

Q&A with Thomas Sephakis, Founder and CEO of TalentHoney providing a Career-Matching Software Application and Job Board based on Assessment Profiles changing the World of Online Recruiting



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Interview conducted by:
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CEOCFO: *Mr. Sephakis, the tagline on the Talenthoney® site is Attraction Based Career Matching. What is the concept and how does it work?*

Mr. Sephakis: Talenthoney is changing the world of online recruiting and job boards forever! Looking at the job search industry itself, we have been doing this type of work for a number of years and we have taken that a step further than the competition, utilizing specific revolutionary software and algorithms to actually match you, the candidate, to a company based on cultural fit, business skills, social traits and other unique criteria that will create the best possible match for users, both for the company and for the candidate.

CEOCFO: *Would you give us an example of how it works and perhaps a couple of items you can extract from a resume that would normally get overlooked?*

Mr. Sephakis: Our technology is patent pending. We utilize specific, key assessments unlike other job boards, which they have been doing for a number of years. For over thirty years, the criteria of most job boards have always been key word search and other numerous filters for candidates to be recruited by companies. Therefore, recruiters or an HR specialist would be interviewing personnel based on resumes they find on the job board. Our criteria is very different. They actually complete five assessments to match them to a company. Our first profile is based on you, a candidate, matching to a specific company and then second, matching to specific job postings or available opportunities within that company. The methodology of a job board is based upon a key word search, but our methodology is based on assessment profiles.

CEOCFO: *Is it the fact that someone is willing to take the time, provide a clue about that person or is it just that they are a meaningful job seeker?*

Mr. Sephakis: Absolutely. When you are taking our profile and assessments, and when you are uploading a resume to Talenthoney's website, it usually takes only about five minutes. On a standard job board it may take four or five anyway. In our specific user upload, what happens is that they upload their resume and then they take the criteria matching assessments. They also have an opportunity, unlike any other job boards out there, with some of our new technology coming forward, where they can do a one minute, interview pitch of themselves. Therefore, recruiters, hiring managers and specific professionals can see them and get to know the candidates in advance as well. Our criteria is a mix of social boards and job boards. We like to call it a Career Portal. Therefore, we actually attract a higher level of professionals who