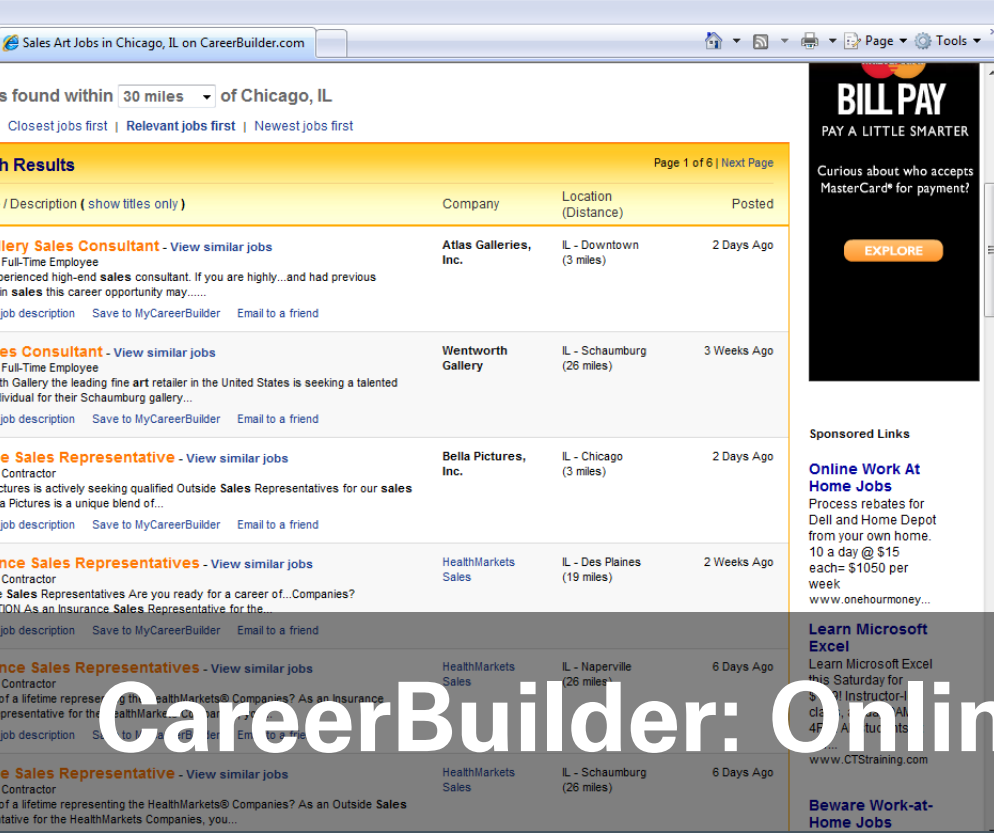




**A deep archive solution
for CareerBuilder.com**



Partners



Key Competitors



CareerBuilder: Online job-board market leader



- Over 1 million jobs
- 31 Million resumes
- 23 Million unique visitors
- 300,000+ active employers
- Founded in 1995
- Gannett, Tribune, McClatchy & Microsoft own equity stakes

CareerBuilder recognizes finding the perfect employer-talent match is a challenge



Historical Job Marketplace: Newspaper & storefront ads

Characteristics:

Local reach & few sources

Space-restricted job descriptions

Personalized talent applications

Expensive headhunters

Decisions based on intuitive judgements



Current Job Marketplace: The internet

Characteristics:

Expanded options

Hundreds of sources

Increasingly global

Network effects

Disjointed experience

The internet multiplied options and reach...

Yet still does not meet core user needs

Job Seekers struggle to find fit and stand out



Employers struggle with the paradox of choice



Aims to transform the employment marketplace

From recruiting to relationship management, OPUS creates a more human, efficient and profitable experience by making sense of currently disjointed employment-related data. Opus will offer solutions which shed light on obscured relationships, facilitate the optimization and growth of assets, and create new options for all.

	Phase 1 Richer Matching & Consulting	Phase 2 Coaching & Development	Phase 3 Defining & Tailoring
Description	Dismantling the classifieds model to support employers & seekers in identifying and evaluating their full breadth of options.	Actively coaching employers in evaluating and developing talent; enabling individuals develop to a long term career strategy.	Orchestrating the creation of short and long-term dream teams for intense, must-succeed projects.
The Need	Poor matching process is time consuming and limiting, resulting in missed opportunities.	Inefficient HR processes are disjointed, hampering a holistic approach to talent development.	Headhunters do not go far enough to blur cross-organizational boundaries and handpick ideal teams on demand.
The Offering			
Job Seeker	Find opportunities Expand options & develop strategy	Self exploration Personal branding	Freelance Find dream partners
Employer	Match & Evaluate Talent Attract & be competitive	360° review management HR Solutions	Dream team development On Demand Talent



has three growth phases

	Phase 1 Richer Matching & Consulting	Phase 2 Coaching & Development	Phase 3 Defining & Tailoring
Profit Pool	Newspaper classifieds Competitor online job boards	Organizational development consultants HR software/system providers	Headhunters Agencies/Consultancies
Partners	LinkedIn Facebook Glassdoor or Vault	Organizational experts	Freelance Unions
Capital Generation	Seeker Premium Services Greater ad volume & targeted offerings	Subscription fees for new HR solutions Consulting services	Subscription fees for access to cross-organizational contacts and information
Capital Outlay	Back-end technology: data aggregation Analysts Training	Develop/buy HR solutions Develop organizational capabilities to sell, analyze and integrate	Messaging efforts Training
Hardest Part	Now CareerBuilder is serving employers but will serve both employers and job seekers.	Create a massive and systemic improvement to HR evaluations in a manner the HR appreciates and employees trust and actively embrace.	Enough sophistication in matching talent to situations to displace headhunters and routinely compose project teams.

Phase 1: Job Seekers



Job Details



Outside Sales Rep

Company: Bella Pictures, Inc.

(other jobs with this company)

Job Type: Business Development/Sales

Industry: Art - Photography - Journalism

Required Experience: At least 5 year(s)

Required Education: 4 Year Degree

Manages Others: No

Relocation Covered: Not Specified

Job Description:

Bella Pictures is actively seeking qualified Outside Sales Representatives for our sales team! Bella Pictures is a unique blend of artists and professionals who share a single passion - capturing and archiving beautiful wedding memories for our clients through photography and video.

Bella is a growing organization with a revolutionary approach in a traditional industry. Bella's success is driven by the entrepreneurial spirit of our passionate employees: people who value hard work, being part of a team, and selling products and services they can believe in.

About the Role

Working as a Wedding Photography Consultant, you will grow and develop your designated territory as an Outside Sales Representative. In an average

Apply Now

Related Jobs

Inside Sales Representative
Sales Manager
Outside Sales Representative

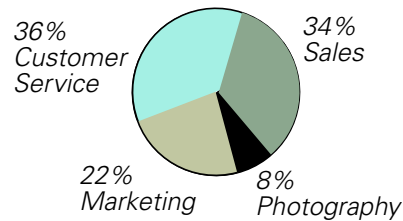
See Jobs Like This ns

Competition Analysis

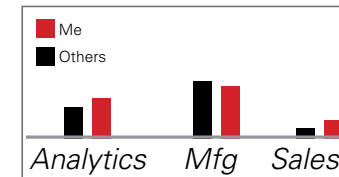
Looking Applied **Employed**

Who else is looking at this job? 115 Applied (536 views)

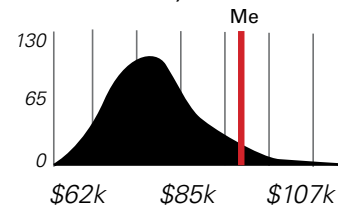
Industry Background



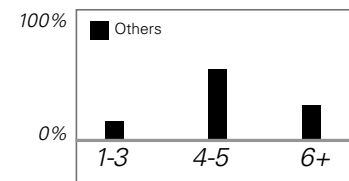
Key Skills



Current Salary



Years Experience



Networking

Company Industry **Similar Job**

Who in my network has worked with this company?



James Long
Photo Tech
3rd Degree
Facebook



Anne Loos
Sales
2nd Degree
LinkedIn



Frank Garland
Marketing
2nd Degree
Facebook



Joseph Rilke
Set Building
1st Degree
MySpace

Phase 1: Job Seekers



Job Seeker Futures

- Competition
- Salary
- Job Fit

Who am I competing against?

For these Job Types

My favorites

- Internal Sales Manager
- External Sales
- Office Sales
- Photography Sales
- Videography Sales

Suggested Job Types

- Art gallery sales
- Art Sales Consultant
- Retail Fashion Sales

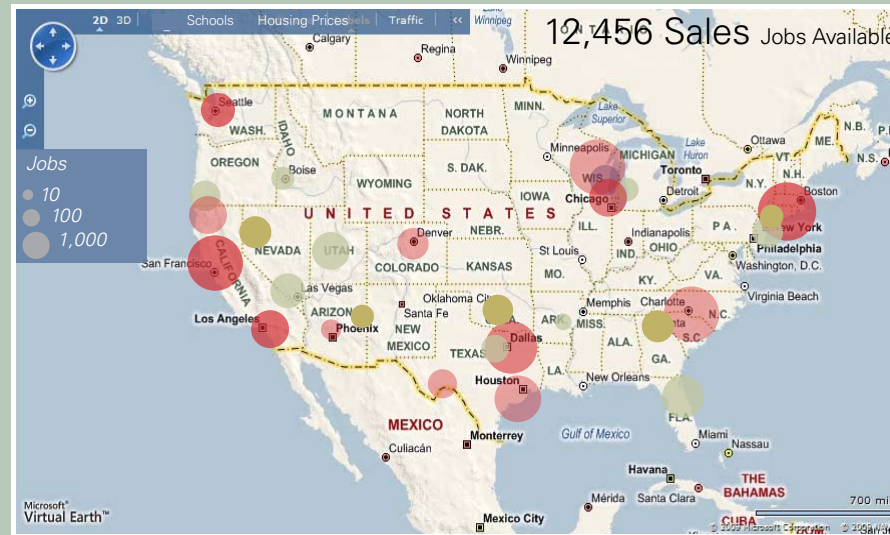
Geographic Competition

Market Competition



Calculate using these factors:

- Local Talent Pool
- National Talent Pool
- Browsers in this industry
- Passive Seekers
- Underemployed
- Overqualified Seekers



Career Path Web

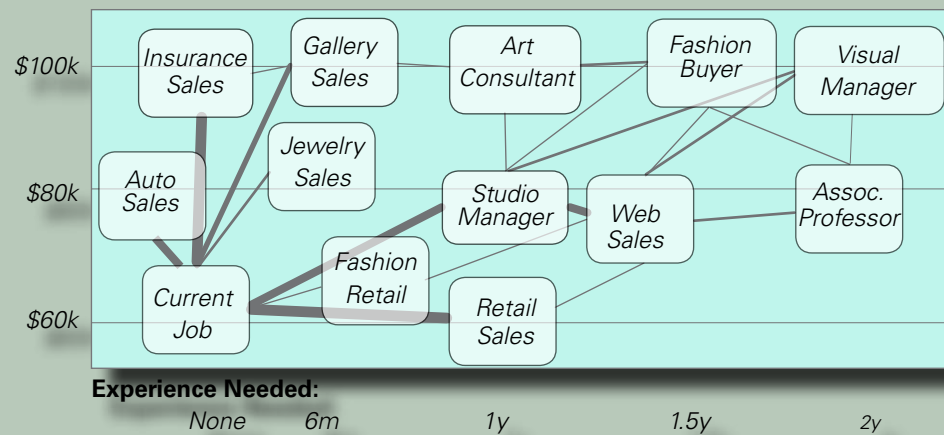
Show jobs that require the following skills:

My Current Skills

- Art sales
- Photo Retouching
- Office Management
- Styling

Education

- Art Appraisal
- MBA



Phase 1: Employers



orchestrating talent

- Prospects
- Individual
- Internal Talent
- Industry
- Market

Top Ranked Prospects for:

External Sales Representative

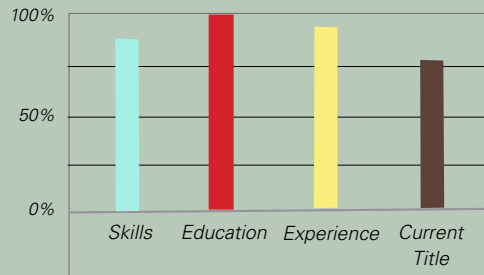


Bill Waters
Photographer
MA
Chicago, IL

Talent Match: 4.8

[View Similar Profiles](#)

Match Against Your Top Criteria:



Weight Criteria

Change Criteria

Personal Statement:

"Advertising is an art form that depends on capturing people's imagination as much as their attention"

Previous job titles:

- Advertising Manager
- Marketing Specialist

Sort By...



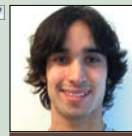
Bill Waters
Photographer
MA
Chicago, IL
Talent Match: 4.8

Contact



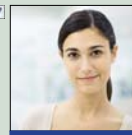
Joseph Rilke
Set Building
BA
Des Plaines, IA
Talent Match: 4.4

Contact



Sergio Cruz
Sales
MBA
New York, NY
Talent Match: 3.2

Contact



Anne Loos
Sales
Dallas, TX
MBA
Talent Match: 3.8

Contact

- Positions
- Training
- Current Employees

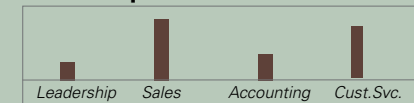
Create Position

Check a job to compare to prospects

External Sales Representative Chicago, IL Bella Photos

Salary Range: \$45k - \$65k
Average Turnover: 1.5 years
Advancement: 65%
Next step: Sales Manager, Branch Manager

Skills Required



Advertising Director Chicago, IL Bella Photos

Salary Range: \$90k - \$100k
Average Turnover: 7.4 years
Advancement: 33%
Next step: CEO, CMO, CFO

Skills Required



Studio Director Chicago, IL Bella Photos

Salary Range: \$35k - \$50k
Average Turnover: 2.5 years
Advancement: 21%

Phase 1: Employers



Prospects | Individual | My Talent Pool | Industry | Market

Bella Pictures, Inc - Job 22: Advertising Director

How does this job compare to the job market?

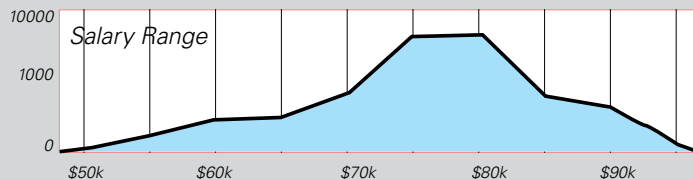
Jobs like this

Most common job titles:

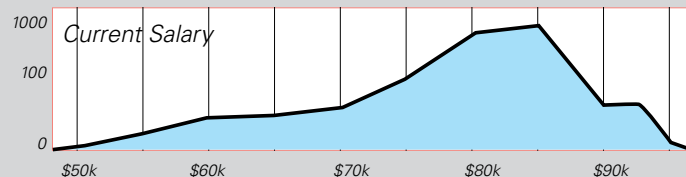
Sales Manager, Marketing Associate

Most common industries/biggest employers:

Arc Worldwide, WalMart, Target



1,142 matches within 60 miles:



Average age: 42
 Average Turnover: 1.5 years
 BA: 95%
 MA: 22%
 PhD: 1%

Time between jobs: 4.2 months
 Last job title: Sales Manager

Who is offering similar jobs?

Leo-Burnett

Sales Manager

Salary Range: \$45k - \$65k

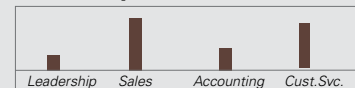
Average Turnover: 1.5 years

Advancement: 65%

Recruiting frequency: 6mos

Total employed: 52

Skills Required



Motorola

Sales Director

Salary Range: \$75k - \$85k

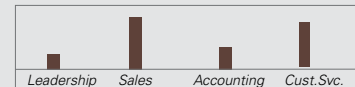
Average Turnover: 6.3 years

Advancement: 65%

Recruiting frequency: 2yrs

Total employed: 12

Skills Required



McDonalds

Sales Expert

Salary Range: \$65k - \$95k

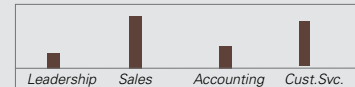
Average Turnover: 10.2 years

Advancement: 86%

Recruiting frequency: 6mos

Total employed: 157

Skills Required



Positions | Training | Current Employees

Create Position

Employees Successful in Similar Roles

In our company

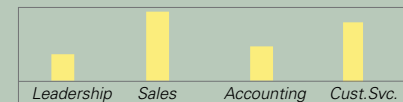


James Long

Marketing
 MA - Graphic Design
 Boston, Mass.

Contact

Skills



Sales Manager

Salary Range: \$45k - \$65k

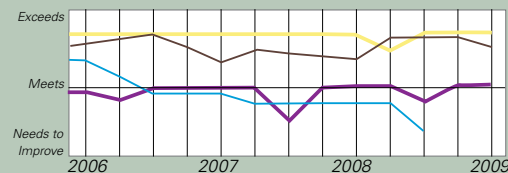
Average Turnover: 1.5 years

Advancement: 65%

Recruiting frequency: 6mos

Total employed: 52

Review History



Other Companies

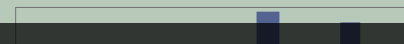


Anne Loos

Sales
 BA - Literature
 Chicago, Ill

Contact

Skills



How



creates value

Findability

Improved matching enables employers and talent to find each other

Match suggestions expands options

Accessibility

Multiple channels: mobile, social networks

Dashboard aggregates multi-source information

Interpretation

Ranking against competition

Needs identification and roadmap

Immediacy

Forecasting of next hot job market

Forecasting skill & education needs

Embodiment

Video introductions

Skills testing

Personalization

Match ranking improves search results

Authenticity

Elimination of job scams for less noise

Separation of multi-level marketing jobs

Patronage

Offer free services for low end markets

Find jobs for homeless and disabled