

# Internal Mobility

## Why Avature Internal Mobility?

Today, a successful approach to talent mobility goes beyond providing employees with an internal career site where they can browse open positions.

Avature Internal Mobility enables you to effectively upskill and relocate talent by offering an end-to-end mobility process. Create an engaging talent marketplace that connects employees with personalized growth opportunities, such as projects, gigs or open requisitions, which facilitate professional development.

Avature's native AI delivers tailored suggestions, taking into account relevant information such as experience, skills, interests and goals.

Efficiently allocate talent where it is most needed and enjoy increased business agility. Avature Internal Mobility gives companies better visibility of the skills that exist within their organization, as well as those skills gaps that need to be filled.

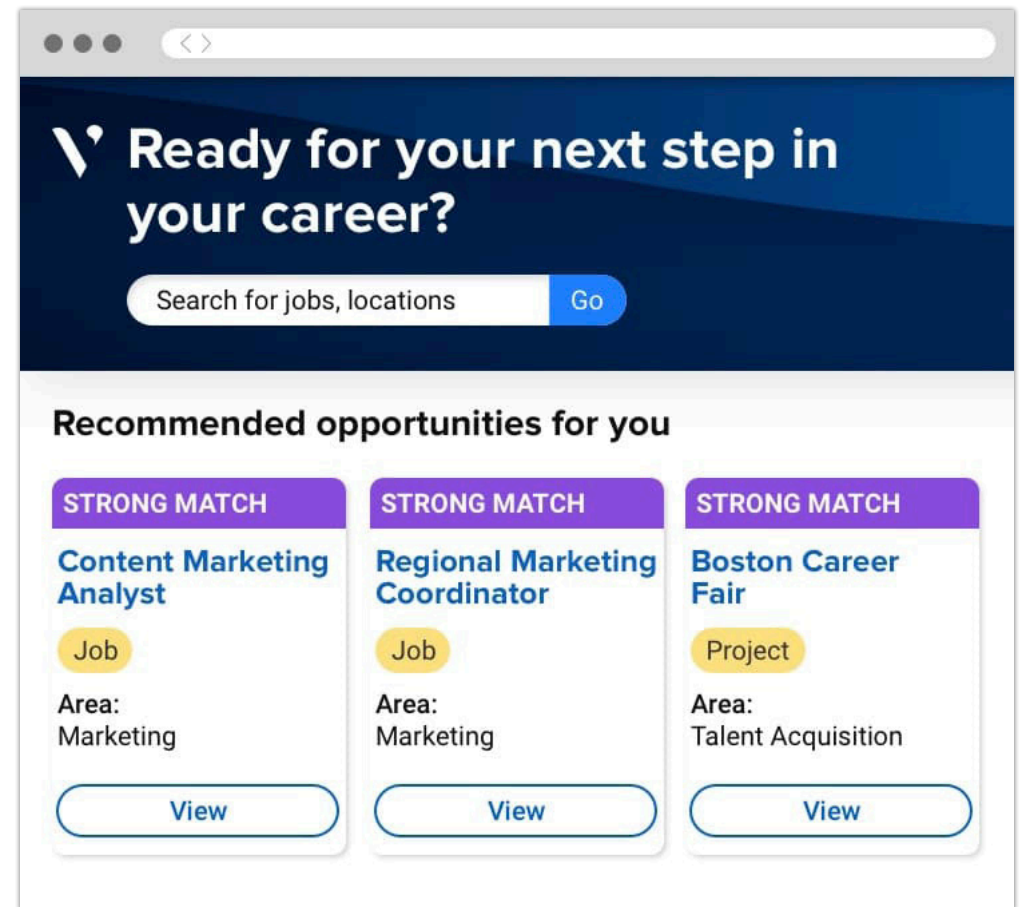
For a comprehensive approach to talent management, Avature Internal Mobility can be seamlessly connected with the other solutions in the Avature Talent Management suite, such as succession planning and performance management.



## Design Your Own Approach to Internal Talent Mobility

Regardless of your organization's size, location, industry or the internal opportunities you have to offer your employees, with Avature Mobility you can:

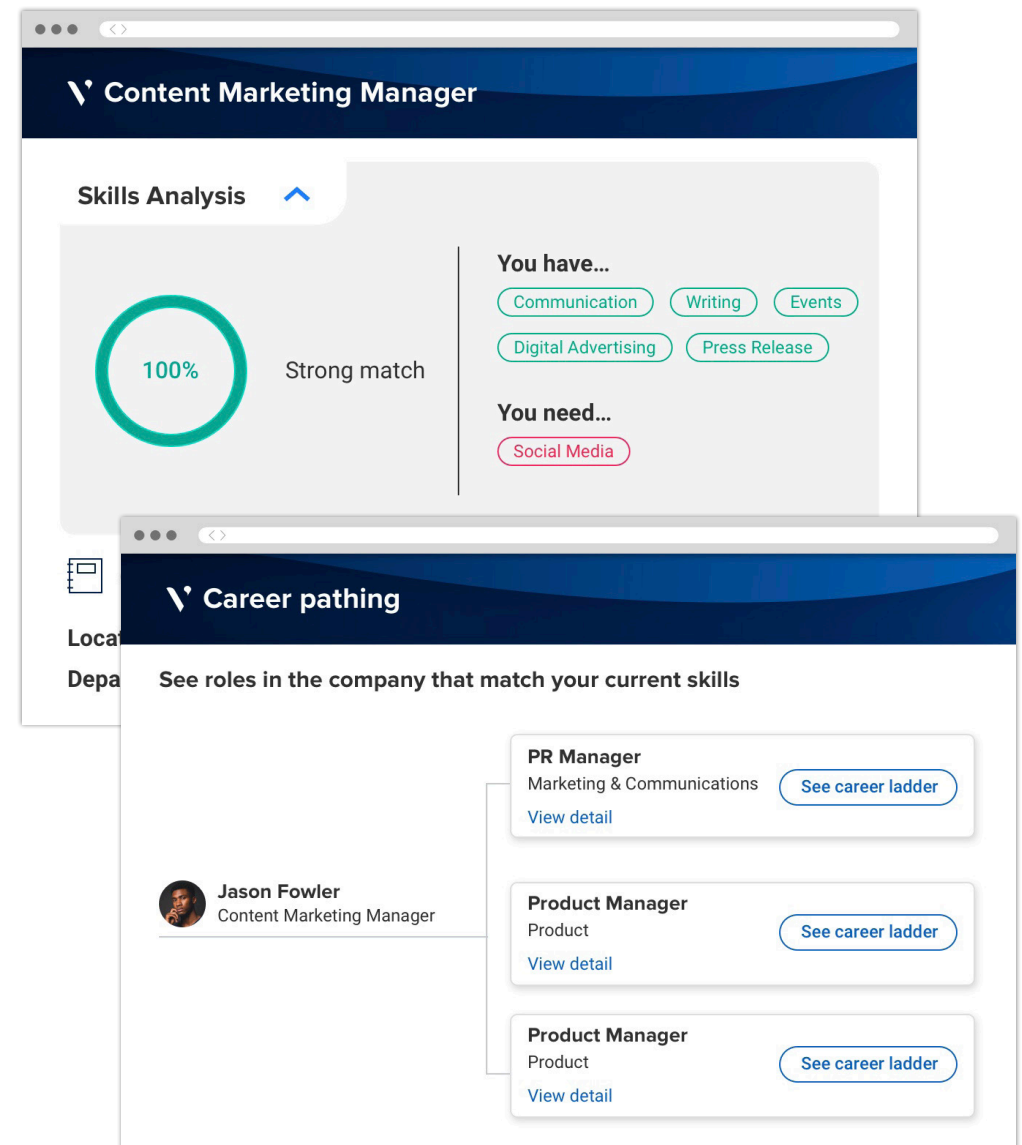
- Build personalized internal mobility programs that promote, relocate and re-skill homegrown talent effectively within your company.
- Easily match employees with jobs, projects, mentorship programs or any other professional opportunities that fulfill both their career interests and your company's fast-changing goals with in-built advanced AI.



## Key Solution Attributes

Turn your organization into an opportunity marketplace with a fully branded and tailored site that includes:

- Opportunity recommendations.
- Skills gap analysis.
- Career pathing opportunities.
- Tools to build comprehensive employee profiles.
- Powerful search and segmentation capabilities: by types of opportunity, approval process, eligibility criteria and more.
- Automation to free HR from operational tasks.
- Campaign management tools to communicate the success of your internal mobility programs.
- Detailed analytics to measure the health of your internal mobility program.



## Comprehensive Employee Profiles

Empower employees to manage their own profile and enrich their information by publishing their skills, experiences, areas of interest, willingness to relocate and more, to align with opportunities within the business.

Avature Mobility allows you to consolidate all employee-related information in one single place to have a full overview of the talent within your organization.

Evolve your model to a skills-based one. Automatically gather information from every single touchpoint of the employee journey and leverage this data to build effective talent management initiatives.

The screenshot shows a web browser window with the 'INTERNAL MOBILITY' logo in the top left. The top navigation bar includes 'Internal opportunities', 'My career' (with a dropdown arrow), and a user profile picture. Below this is a secondary navigation bar with tabs: 'Personal information' (active), 'Completed opportunities', 'My referrals', and 'Alerts'. The main content area is divided into three sections: 1. 'Basic information' with fields for 'E-mail: jason.fowler@voutique.com', 'Phone: +1 541 754 3010', 'Working time: Full-time', and 'Office location: Boston'. 2. 'Career aspirations' with 'Looking for opportunities? Yes', 'Departments interested in exploring: Marketing & Communication', and 'Offices I'd be willing to relocate: New York, Los Angeles'. 3. 'Skills' with a row of five tags: 'Communication', 'Press releases', 'Events', 'Media', and 'SEO'.

**INTERNAL MOBILITY** Internal opportunities My career ▾ |

Personal information Completed opportunities My referrals Alerts

**Basic information**  
E-mail: jason.fowler@voutique.com Working time: Full-time  
Phone: +1 541 754 3010 Office location: Boston

**Career aspirations**  
Looking for opportunities? Yes  
Departments interested in exploring: Marketing & Communication  
Offices I'd be willing to relocate: New York, Los Angeles

**Skills**  
Communication Press releases Events Media SEO

## Search, Recommendations and Segmentation Capabilities

Run proactive, Google-like searches and build sophisticated lists of employees based on any element of your custom data model.

With Avature's fine-tuned segmentation capabilities, you can:

- Send targeted and fully branded communications.
- Give employees mobility opportunities aligned with their interests by flagging them to recruiters or hiring managers.
- Receive automatic candidate recommendations that match opportunity requirements based on customizable criteria.

The screenshot displays two overlapping windows from the Avature system. The top window, titled 'Software Developer', shows a table of recommendations with columns for Full Name, Position Title, and Score. A 'Matching Score' popup is visible, showing a 'Great Fit' for Jason Fowler with 89% score, and detailed breakdowns for Job title (100%), Skills (67%), and Education (100%). The bottom window, titled 'Advanced Search', shows filters for 'Search In' (Everything, Everywhere), 'Smart Search' (toggle), 'Job Title' (Researcher), and 'Skills' (Python). It also displays search results for 'Data Scientist' with profiles for Eugene Murray and Michael Turner, each with associated skills like Python, Tensorflow, and Deep Learning.

Full Name	Position Title	Score
Jason Fowler	Software Engineer	89%
Svyatoslav Taushev	Jr. Java Developer	77%
Andrew Larsen	Software Developer	75%
Alexa Richardson	Full Stack Developer	68%
Joe Cook	Jr. Java Developer	52%

Filter Category	Selected Value
Search In	Everything
Search In	Everywhere
Smart Search	On
Job Title	Researcher
Skills	Python

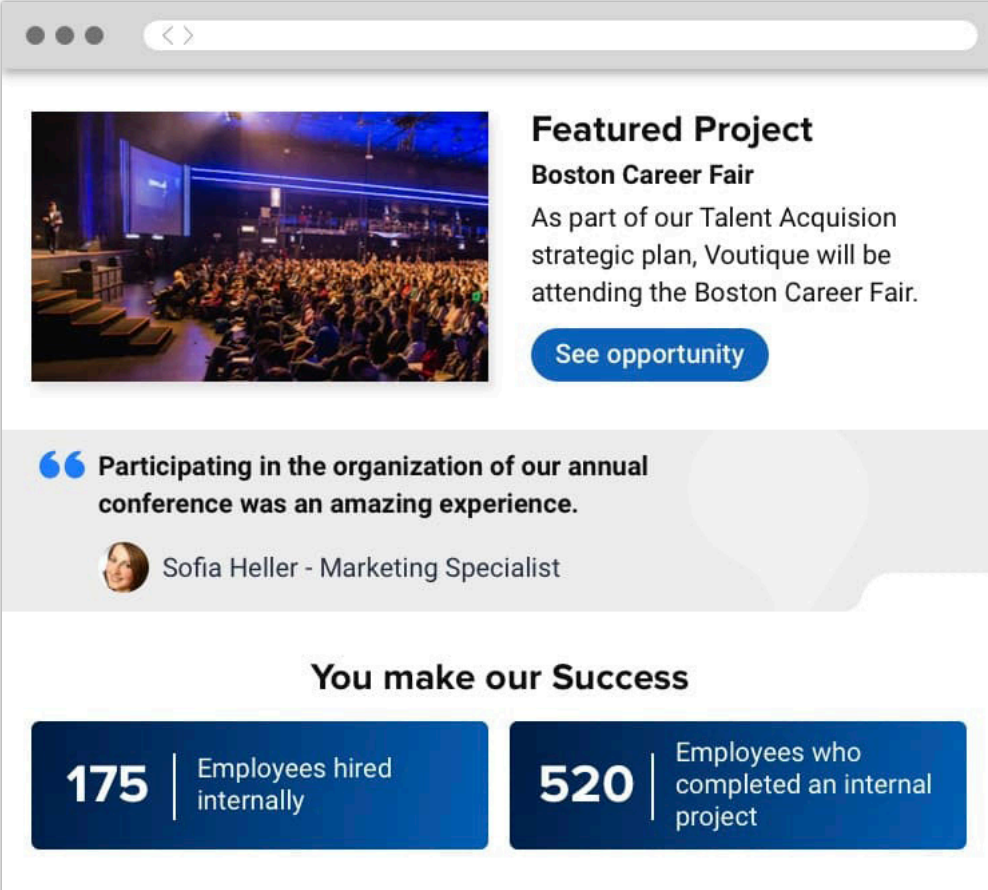
Name	Current Role	Skills
Eugene Murray	Data Scientist at BBVA	Python, Tensorflow, Deep Learning
Michael Turner	Researcher Lead at Google Brain	Python, Deep Learning

## A Talent Marketplace Aligned with Your Employer Brand

Build a fully branded and customized talent marketplace that allows employees to discover opportunities and build their careers.

Empower employees to optimize opportunity matching by defining criteria such as location, opportunity preferences and skills.

Avature's white-box approach to AI grants transparency, allowing employees to understand and trust the process behind the recommendations they receive.



The screenshot displays a web interface for a talent marketplace. At the top, there's a navigation bar with a search icon. The main content area features a 'Featured Project' section with a photo of a large audience at a career fair, the title 'Boston Career Fair', a description about attending the fair as part of a talent acquisition strategy, and a 'See opportunity' button. Below this is a testimonial section with a quote from Sofia Heller, a Marketing Specialist, about participating in an annual conference. The bottom section, titled 'You make our Success', contains two blue boxes with statistics: '175 Employees hired internally' and '520 Employees who completed an internal project'.


### Featured Project

#### Boston Career Fair

As part of our Talent Acquisition strategic plan, Voutique will be attending the Boston Career Fair.

[See opportunity](#)

**“ Participating in the organization of our annual conference was an amazing experience.**

 Sofia Heller - Marketing Specialist


### You make our Success

<b>175</b>	Employees hired internally	<b>520</b>	Employees who completed an internal project
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## Content Customized to Your Culture

Streamline the process of assigning employees to jobs, projects or any other mobility opportunity by automating communication and requests to HR business partners, hiring managers and their current managers.

Design workflows according to the opportunities available and tailored to country, company policy, department, business unit or seniority of the opportunity.

**Today's talent.  
Tomorrow's success.**

### Project feedback

Please provide feedback on the employee performance

Jason proved to be a very valuable team member and was key in finishing the project on time. He come up with creative solutions and helped others.

Please detail some strengths and some areas of improvement

- He can think out of the box and see the bigger picture
- However, he needs to learn to speak up more

Has the employee gained new skills?

Yes

Select the skills

Social Media

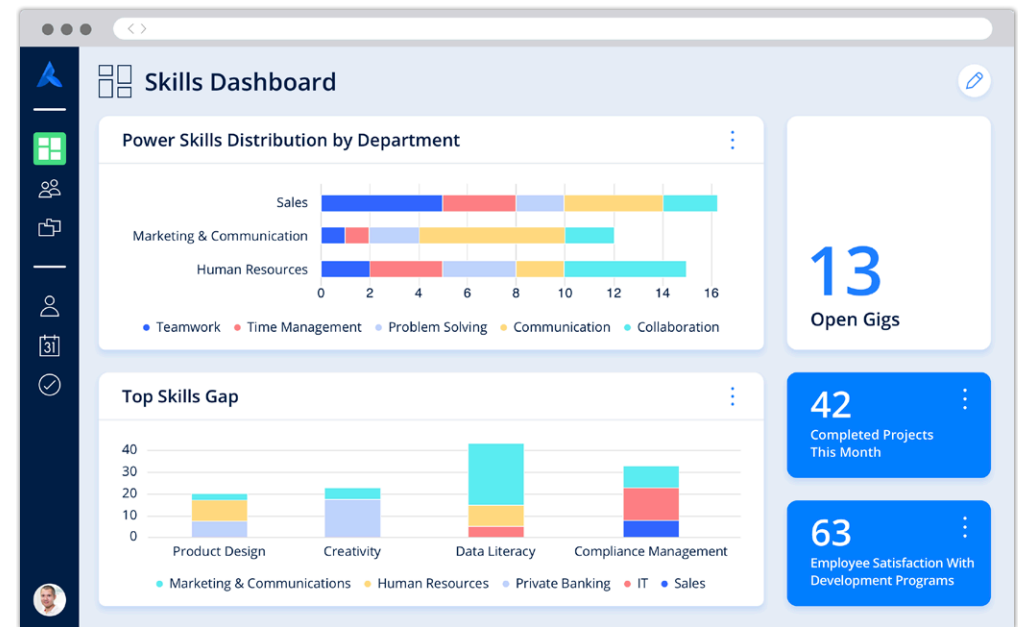
Save



## Optimize Your Internal Mobility Program with Powerful Analytics Tools

Avature Mobility analytics allow you to:

- Report on any element of your custom data model and process.
- Make date-driven decisions and more accurately assess the eligibility of applicants for all opportunities across the business.
- Build reports to see the percentage of positions filled internally, retention rates, voluntary turnover among high potentials and other customizable metrics to keep track of how your internal mobility programs are performing.
- Break down these metrics by division, location, position type or any other criteria that you define.



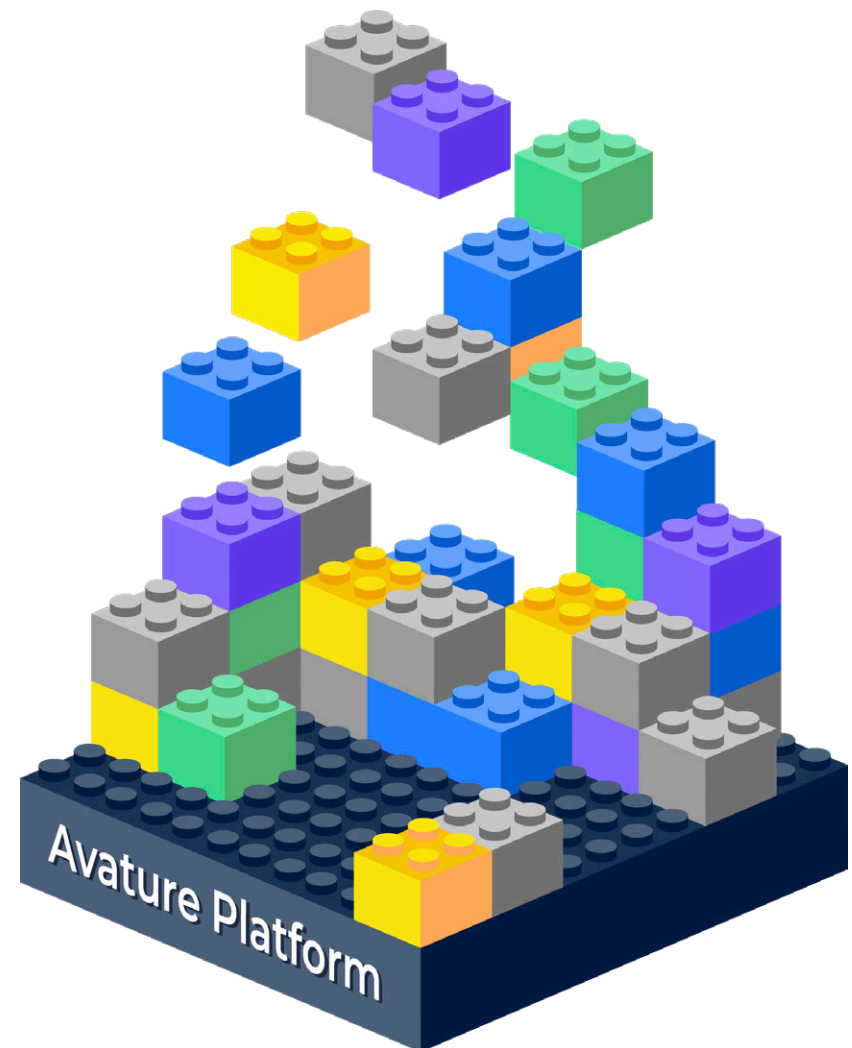
## Boost Your Talent Management Suite With Seamless Integration

**Avature DNA:** Announce new roles in the organization by automating new mobility hire posts. Show targeted jobs, opportunities or ads with training courses employees will need to gain new skills.

**Performance Management:** Automate the link between performance management and your internal mobility strategy. Build a fuller picture of career aspirations from conversations that stem from performance evaluations. Gather manager data to uncover employee potential and tie talent cultivation metrics into performance reviews to allow all your talent to flourish.

**Succession Planning:** Identify potential candidates for future opportunities in the company. Create and maintain internal pipelines for key roles, specific projects or acquisition of new skills.

**Onboarding:** Prepare your employees for the transition to their next role, increase productivity and reduce the time it takes for them to adapt to their new surroundings.



# Market Leaders Rely on Avature

## 650+

customers worldwide

- 110 of the Fortune 500
- 7 of the top 10 Fortune 500
- 23 of the FTSE 100
- 102 customers with +75,000 employees
- 4 of the Big 4 accounting firms
- 8 of the top 20 Forbes America's Major Banks
- 8 of the top 10 World's Largest Retailers
- 7 of the top 10 World's Largest RPO's
- Some of the most forward-thinking Federal agencies

## 100+

multi-country implementations

Since product release in 2008, Avature has been facilitating some of the most advanced talent acquisition and talent management programs in the world.

# Contact Us to Learn More

For more information about **Internal Mobility**,  
please contact your Avature representative or visit our website

[www.avature.net](http://www.avature.net)

