHALLENGES

| Institutes

Managing and maintaining relationship with companies

Manual time consuming process

What is the career trajectory of students and alumni

Lack of analytics and insight for future planning on curriculum

Dissatisfied students

THE
NETWORK

EFFECT

Companies- Academia- Government

+

Job Seekers - Students

ETHICAL AI
AI FOR THE GOOD

DR IAN MCDONALD
CTO IN RESIDENCE, MICROSOFT

"Microsoft is excited to see that X0PA has built an AI for recruitment that ensures the best candidate is selected for the job, and it removes unconscious bias from the process. Their proven technology takes a wide range of factors into it's model which mean that employees are also matched well to the job ensuring happier, better performing employees and longer retention. Having a diverse workforce has been proven to improve company financials and X0pa helps companies to achieve this"

Microsoft Partner

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X0PA AI solutions for Corporates

→ Internal hiring and job rotation, Succession planning

→ External hiring, Graduate Hiring

→ Engaging and re-employing senior workforce

→ Engaging and re-employing women from break

→ AI for accessibility (physical and mental health)

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X0PA AI solutions for Academia

→ Internship allocations

→ Scholarship selections

→ Graduate Placements

→ Overseas internship selections

AI Virtual Mentor

01 Confidence building

Initialize the chat with relevant topics extracted from the person's profile. The autistic person will feel comfortable talking and will start building confidence.

02 Behaviour analyser

Combine both audio and video analytics to give recommendations on the person's body/hand/eye movement, tone and other speaking behaviour.

03 Content evaluator

Understand the content of the response, compliment the positive content and recommend further improvement on the sentiment, word choice and speech content.

04 Workplace simulator

Design the instruction to simulate the work activity, introduce abrupt communication and job tasks to gradually train the autistic candidate.

Our Promise

Accessible tool for recruitment process with fairer competition.

Fairness

Matching and recommendation based on profile, strengths and preferences. Any potential bias such as disability will be removed

Accessible

AI-powered virtual mentor for people with mild autism to communicate, learn and train to get a better experience in recruitment

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USE
CASES

01

02

03

AI FOR
ENTERPRISE

AI FOR
ACADEMIA

AI FOR
ACCESSIBILITY

CASE STUDIES #1

Industry: Public Sector/ Government

MICROSITE

BUSINESS FINLAND/ IMDA SINGAPORE

Ministry of Economic Affairs and Employment of Finland

USE CASE

Hire international deep tech talent for companies in Finland. Events across India first stop Bangalore and Mumbai

X0PA SOLUTION

16 companies in initial roll out, 55 jobs created 450 candidates sign up. Next roll out Nov 2019

Platform used as micro-site where the organizations had their own unique login and passwords, they could post jobs and X0PA's AI engine matched the relevant talent to the roles.

SINARMAS, INDONESIA

USE CASE

External Hiring of talent for their own organization

X0PA SOLUTION

Sinarmas created jobs that they were hiring and used X0PA's AI Sourcer to source candidates for their open roles. The Platform also helped in routing job applications and X0PA's AI engine matched the relevant talent to the roles.

Sinarmas also extensively uses X0PA's ATS (applicant tracking system) to build its talent pool and communicate seamlessly with the applicants as well as all the workflow features including interview scheduler, automated emails, video interviews and robotic process automation.

CASE STUDIES #2

Industry: Large Enterprise

EXTERNAL HIRING

CASE STUDIES #3

Industry: Professional Services

EXECUTIVE SEARCH

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E2i

Employment and Employability Institute of Singapore, NTUC

USE CASE

Finding best fit jobs for jobs seekers

X0PA SOLUTION

300 candidates onboarded and growing to be matched with 600 jobs across 150 employers in Singapore. Jobs are added bi-weekly and candidates monthly.

The candidate to job matching algorithms are deployed for this solution.

CASE STUDIES #4

NGEE ANN POLYTECHNIC FUNDED BY EDB

USE CASE

Matching students to Company Global Internships for 13 Polytechnics and their schools in Singapore

X0PA SOLUTION

Ngee Ann Polytechnic is the lead for this project by EDB to help their own students as well as 13 other polytechnics. Final year students are matched ideally to the jobs with enterprises looking to hire interns. These were not just to be based on grades of the students but also take into account the interests and passion of the students, their location preferences language requirements and amongst a number of other preferences of students and companies both.

X0PA used its campus product algorithms to do the job to profile matching as the first step and then used its patent "Two Sided Matching" to ensure allocations are done optimally so every student landed a job.

NGEE ANN
POLYTECHNIC
ALWAYS THAT SOMETHING XTRA

Microsoft Partner

Microsoft For Startups

SETsquared PARTNERSHIP
Universities of Bath, Bristol, Exeter, Southampton & Surrey

Co-Sell and Go To Market- Global

Accelerator

Incubator

Our **Clients** and **Partners**

OUR PARTNERS

Microsoft Partner

Hewlett Packard Enterprise

TECHINASIA

HRD HRTech Summit

SWITCH
SINGAPORE WEEK OF INNOVATION & TECHNOLOGY

AWARDS AND RECOGNITIONS

SLINGSHOT@SWITCH
POWERED BY STARTUP SG

HR Fest AWARDS 2019

SLUSH

ntuc
National Trades Union Congress
NTUC Logo

SPRING singapore
Enabling Enterprise

SGINNOVATE

BUSINESS FINLAND

U HR Leaders Forum

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Founding Team

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FOUNDER & CEO

2nd Venture,
2 Ground-up Startups
3 Exits
21 years of running a
global HR and
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THANK YOU!