

Das Hiring-Manager Portal

Ein kurzer Überblick



- ① Highlights / Zugang zum Portal
- ② Das Dashboard
- ③ Requisitions – Job briefing, open requisitions
- ④ Candidates – to review, reviewed candidates, interview feedback, Offer
- ⑤ Delegates – temporarily use your account

Überblick

Highlights des Hiring-Manager Portals

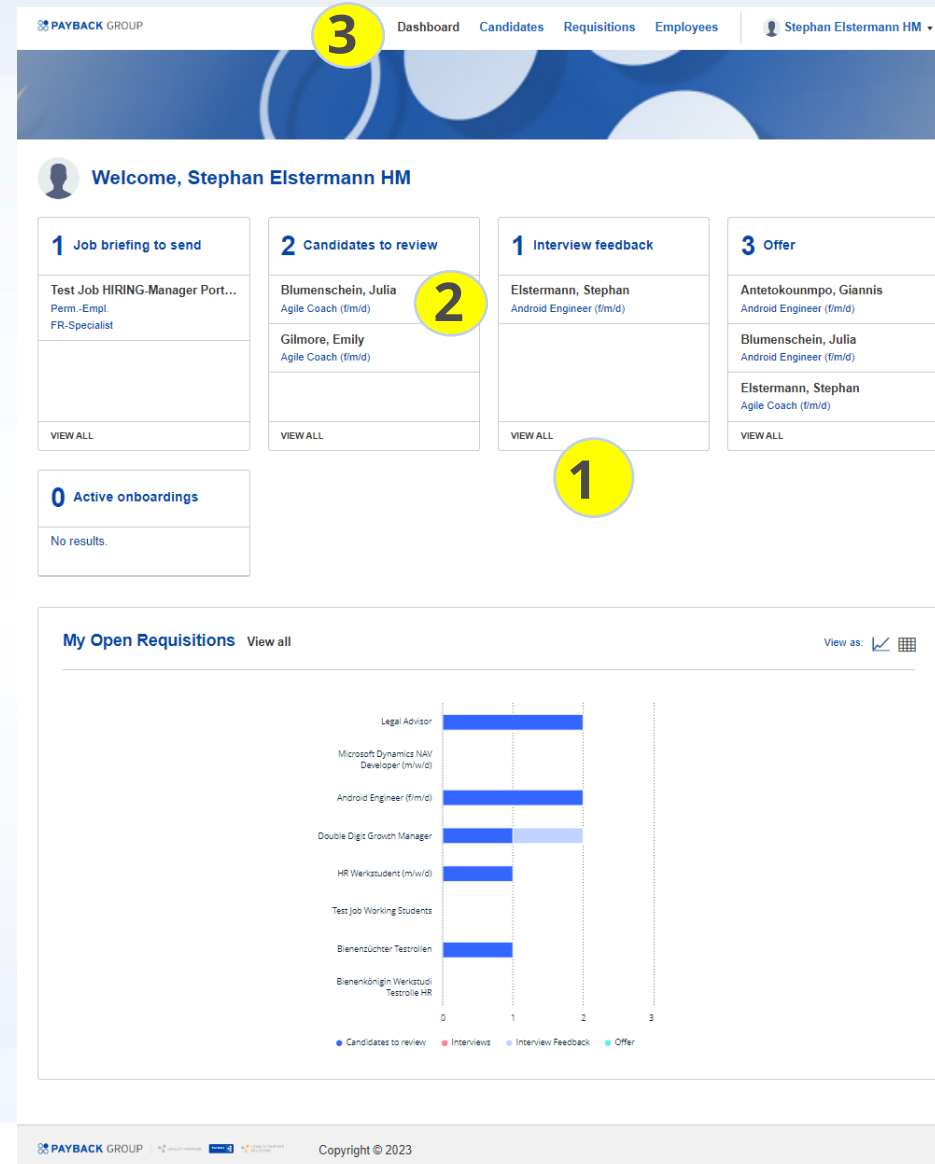
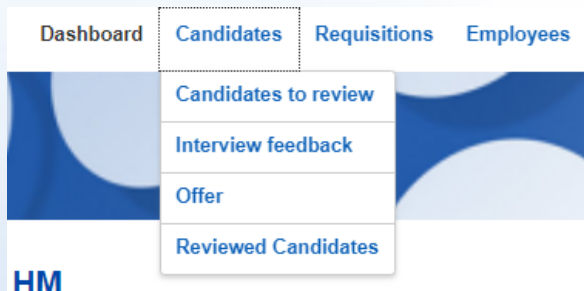
- Vollständiger Überblick über alle **Kandidaten**, welche noch geprüft werden müssen
- Dem Recruiter **Feedback** einfach über die Anwendung geben
- Überblick über alle offenen **Requisitions** und deren Kandidatenstatus
- Einfache Bestimmung eines **Vertreters**
- Kandidaten durch den **Prozess bewegen** können – von der Prüfung bis hin zur Angebots- und Onboarding-Phase

Dashboard – alles auf einen Blick

1) VIEW ALL: Ansicht aller Kandidaten in Listenform, da im Dashboard maximal 4 angezeigt werden.

2) Kandidaten: Name und Job des Kandidaten, in dem betreffenden Prozess.

3) Aktivitäten nach Zielgruppe auswählbar.



Requisition – Job briefing

1) Zugang zu der Liste mit Übersicht aller Briefings

Requisitions

JOB BRIEFING TO SEND OPEN REQUISITIONS CLOSED REQUISITIONS

Keywords Location Department Hierarchy Level

View as: ☐ ☐ ☐ 1 results

Name	Recruiter	Hierarchy Level	Reason for opening	Days in current Step	Action
Test Job HIRING-Manager Portal DEMO	Recruiter, Stephan Dummy	FR-Specialist	New Position	0	Fill out

1 results

2) Direkter Zugang zum Formular

PAYBACK GROUP Dashboard Candidates Requisitions Employees Stephan Elstermann HM

JOB BRIEFING TO SEND

Test Job HIRING-Manager Portal DEMO

General Information

Recruiter: Recruiter, Stephan Dummy
Hiring Manager: Elstermann HM, Stephan
Division: Dev Ops
Department: Munich
Hierarchy Level: Specialist
Type of Position: Perm.-Empl.

Requisition Briefing

Job Posting Title
Please define position posting title.

Is this a HR requisition? *
Please indicate if this is a requisition for a new hire within HR

Who is the Hiring Manager's representative? *
Who represents the Hiring Manager in the event of absence?

PAYBACK GROUP Dashboard Candidates Requisitions Employees Stephan Elstermann HM

1 Job briefing to send

Test Job HIRING-Manager Port...
Perm.-Empl.
FR-Specialist

2 Candidates to review

Blumenschein, Julia
Agile Coach (f/m/d)

Gilmore, Emily
Agile Coach (f/m/d)

1 Interview feedback

Elstermann, Stephan
Android Engineer (f/m/d)

3 Offer

Antetokounmpo, Giannis
Android Engineer (f/m/d)

Blumenschein, Julia
Android Engineer (f/m/d)

Elstermann, Stephan
Agile Coach (f/m/d)

0 Active onboardings

No results.

Requisition – open requisitions

1) Aufruf einer Liste mit allen Requisitions

PAYBACK GROUP

Dashboard

Candidates

Requisitions

Employees

Stephan Elstermann HM

Welcome, Stephan Elstermann HM

1 Job briefing to send

Test Job HIRING-Manager Port...
Perm.-Empl.
FR-Spezialist

VIEW ALL

2 Candidates to review

Blumenschein, Julia
Agile Coach (f/m/d)

Gilmore, Emily
Agile Coach (f/m/d)

VIEW ALL

1 Interview feedback

Elstermann, Stephan
Android Engineer (f/m/d)

VIEW ALL

3 Offer

Antetokounmpo, Giannis
Android Engineer (f/m/d)

Blumenschein, Julia
Android Engineer (f/m/d)

Elstermann, Stephan
Agile Coach (f/m/d)

VIEW ALL

0 Active onboardings

No results.

My Open Requisition

View all

View as

Legal Advisor

Microsoft Dynamics NAV Developer (m/w/d)

Android Engineer (f/m/d)

Double Digit Growth Manager

HR Werkstudent (m/w/d)

Test Job Working Students

Bienenzüchter Testrollen

Bienenzüchterin Werkstud. Testrolle HR

0

1

2

3

Candidates to review

Interviews

Interview Feedback

Offer

Dashboard

Candidates

Requisitions

Employees

Stephan Elstermann HM

Job briefing to send

Open requisitions

Closed requisitions

LP-Internal

Schulung des Hiring-Manager Portals

7

Requisition – details „open requisitions“

Dashboard
Candidates
Requisitions
Employees
Stephan Elstermann HM

Requisitions

JOB BRIEFING TO SEND
OPEN REQUISITIONS
CLOSED REQUISITIONS

Keywords
Location
Department
Hierarchy Level
Submit

View as: 1-6 of 9 results
Sort by 1 2 Next >>

Name	Recruiter	Linked people	Requisition process step	Days in current step	Action
Legal Advisor	Allenwerth, Luca	2	Published	180	View detail
Agile Coach (m/w/d)	Recruiter, Stephan Dummy	18	Unpublished	179	View detail
Android Engineer (f/m/d)	Recruiter, Stephan Dummy	6	Published	179	View detail
Microsoft Dynamics NAV Developer (m/w/d)		0	Published	179	View detail
Double Digit Growth Manager	Allenwerth, Luca	3	Published	159	View detail
HR Werkstudent (m/w/d)	Recruiter, Stephan Dummy	1	Published	132	View detail

1-6 of 9 results
1 2 Next >>

Dashboard
Candidates
Requisitions
Employees
Stephan Elstermann HM

OPEN REQUISITIONS
Double Digit Growth Manager

General Information
Requisition Pipeline

Recruiter: Altenwerth, Luca
Hiring Manager: Elstermann HM, Stephan

1 Interview feedback

More Open Requisitions

Legal Advisor
Agile Coach (m/w/d)
Android Engineer (f/m/d)
View all

Requisition briefing

Requisition - Briefing
Who is the Hiring Manager's representative?:
Darth Vader
Should the job be published?:
Yes
On which career portals should the job be published?:
PAYBACK GROUP External Careers Job Site, Internal Careers, StepStone, Other
Please specify where it should be posted:
Hinterdupfinger Anzeiger
When publishing on Internal Portal, should a delayed publication on the External Portal be planned?:
Yes
After how many days should the External Portal release follow?:
7
Plan B in case of non-occupation:
Other
Please specify the alternative in case of non-occupation:
Selbstmord
Job description text (German):
Groß
gut gekleidet
Dünn
BWL Studium

Candidates – to review

- 1) Öffnen der Liste mit Ansicht auf alle Kandidaten im Workflow „*to review*“
- 2) Direkte Auswahl des Kandidaten

Dear Stephan,

We have forwarded a new interesting applicant.

Candidate: **Stephan Elstermann**
 Requisition: **Android Engineer (f/m/d)**

Please review the candidate's profile by accessing the [Candidates to Review](#) list in the Hiring Manager Portal.

Best regards,
 Talent Acquisition Team

Dashboard
Candidates
Requisitions
Employees
Stephan Elstermann HM

1
Candidates to review
Interview feedback
Offer
Reviewed Candidates

Welcome, Stephan Elstermann HM

1 Job briefing to send

Test Job HIRING-Manager P
Perm.-Empl.
FR-Specialist

VIEW ALL

2 Candidates to review

Blumenschein, Julia
Agile Coach (f/m/d)

Gilmore, Emily
Agile Coach (f/m/d)

VIEW ALL

1 Interview feedback

Elstermann, Stephan
Android Engineer (f/m/d)

VIEW ALL

3 Offer

Antetokounmpo, Giannis
Android Engineer (f/m/d)

Blumenschein, Julia
Android Engineer (f/m/d)

Elstermann, Stephan
Agile Coach (f/m/d)

VIEWALL

0 Active onboardings

No results.

Candidates – to review

- 1) Nächsten Schritt festlegen
- 2) Ansicht des hochgeladenen CV's
- 3) Ansicht aller Dokumente, welche während der Bewerbung oder nachträglich zur **Job-Person-Record** hinzugefügt wurden
- 4) Ansicht der Informationen aus dem Screening des Recruiters

PAYBACK GROUP Dashboard Candidates Requisitions Employees Stephan Elstermann HM

CANDIDATES TO REVIEW
Stephan Elstermann

1 Basic Information
Applying to: Android Engineer (f/m/d)
Email: stephan.elstermann@ecv-advisory.de
Mobile: 0122133

2 CVs
Recruiting_Prozess_IST_Stand_03.2022.pdf (Resume)
Download | Preview | Open in a new tab
Download all attachments

3 Documents
No attachments found

4 Previous Feedback
First Contact Screening Form (Recruiter screening feedback form)
Years of relevant experience: 3-5 years
Relevant experience: at all
Why is he/she seeking a new opportunity at this time?: challenge yourself
Salary expectation: € 12345
Overall feedback:
Period of notice: In 3 months
Would you like to move forward?: Yes
Screening notes

Would you like to interview the candidate? *
Select an option
Yes
No
I need more information from candidate
Send patience letter to candidate
Prepare offer

Candidates – reviewed candidates

Dashboard
Candidates
Requisitions
Employees
Stephan Elstermann HM

Candidates

CANDIDATES TO REVIEW
INTERVIEW FEEDBACK
OFFER
REVIEWED CANDIDATES

Keywords
Submit

View as:
7-10 of 10 results
Sort by
<< Prev 1 2

Name	City/Town	Country	Applying to	Recruiting status	Requisition status	Days in current step	Action
Test, Annika	[home] Berlin	[home] Germany	Android Engineer (f/m/d)	Schedule interview with HM	Open	12	View
Buffay, Ursula			Agile Coach (f/m/d)	Schedule interview with HM	Open	11	View
Elstermann, Stephan			Agile Coach (f/m/d)	Offer draft	Open	4	View
Elstermann, Stephan			Android Engineer (f/m/d)	Request additional information	Open	0	View

7-10 of 10 results
<< Prev 1 2

Dashboard
Candidates
Requisitions
Employees
Stephan Elstermann HM

REVIEWED CANDIDATES
Stephan Elstermann

Basic Information
Applying to: Android Engineer (f/m/d)
Email: stephan.elstermann@ecv-advisory.de
Mobile: 0122133

Reviewed Candidates
Becker, Doris
Test, Flo
Elstermann HM, Stephan
View all

CVs
Recruiting_Prozess IST_Stand_03.2022.pdf (Resume)
Download | Preview | Open in a new tab
Download all attachments

Documents
No attachments found

Previous Feedback
First Contact Screening Form (Recruiter screening feedback form)
Years of relevant experience: 3-5 years
Relevant experience: at all
Why is he/she seeking a new opportunity at this time?: challenge yourself
Salary expectation: € 12345
Overall feedback:
Period of notice: In 3 months

Screening notes
Would you like to interview the candidate?: I need more information from candidate
I need the following information: Cover letter

Candidates – Interview Feedback

Dear Stephan,

We have scheduled an interview with **Stephan Elstermann** for the requisition .

Please click [here](#) **1** to provide your feedback after finalizing the interview or include the feedback by accessing the [Interview feedback list](#) in your Hiring Manager Portal. **2**

Best regards,
Talent Acquisition Team

1) Link führt zu Online-Form **ACHTUNG:** hier **keine** Einsicht auf Bewerbungsunterlagen oder vorangegangene Feedbacks möglich (Feedback eines additional Interviewers ist ebenfalls über beide Optionen möglich, wenn ein Zugang zum HM-Portal besteht)

1

HM - Professional Interview Feedback Form

This form is used by the hiring manager upon completing an interview to determine whether or not to proceed with the candidate.

HR Job?
Please do not edit this field

Select an option

Job Title

Interviewer *

Interview Date *

13-Feb-2023

Experience & Qualification *

Does the candidate meet the basic requirements, have work experience, core skills? Does the candidate have relevant professional knowledge, degree, IT-tools, language skills etc.?

Select an option

Experience & Qualification - Comment
Please add any additional comment regarding the candidate's experience and qualification if needed.

Candidate Profile *

Does the candidate have the required soft skills for position? How is the team-fit, motivation, work ethic, analytical skills etc.?

Select an option

Candidate Profile - Comment
Please add any additional comment regarding the candidate's profile if needed.

Expectation & Personal Fit *

Does the candidate meet the expectations? How is the personal fit according to our principles: Be simple, be relevant, be trustworthy, be fun?

Select an option

Candidates – Interview Feedback

2

PAYBACK GROUP

DashboardCandidatesRequisitionsEmployeesStephan Elstermann HM

Candidates

CANDIDATES TO REVIEWINTERVIEW FEEDBACKOFFERREVIEWED CANDIDATES

Keywords

Submit

View as: 1 results

Sort by

Name	City/Town	Country	Applying to	Recruiter	Days open (requisition)	Days in current step	Action
Elstermann, Stephan			Android Engineer (f/m/d)	Recruiter, Stephan Dummy	179	0	Provide Feedback

1 results

PAYBACK GROUP

DashboardCandidatesRequisitionsEmployeesStephan Elstermann HM

INTERVIEW FEEDBACK

Stephan Elstermann

Basic Information

Applying to: Android Engineer (f/m/d)
Email: stephan.elstermann@ecv-advisory.de
Mobile: 0122133

CVs

Recruiting_Prozess_IJT_Stand_03.2022.pdf (Resume)
Download | Preview | Open in a new tab
Download all attachments

Documents

No attachments found

Previous Feedback

First Contact Screening Form (Recruiter screening feedback form)
Describe candidate's relevant experience: at all
How many years of relevant (working) experience does the candidate have?: 3-5 years
Why is candidate looking for a new job opportunity at this time?: challenge yourself
Salary expectation: € 12345
More information salary expectation:
Overall impression and feedback:
Period of notice: In 3 months
Would you like to move forward?: Yes
Screening notes

HR Job?

Please do not edit this field
Select an option

Job Title

Interviewer *

Interview Date *

14.02.2023

Experience & Qualification *

Does the candidate meet the basic requirements, have work experience, core skills? Does the candidate have relevant professional knowledge, degree, IT-tools, language skills etc.?
Select an option

Experience & Qualification - Comment

Please add any additional comment regarding the candidate's experience and qualification if needed.

Candidate Profile *

Does the candidate have the required soft skills for position? How ist the team-fit, motivation, work ethic, analytical skills etc.?
Select an option

Candidate Profile - Comment

Back to list

2) Befüllen der mandatory fields : *

LP-Internal

Candidates – Offer ohne/ unabhängig vom Interview Feedback



Dear Stephan,

In order to prepare and send the offer to **Leia Skywalker** for the requisition **Agile Coach (m/w/d)**, it is necessary to fill out the Contract Input Form.

Please **1** [here](#) to access the Contract Input Form.

If you have any questions, please contact me.

Best regards,
Stephan Dummy Recruiter

Loyalty Partner Solutions GmbH

1) Link zum Online-Forms



HM - Professional Contract Input Form

This form is completed by the hiring manager and contains the details for the contract offer.

Is this a HR job?
Please do not edit this field

Select an option

Candidate first name *

Candidate last name *

Team Assistant *
Please fill in the name of responsible team assistant

Content for contract offer

Job title for contract *
Define job titel which should be written in work contract

Contract type *

Select an option

Start date contract *

Candidates – Offer ohne/ unabhängig vom Interview Feedback

Welcome, Stephan Elstermann HM

1 Job briefing to send

Test Job HIRING-Manager Port...

Perm.-Empl.
FR-Specialist

VIEW ALL

2 Candidates to review

Blumenschein, Julia
Agile Coach (f/m/d)

Gilmore, Emily
Agile Coach (f/m/d)

VIEW ALL

1 Interview feedback

Elstermann, Stephan
Android Engineer (f/m/d)

VIEW ALL

5 Offer

Antetokounmpo, Giannis
Android Engineer (f/m/d)

Blumenschein, Julia
Android Engineer (f/m/d)

Elstermann, Stephan
Agile Coach (f/m/d)

Fakeadresse, Alz
Agile Coach (f/m/d)

VIEW ALL

0 Active onboardings

No results.

PAYBACK GROUP

Dashboard Candidates Requisitions Employees Stephan Elstermann HM

Candidates

CANDIDATES TO REVIEW INTERVIEW FEEDBACK **OFFER** REVIEWED CANDIDATES

Keywords

Submit

View as: 5 results

Sorted by Start date contract

Antetokounmpo, Giannis

Country: [home] Greece

Applying to: Android Engineer (f/m/d)

Recruiter: Recruiter, Stephan Dummy

Start date contract:

Start date contract:

Days open (requisition): 180

Days in current step: 55

OFFER RESPONSE/CONTRACT INPUT

Blumenschein, Julia
[home] Mering

Country: [home] Germany, [home] Germany

Applying to: Android Engineer (f/m/d)

Recruiter: Recruiter, Stephan Dummy

Start date contract:

Start date contract:

Days open (requisition): 180

Days in current step: 42

OFFER RESPONSE/CONTRACT INPUT

Elstermann, Stephan

Country:

Applying to: Agile Coach (f/m/d)

Recruiter: Recruiter, Stephan Dummy

Start date contract: 01-Feb-2024

Start date contract:

Days open (requisition): 180

Days in current step: 5

OFFER RESPONSE/CONTRACT INPUT

Fakeadresse, Alz
[home] München

Country: [home] Germany

Applying to: Agile Coach (f/m/d)

Recruiter: Recruiter, Stephan Dummy

Start date contract:

Start date contract:

Days open (requisition): 180

Days in current step: 0

OFFER RESPONSE/CONTRACT INPUT

Skywalker, Leia

Country:

Applying to: Agile Coach (f/m/d)

Recruiter: Recruiter, Stephan Dummy

Start date contract:

Start date contract:

Days open (requisition): 180

OFFER RESPONSE/CONTRACT INPUT

5 results

1) Kandidat **nicht** auf Übersicht -> „VIEW ALL“

Candidates – nach dem Offer

1) Link zum „Candidate offer response“



Dear Stephan,

Please contact the candidate **Stephan Elstermann** and communicate the offer for the requisition **Android Engineer (f/m/d)**.

1 To keep your colleagues from the Talent Acquisition Team updated, please click [here](#) to insert the candidate's response and to start the following steps.

Best regards,
Talent Acquisition Team



Candidate offer decision

Candidate offer decision *

Please indicate how the candidate responded to the offer.

Select an option

✓ Select an option

Yes, prepare contract

Yes, Offer draft

Declined

Candidate renegotiation

Candidates – nach dem Offer

1) „Candidate response“ erfassen

PAYBACK GROUP Dashboard Candidates Requisitions Employees Stephan Elstermann HM

Candidates

CANDIDATES TO REVIEW INTERVIEW FEEDBACK **OFFER** REVIEWED CANDIDATES

Keywords Submit

View as: 6 results Sort by ▼

Antetokounmpo, Giannis Country: [home] Greece Applying to: Android Engineer (f/m/d) Recruiter: Recruiter, Stephan Dummy Start date contract: Start date contract: Days open (requisition): 180 Days in current step: 55 OFFER RESPONSE/CONTRACT INPUT	Blumenschein, Julia [home] Mering Country: [home] Germany, [home] Germany Applying to: Android Engineer (f/m/d) Recruiter: Recruiter, Stephan Dummy Start date contract: Start date contract: Days open (requisition): 180 Days in current step: 42 OFFER RESPONSE/CONTRACT INPUT	Elstermann, Stephan Country: Applying to: Agile Coach (f/m/d) Recruiter: Recruiter, Stephan Dummy Start date contract: 01-Feb-2024 Start date contract: Days open (requisition): 180 Days in current step: 5 OFFER RESPONSE/CONTRACT INPUT
Fakeadresse, Alz [home] München Country: [home] Germany Applying to: Agile Coach (f/m/d) Recruiter: Recruiter, Stephan Dummy Start date contract: Start date contract: Days open (requisition): 180 Days in current step: 0 OFFER RESPONSE/CONTRACT INPUT	Skywalker, Leia Country: Applying to: Agile Coach (f/m/d) Recruiter: Recruiter, Stephan Dummy Start date contract: Start date contract: Days open (requisition): 180 Days in current step: 0 OFFER RESPONSE/CONTRACT INPUT	Elstermann, Stephan Country: Applying to: Android Engineer (f/m/d) Recruiter: Recruiter, Stephan Dummy Start date contract: 15-Feb-2023 Start date contract: Days open (requisition): 180 Days in current step: 0 OFFER RESPONSE/CONTRACT INPUT

6 results

PAYBACK GROUP Dashboard Candidates Requisitions Employees Stephan Elstermann HM

OFFER Stephan Elstermann

Basic Information

Applying to: Android Engineer (f/m/d)
Email: stephan.elstermann@ecv-advisory.de
Mobile: 0122133

Offer

Offer Information
Team Assistant: sabine

Job title for contract:
Android Engineer Specialist

Contract type:
Permanent

Start date contract:
15-Feb-2023

Working days in a week:
Monday, Tuesday, Wednesday, Thursday, Friday

Contract document language:
German

Trial period duration:
6 months

Annual full-time salary:
123456

Bonus in %:
Employee 20%

On-call duty:
No

Moving expenses takeover:
No

Relocation Services:
No

Candidate offer decision *
Please indicate how the candidate responded to the offer.

Select an option ▼

Yes, prepare contract

Yes, Offer draft

Declined

Candidate renegotiation

Save Cancel

Delegates - temporarily use your account

1) Hier könnt ihr einen Vertreter während Eurer Abwesenheit festlegen

Dashboard
Candidates
Requisitions
Employees

Stephan Elstermann HM

1
Delegates
Logout

Welcome, Stephan Elstermann HM

1
Job briefing to send

Test Job HIRING-Manager Port...
Perm.-Empl.
FR-Specialist

VIEW ALL

2
Candidates to review

Blumenschein, Julia
Agile Coach (f/m/d)

Gilmore, Emily
Agile Coach (f/m/d)

VIEW ALL

0
Interview feedback

No results.

6
Offer

Antetokounmpo, Giannis
Android Engineer (f/m/d)

Blumenschein, Julia
Android Engineer (f/m/d)

Elstermann, Stephan
Agile Coach (f/m/d)

Fakeadresse, Alz
Agile Coach (f/m/d)

VIEW ALL

0
Active onboardings

No results.

Delegates - temporarily use your account

1) Haken setzen um die **Assign-Funktion** zu aktivieren

2) Festlegen des Vertreters / Start- und Enddatum der Vertretungsperiode

3) Information über Email ist optional möglich

Guten Tag Stephan Dummy Recruiter,

Stephan Elstermann HM hat dich zum Beauftragten ihres/seines Kontos ernannt. Das bedeutet, dass du vom Tue Feb 14, 2023 12:00 AM bis Wed Feb 15, 2023 12:00 AM, CEMT: Central European Standard Time (GMT +01:00) in deren Namen in ihrem/seinen Konto Aktionen ausführen kannst.

Um sich als Stephan Elstermann HM anzumelden, musst du dich zuerst mit deinem Konto anmelden.

Beste Grüße

dein Avature-Team

Dashboard
Candidates
Requisitions
Employees
Stephan Elstermann HM

Delegates

Delegate / Grant access

Set up another user to work on your behalf. Delegates are able to temporarily use your account and access all records and functions you have available.
Their actions will be logged as made by them on your behalf.

1
☐ Assign delegate

2

User (search by name)
Recruiter, Stephan Dummy (stephan.dummy)

Delegation period start date
18.01.2023

Delegation period end date
Leave blank to delegate your account for an indefinite period
19.01.2023

3
☐ Notify via email

Submit
Cancel

Delegates - temporarily use your account

1) „**LOGIN as...**“ mögliche Einwahl als der zu vertretende HM (nach Ablauf des Delegate-Datums oder Entfernung des Assign-Hakens entfällt diese Option)

2) Info über die Einwahl als „delegated HM“
Ansicht des Dashboards & ausfüllen der Feedbacks möglich

3) „**Switch Back**“-Button in die persönliche Ansicht des HM_Portals

1 Job briefing to send

Test Job HIRING-Manager Port...
 Perm.-Empl.
 FR-Specialist

2 Candidates to review

Blumenschein, Julia
 Agile Coach (f/m/d)

Gilmore, Emily
 Agile Coach (f/m/d)

0 Interview feedback

No results.

6 Offer

Antetokounmpo, Giannis
 Android Engineer (f/m/d)

Blumenschein, Julia
 Android Engineer (f/m/d)

Elstermann, Stephan
 Agile Coach (f/m/d)

Fakeadresse, Alz
 Agile Coach (f/m/d)

0 Active onboardings

No results.

Switch back to stephan.dummy

Vielen Dank für Eure Aufmerksamkeit!

Für Rückfragen stehen wir Euch, aus dem **ORYX-Team** und eure **Recruiter** gerne zur Verfügung!

Stephan Elstermann
Project Oryx – ATS Avature Implementierung
stephan.elstermann_ext@loyaltypartner.com

