

cbs Human Capital Management (HCM)

Passionate about people, driven by technology

*Passion
for HR*

Facts & Figures

At cbs, we're an innovative IT services and consulting firm dedicated to transforming and modernising HR processes. Our experts use cutting-edge strategies and technologies to automate and digitise HR processes, preparing our clients for the future and turning HR into a driving force within the company.

We provide comprehensive HR consulting, from transformation and strategy to process optimisation and expert advice. Our support extends through system implementation to ongoing operational assistance, ensuring a seamless end-to-end consulting experience for our clients.

We offer our clients a broad array of services, ranging from HR digitalisation to business travel management. Our expertise covers the full suite of SAP solutions, encompassing both their orchestration and integration. This extensive technical knowledge enables us to skilfully design and implement sophisticated SAP HCM solutions and architectures.

We specialise in the following SAP solutions:

- SAP SmartRecruiters
- SAP SuccessFactors HCM
- SAP HCM for S/4HANA (H4S4)
- SAP ERP Human Capital Management (HCM)
- SAP Concur
- SAP Business Technology Platform (BTP)





100%

Dedicated to
HR and People
Management



Established in
1995



35+
International
Offices



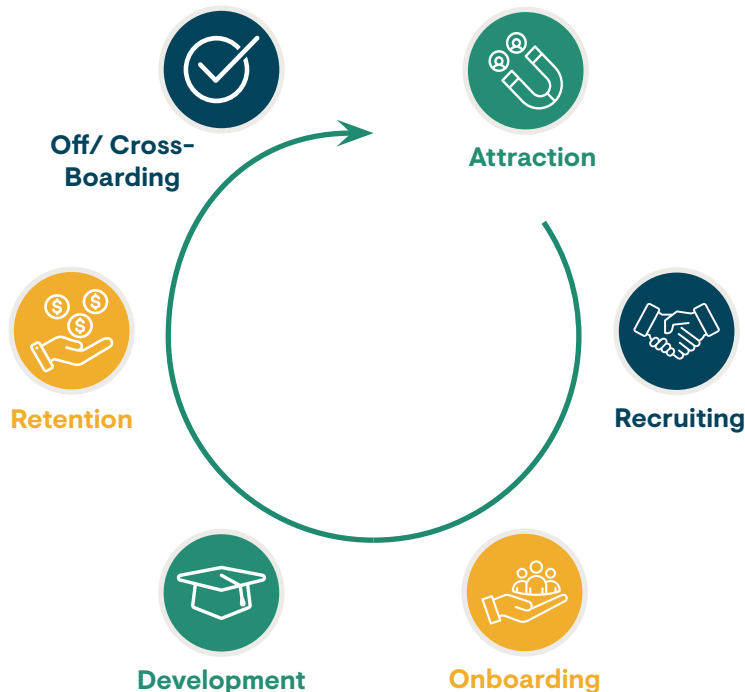
1,500+
Global Employees



100+
HCM Related
Certifications

Our Service & Capabilities Portfolio

We adopt a comprehensive approach to HR digitalisation, aligning our consulting and implementation services with every phase of the **employee lifecycle**.



This HR digitalisation service portfolio aligns consulting and implementation expertise with every phase of the employee lifecycle, from attraction to offboarding.

It covers four key areas of expertise:

- **Professional HR Expertise:** Strategy, analytics, and change management.
- **Solution Expertise & Consulting:** SAP SuccessFactors, Business Technology Platform, and Microsoft Azure.
- **Technology Expertise:** Integration, automation, and analytics.
- **Innovation Expertise:** AI, process mining, and custom SAP add-ons.

This holistic approach ensures organisations optimise HR processes with cutting-edge technology, strategic consulting, and innovative solutions.

Professional HR Expertise

- HR Strategy & Transformation
- HR Business Consulting
- HR Process Management
- HR Analytics, Reporting & Controlling
- HR/IT Architecture
- Experience Management
- Change Management

Solution Expertise & Consulting

- SAP SmartRecruiters
- SAP SuccessFactors
- SAP ERP HCM/H4S4
- SAP Concur
- SAP Business Technology Platform (BTP)
- SAP SuccessFactors Work Zone
- SAP Build
- Microsoft Azure

Technology Expertise

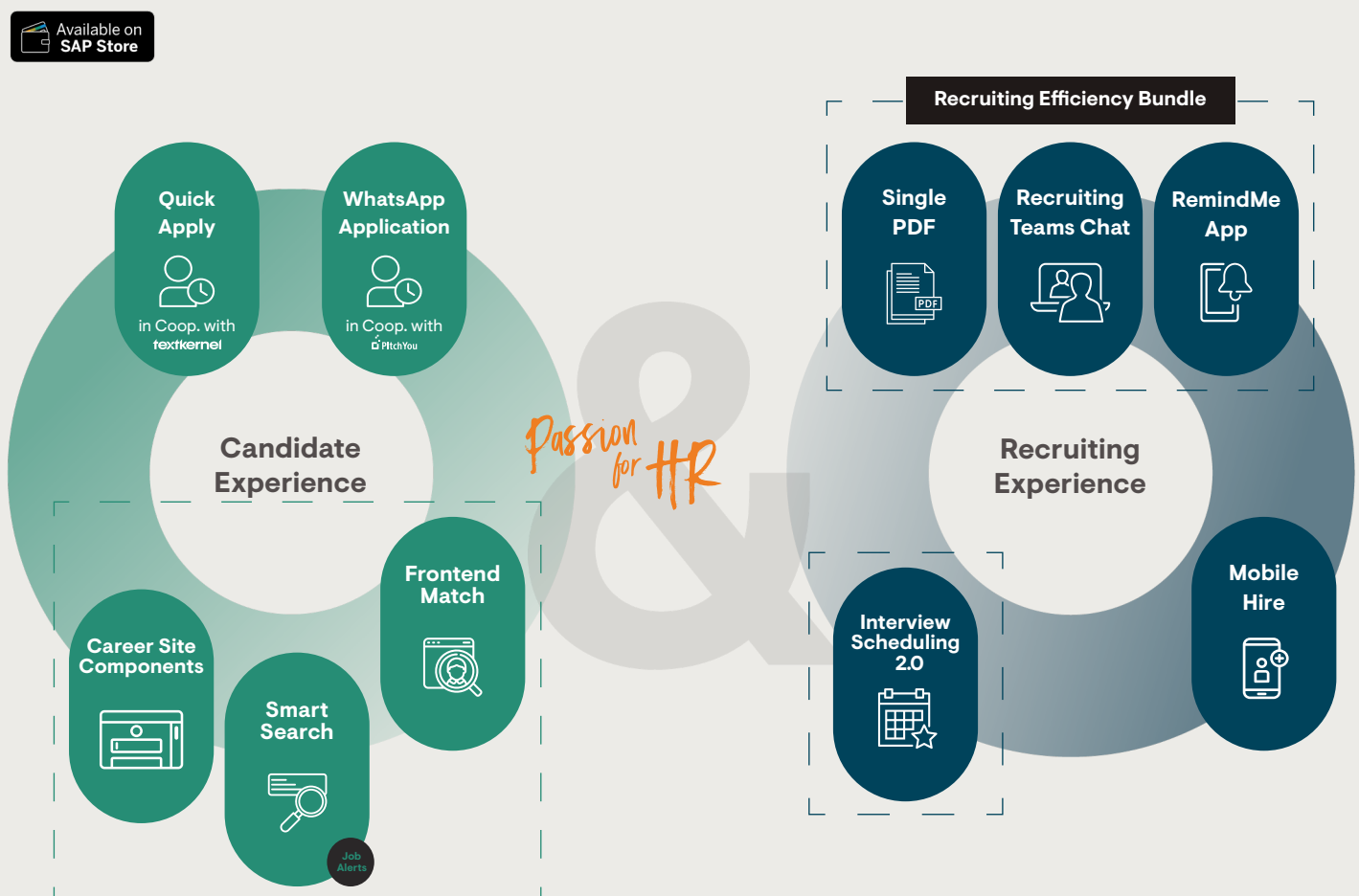
- Hybrid Landscape Architecture
- Technology Platforms
- Integration Strategy & Design
- User Experience & Webdesign
- Application Implementation
- Web Technologies
- Backend Development
- (Process) Automation & Workflow
- Business Intelligence & Analytics

Innovation Expertise

- p78 Apps & AddOns for SAP SuccessFactors & SAP Concur
- Artificial Intelligence
- Process Mining
- Customer Individual Developments
- User Interface Extensions
- p78Lab: Showcase our innovative products and custom developments/extensions
- Enterprise Automation

Enhancing Recruiting & Candidate Experience

Are you currently using SAP SuccessFactors Recruiting as your Applicant Tracking (ATS) system? Do you find yourself encountering limitations within the standard system? Explore our product portfolio designed to address the challenges and constraints of the SAP SuccessFactors Recruiting standard, while enhancing the experience for candidates, recruiters, and employees.



Our apps and add-ons enhance the SAP SuccessFactors Recruiting Standard with intelligent additional functionalities. Leveraging our extensive experience gained from numerous implementation projects within the recruiting domain, our solutions are meticulously crafted. The software solutions often evolve through collaboration with one or more reference customers.

Do you have special requirements or are you looking for innovative and unique features? We will find a solution.



WhatsApp Application

In cooperation with PitchYou, we offer a mobile recruiting solution integrated into SAP SuccessFactors Recruiting that enables simple WhatsApp applications through an automated chat, including the ability to ask specific questions and support automatic translation in over 25 languages.



Target Groups

- All SAP SuccessFactors Recruiting customers
- External candidates / applicants



Pain Points in SAP SuccessFactors Standard

- No option to submit applications via WhatsApp
- High application hurdles
- Challenges reaching certain target groups
- Applicants not responding to email inquiries



Costs upon Request

- Annual license costs
- One-time implementation costs



Key Facts

- Direct and easy application via WhatsApp for candidates
- Automated chat: Application-relevant information is requested in WhatsApp and automatically transmitted to SAP SuccessFactors
- Duplicate check based on email address for efficient applicant management
- Translations in over 25 languages



Benefits

- WhatsApp as a recruitment channel
- Automated chat via WhatsApp
- Seamless process in SAP SuccessFactors Recruiting - no new platform
- More applications received
- Easiest way to apply (especially for retail and blue collar workers)

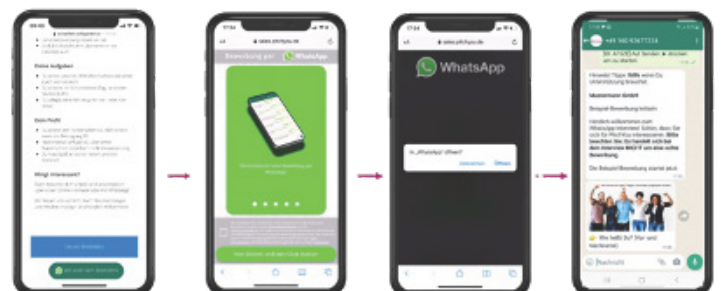


Check out our demo
video

Try here



In Cooperation with
 PitchYou



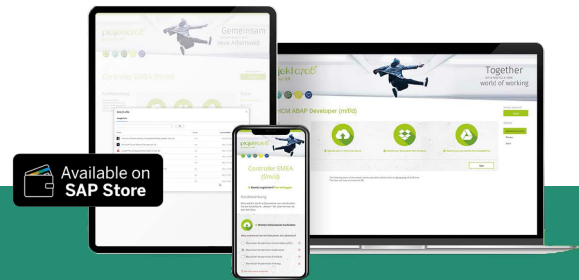


Quick Apply

Quick Apply allows job seekers to submit their candidate information in seconds, enabling quick and easy applications without the need for prior registration.

Quick application app for candidates:

- Apply without registration or passwords
- Quick Apply can also be used in parallel with the SAP standard (can be integrated individually, e.g. only for individual business units)
- Customer-specific corporate design and layout possible
- Support for job-specific questions from the job requirement
- Native cloud delivery model: automatic updates without additional costs
- No additional infrastructure required
- Simple multiple applications



Comparison: SAP SF Standard vs. Quick Apply

Features	SAP SF Standard Apply	SAP SF Standard Quick Apply	Quick Apply
 Application/ registration process	With registration and with password entry	Without registration but with password entry	Without registration and without entering a password
 File upload	Multiple attachments: CV, cover letter, certificates, references		
	Normal file upload	Normal file upload	File upload via file hosting provider (Dropbox, Google Drive, OneDrive)
 CV-Parsing	Parsing the CV - applying without filling out online forms	X	Parsing the CV - applying without filling out online forms
 Custom fields	X	Visibility cannot be adjusted	Visibility adjustment possible
 Screening Questions	Screening questions can be integrated		
 UI/design options	Very limited - hardly any customization options		More comprehensive design options: Adaptation to CI/CD possible
 Responsive UI	Attractive and responsive UI (on all mobile devices)		
 Multiple applications	Only possible via SF Standard UI - when logged in with candidate profile		Multiple applications
 Integration potential in SAP SF	Standard - fully integrated		Seamless integration of the Quick Apply in SAP SF



Mobile Hire

Streamline your hiring process with the Mobile Hire App, crafted for hiring managers to evaluate candidates quickly and efficiently. Instantly access all relevant candidate information and documents and manage recruitment tasks effortlessly.



Target Groups

- All SAP SuccessFactors Recruiting customers
- Hiring managers



Pain Points in SAP SuccessFactors Standard

- The standard app only supports the approval of requisitions and the evaluation of applicants after the interview
- SF Recruiting is not fully responsive for use on mobile devices



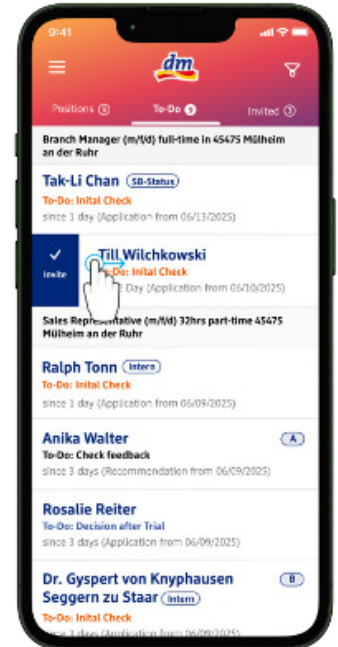
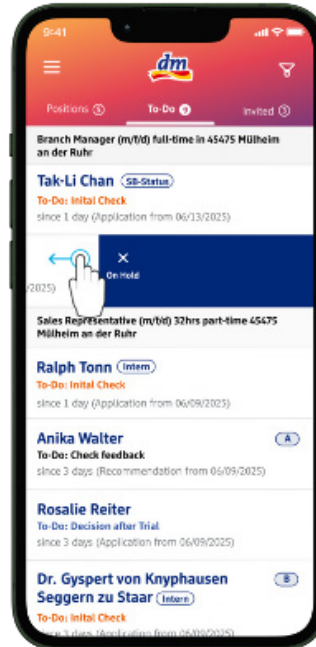
Costs upon Request

- Annual license costs
- One-time implementation costs



Key Facts

- An app designed for hiring managers to make quick and efficient decisions about candidates
- Direct access to all detailed candidate information and documents
- Easy to keep track of all open to-dos



Benefits

- A game-changer for hiring managers in the candidate selection process
- Provides essential support for recruiters by eliminating the need for individual reminders and mailings
- Reduces time-to-hire, particularly in the selection process (interview invitations)

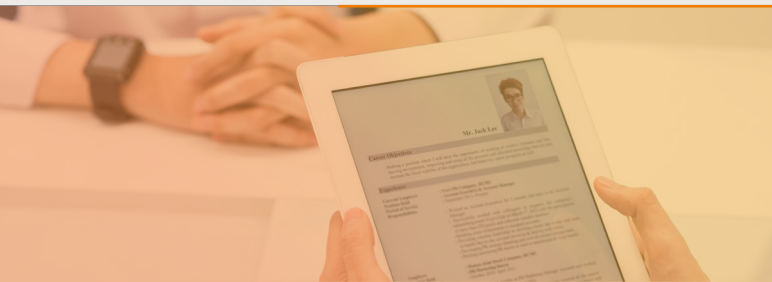




SinglePDF

A comprehensive summary of all relevant applicant information and attachments consolidated into a single PDF document.

- Maximum clarity for recruiters by combining all application documents such as cover letter, CV and additional documents into a single PDF document
- Maximum flexibility: In addition to the uploaded application files, further customer-specific fields can be configured for PDF conversion
- Always up-to-date: If attachments or information are changed or added, the PDF summary is updated
- Supports all common file formats



Recruiting Teams Chat

Recruiting Teams Chat enables fast and efficient communication between recruiters and other stakeholders (e.g., hiring managers) using Microsoft Teams Chat.

- Initiate a Microsoft Teams chat directly from the applicant profile for seamless communication about an application
- Automatically synchronise chat participants with roles specified in the job requisition (Recruiter and Hiring Manager or Hiring Manager Team).
- Prevent duplicate chats by either generating a new chat automatically or accessing an existing one.
- Ensure high-level data protection:
 - Simply linking the application in the Teams chat eliminates the need to upload application documents to a third-party system (Microsoft Teams).
 - No processing of candidates' personal data occurs within Microsoft Teams.
 - Teams chats are automatically deleted after a defined period.

RemindMe App

With the RemindMe app, you can activate automatic notifications for hiring managers, significantly shortening your time-to-hire. Recruiters no longer need to manually remind hiring managers of open tasks in the selection process. The automated reminders provide hiring managers with a daily overview of all applications requiring feedback or action. This not only enhances the candidate experience but also allows for efficient and successful management of your application process.

Our solution offers the following features:

- Automatic reminder notifications
- Within the reminder email, all applications are summarised in a defined status, e.g. Feedback Hiring Manager.
- Daily message flow to hiring manager and hiring manager Team
- The message also includes direct links to the job requisition and application in SAP SuccessFactors Recruiting
- The notifications can be sent via various channels (email, Microsoft Teams or other communication channels)



Key Facts



Automatic notifications for hiring managers



All pending to-dos at a single glance (for hiring managers)



Reduced time-to-hire



Less administrative work for recruiters

cbs SmartRecruiters for SAP SuccessFactors

A modern, AI-driven hiring platform for complex, global recruiting.

Smarter Hiring Starts Here : An AI-powered recruitment platform designed for speed, scale, and superior candidate experience

What is SmartRecruiters?

SmartRecruiters is a purpose-built, next-generation Applicant Tracking System, designed specifically for modern hiring and enhanced with AI and automation at every stage of the recruitment process. It brings ATS, CRM, automation and analytics into a single, streamlined platform, helping organisations simplify hiring, improve candidate experience and significantly reduce manual effort.

Today's Recruitment Challenges

Organisations are under increasing pressure to:

Deliver faster, more seamless candidate experiences

Manage high volumes with limited resources

Gain clearer visibility into hiring performance

Standardise processes across regions

cbs SmartRecruiters Core Capabilities



End-to-End Talent Acquisition

- **Interview Scheduling:** Schedule interviews for any role, including one-to-one, group, panel, and events.
- **Self-Scheduling:** Allow candidates to select interview times, helping to improve conversion.
- **Microsoft Teams and Slack Integration:** Collaborate in real-time using Slack and Teams.
- **Calendar Integration:** Synchronise with Outlook and Google Calendar for availability and scheduling preferences



AI-Powered Recruitment (Winston AI Suite)

- **Winston Match:** AI match scoring for up to 6x faster review.
- **Winston Companion:** AI-powered recruitment assistant for faster screening, scheduling, and feedback
- **Bulk Actions:** Screen, move, message, and manage offers at scale.
- **Rules-based workflows:** Automate processes and reduce manual effort.



Core Platform

- **ATS:** Core applicant tracking capabilities covering the full recruitment journey, from initial contact to hire.
- **CRM:** Source and engage with passive talent.
- **Candidate Messaging:** Connect with candidates via SMS and WhatsApp.
- **Analytics:** Native dashboards and reporting tools to support strategic hiring decisions.
- **Agency Portal:** Manage roles shared with agencies with clear source tracking.
- **SmartSandbox:** Test features and synchronise to production with confidence.
- **Basic Career Site:** Career page with simple setup and customisation.

cbs SmartRecruiters Consulting & Implementation

Beyond technology, cbs Corporate Business Solutions provides structured consulting services to ensure successful adoption:

1. Preferred Partner of SAP

As a **Preferred Partner**, we bring strong expertise in the SAP ecosystem and support alignment with your broader HR IT strategy.

2. Early expertise in SmartRecruiters consulting

Our consultants gained **early exposure to SmartRecruiters (for SAP SuccessFactors)**, enabling the development of strong capabilities and insights ahead of the market.

3. Proven project experience & PoCs

We have delivered **initial client projects and proof of concepts**, translating early learnings into practical best practices for our customers, supported by strong know-how in SAP SuccessFactors.

4. Strong HR & recruiting domain expertise

We combine technical implementation expertise with a **strong understanding of modern recruitment** processes and organisational needs.

5. Efficient and structured delivery

Our proven methodologies support faster, **more reliable implementations** while reducing complexity and risk.

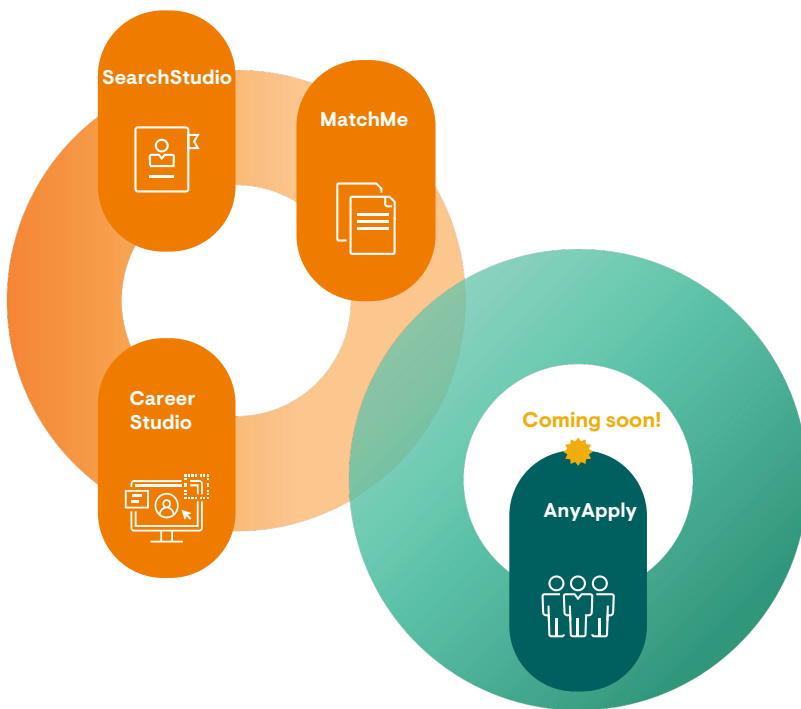
6. Providing cbs Apps & AddOns

Where standard SmartRecruiters functionality reaches its limits, we enhance the solution with **cbs Apps and AddOns** to deliver an improved recruiter, hiring, and candidate experience.



cbs SmartRecruiters Add-On Solutions

Many organisations use SmartRecruiters to support their talent acquisition processes. With our solutions, 'cbs MatchMe' and 'cbs Career Studio', we provide integrated capabilities that enhance recruiting efficiency, support candidate engagement, and align with your employer brand. Further enhancements are currently in development to extend these capabilities.



cbs SearchStudio & MatchMe :

- Intelligent CV parsing and matching.
- Real-time alignment of candidates to roles.
- Improved accuracy in candidate selection.

cbs Career Studio :

- Fully customisable career sites.
- Integration with headless CMS powered by Storyblok.
- Consistent employer branding across all touch points.

Organisations using cbs SmartRecruiters achieve:



Up to 60% reduction in "time-to-hire"



Lower recruitment costs



Better collaboration across teams



Scalable global hiring operations

Towards Success with cbs

100%

Focus on HR/IT

100+

Solution certifications

- SAP HCM + BTP Expert Status
- International project experience
- Holistic customer support
- SAP Innovation Award Winner 2024

cbs Customers Around The World



Passionate about people, driven by technology.

With creativity, innovation and passion, as ONE ambitious team, we create digital solutions that inspire people, ensure the success of our customers and make them fit for the challenges of tomorrow.

We are high-performance consultants dedicated to creating global, enterprise-wide, end-2-end digital business processes.

We work for the most amazing customers globally: Renowned, highly innovative enterprises and hidden champions of the international manufacturing, life science and automotive industry.

Involve Us

Risk-free assessment

cbs will conduct a workshop with experienced transformation consultants covering deployment options and transition approach.

Connect With Us

For free content

Stay up to date with our latest blogs, educational webinars, or project success stories by connecting with us on [LinkedIn!](#)

Ask Us Questions

Via email

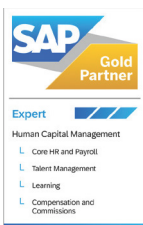
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Call Us

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Our Global Presence

Headquartered in Heidelberg, Germany, we have a presence across the Asia Pacific region. Talk to us from any location regarding your strategic plans.



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