mercajob. Companies

Go find the talent that fits you.

The platform that flips the rules of hiring: you reach out to talent, and you only pay when the hire succeeds.

mercajob.com/en/companies

THE PROBLEM

Waiting for applications doesn’t let you truly choose.

Applications to sort

You choose among those who applied, not among those who fit best.

Employed talent stays invisible

Many strong profiles are simply open to offers: they don’t answer job ads.

Decisions based on impressions

A CV and a 30-minute interview say little about what someone can really do.

OUR ANSWER

Hiring rules, flipped: you are the one reaching out to talent.

01

Real selection

Structured, comparable profiles, judged on their skills and their evidence.

02

Proactivity

Contact talent as soon as they match your need, with alerts for every new profile.

03

Respect on both sides

Talent stays free to accept your request. Their contact details are revealed if they say yes.

THE TALENT

Talent actively looking, and others simply open to offers.

On Mercajob, candidates no longer search at one given moment: their profile stays visible, and companies come to them at the right time. You reach people who don't answer job ads.

Office and digital roles, anywhere

- Software development
- Data
- Digital marketing
- Consulting
- Project management
- Finance
- Sales
- Human resources
- Communications
- Design

Each talent states their situation: actively looking, open to offers or unavailable. A profile not confirmed for 45 days is hidden.

A MERCAJOB PROFILE

Everything a first interview tries to guess.

Structured skills

Target role, 3 key skills, 3 strengths chosen by the talent: comparable from one profile to the next.

Experience and evidence

Assignments, results, tools, professional references and the work simulation result.

Match with your role

A score calculated by fixed, transparent rules from your own criteria.

Availability and expectations

Situation, city, mobility, contract, salary: you contact talent who are open to the opportunity.

THE WORK SIMULATION

See talent at work, AI included.

In 25 minutes, the talent handles concrete tasks in a simulated workspace. They can use an AI assistant, just as on the job: you see how they use it and how critically.

First sector available: banking and insurance

- Emails, spreadsheet, documents, calculator and a teammate
- Analysis, priorities, changing context and reporting back
- Scores suggested by fixed rules, never by AI, with their reasons
- Full session log: you review and adjust every score

HOW IT WORKS

A hire in six steps, at your own pace.

1

Access

Free, once your company is verified

2

Need

Described in 2 minutes: skills, city, budget

3

Selection

Recommended talent, filters and alerts

4

Contact

You propose a conversation to the talent

5

Exchange

Messages, work simulation, interviews

6

Hire

5% once the probation period is completed

YOUR COMPANY SPACE

All your hiring in one place.

Your roles

One need per role, with its recommended talent and its figures.

Search and alerts

Advanced filters, saved searches, an alert for every new match.

Pipeline board

Shortlist, interview, offer, hired: every candidate in their column.

Built-in messaging

Talk directly with the talent, send the work simulation in one click.

Comparison

Three profiles side by side, private notes and favourites.

Export

Your pipeline exported as CSV, for your team.

OUR MODEL

No fees. You only pay when the hire succeeds.

€0

for access: all talent, unlimited

€0

subscription, job ad or commitment

5%

of gross fixed annual salary (excl. VAT), once the probation period is completed

Example: a hire at €45,000 gross a year = €2,250 excl. VAT, paid once. A recruitment agency typically charges 15 to 25% of annual salary.

The fee applies to any talent met on Mercajob and hired within 12 months, whatever the contract. Details in the terms of sale.

A FRAMEWORK YOU CAN TRUST

Rules that protect talent, and your employer brand.

Verified companies

Every access is approved by the Mercajob team before profiles open up.

Anonymous until yes

Identity, contact details and CV are only visible once your request is accepted.

AI judges no one

Search, scores and ratings follow fixed rules. The decision stays yours.

Data respected

No advertising trackers, no data resale, profiles used for hiring only.

GET STARTED

Your next hire may already be on Mercajob.

01

Request your access

mercajob.com/en/companies

02

Try the demo

mercajob.com/demo

03

Let's talk for 30 minutes

Book a slot

Any questions? **contact@mercajob.com**