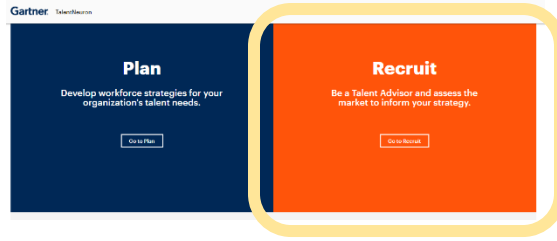
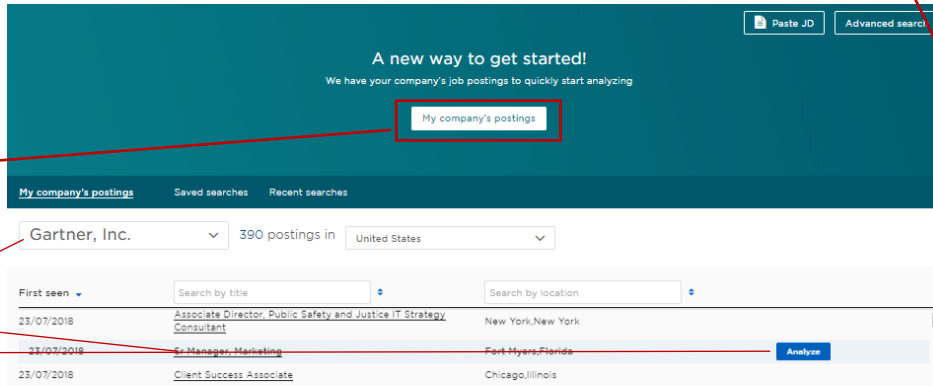


<http://talentneuron.gartner.com/home>



I. Search Page

1. Landing page and starting a New Search



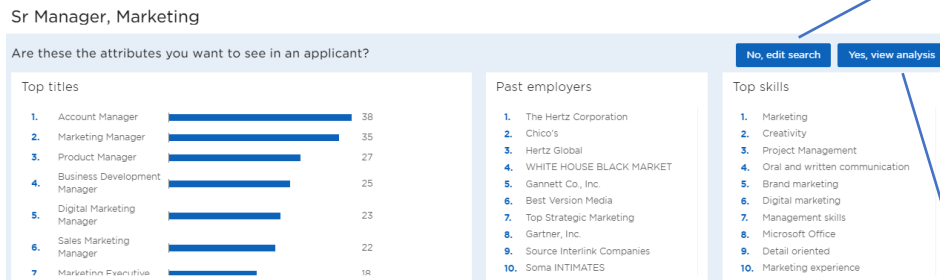
1 a) Your Company's Postings Search:

- a) Choose your company.
- b) Choose a job.
- c) Click "Analyze."

1 b) Job Description Search: Copy & paste a JD. The software will scan for relevant skills, certifications, etc.

1 c) Advanced Search: Allows you to set the filters.

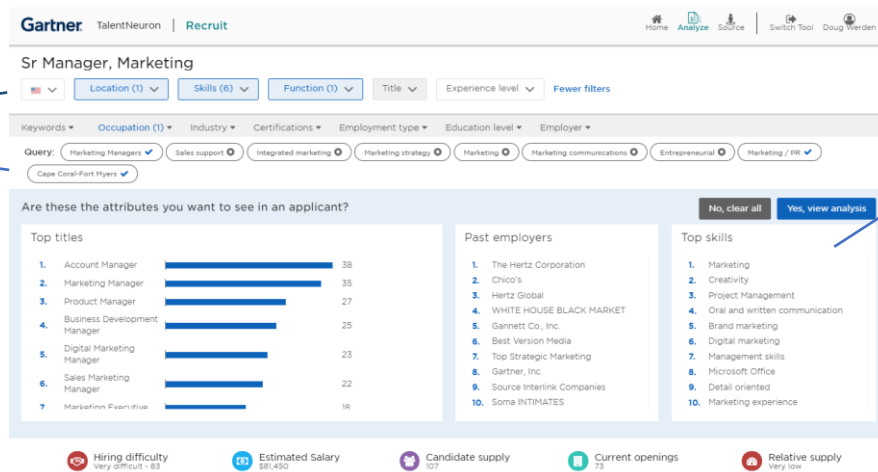
2. Verifying Your Search



2 a) Do the Top Titles, Employers, and most of the Skills look right?
No? Then Edit search

2 b) Do the Top Titles, Employers, and most of the Skills look right?
Yes? Then view analysis

3. Adjust / Edit Your Search



Filters:
Adjust filters and monitor changes to the data to get the right fit.

Done Adjusting Filters?
Click here.

II. Analyze Page

1. Searches, Verifying, Searches and Editing Searches

The screenshot shows the Gartner TalentNeuron Recruit interface. At the top, there's a navigation bar with 'Gartner TalentNeuron Recruit' and user options like 'Home', 'Analyze', 'Source', 'Switch Tool', and 'Doug Werden'. Below this, the search results for 'Sr Manager, Marketing' are displayed. A callout box on the left points to the search title, stating 'Key Position Stats: High level insights into market'. The main results area shows several metrics: 'Hiring difficulty' (Very difficult - 83), 'Estimated Salary' (\$81,450), 'Candidate supply' (107), 'Current openings' (75), and 'Relative supply' (Very low). On the right side, there are buttons for 'Edit search', 'Save your search', and 'Download a report'.

2. Analyze the Market

- Hiring Difficulty
- Estimated Salary
- Candidate Supply vs. Demand
- Relative Supply
- Set timing expectations

In comparison to other jobs on the market, or for other jobs in my company, how difficult will it be to hire this person?	
What are the pay ranges of the market leaders and market followers?	
How are my criteria affecting the supply of candidates and the demand from other organizations?	
What does candidate supply look like when you consider other openings for those candidates?	
Query Validation: Would this applicant qualify?	How should I set expectations about timing?

3. Analyze your Competition

- Competitive concentration
- Sample Competitor Openings

Which employers are your biggest competition today?
Look at some of their job postings.

4. Analyze the Role

- Identify alternate titles or skills
- Seniority? Competitors?
- Education & Certificates

Top Titles	Top Skills
Top Seniority Level	Top Employers
Top Education Levels	Top Certifications

III. Source Page

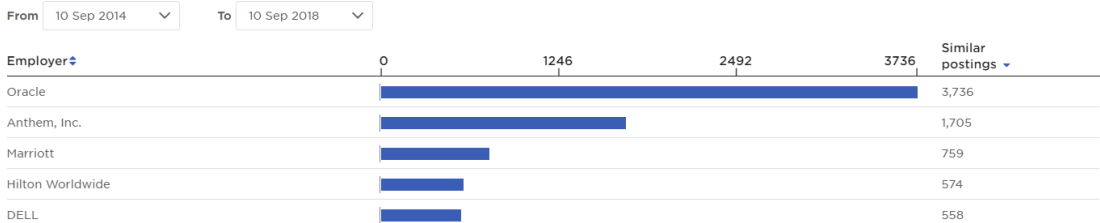
1. Candidates (exporting your search)

2. Develop your candidate pipeline. Alternative locations: where else should I look?

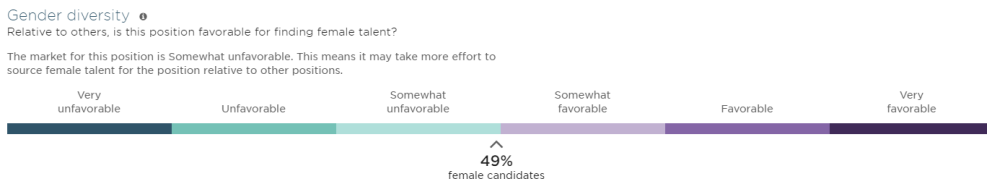
Location	Candidate supply	Job demand	Relative supply	Hiring difficulty	Estimated salary (USD \$)
New York-Newark-Jersey City MSA, NY	8,796	3,918	Very low	Very difficult	\$154,850
Los Angeles-Long Beach-Anaheim MSA, CA	3,977	2,010	Very low	Very difficult	\$144,100
Chicago-Naperville-Elgin MSA, IL	3,938	2,102	Very low	Very difficult	\$125,850
Boston-Cambridge-Newton MSA, MA	3,860	1,804	Very low	Very difficult	\$168,500
San Francisco					

3. Target Employers: Where can I find passive candidates?

These organizations have hired for similar candidates in the past. We recommend prioritizing these organizations over others when searching for passive job seekers online.



4. Gender and Ethnic Diversity & where to find diverse candidates:



Show diverse locations

Expand to find areas with more diverse candidates.