

# Connecting the **NextGen** Leaders

**PAUL V. RIVERA**  
CEO, Co-Founder  
Kalibrr



# Hi, I'm Paul and I work in a tech company

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- Born in the Philippines, grew up in California
- **UC Berkeley** Graduate
- **Former Googler** in California
- Co-founder and President, **Open Access BPO**, Manila
- Co-founder and CEO, **Kalibr**



**“In ASEAN, 11,000 people will enter the workforce everyday for the next 15 years. How will the region’s workforce find jobs?”**

**– World Economic Forum**

“I cannot find or attract **high quality candidates.**”

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“Previously, I received many job applicants. However, the candidates who applied to my job posts does not have the quality that fit to the job requirements.”

—Recruiter, IT - Philippines

“It’s hard for me to **manage** incoming applicants”

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“I used to manage my job posts manually. It took a significant amount of time and effort to review every single applicant profile one by one, arranging the interview schedule, up to the hiring stage.”

—Recruiter, Financial Services - Indonesia



# 94,000 employers, including 16,000 enterprises, will need to recruit millions of skilled millennials in the next 5 years

## THAILAND

- 20M millennials
- 4,314 companies with more than 200+ employees

## PHILIPPINES

- 33M millennials
- 2,416 companies with more than 200+ employees

## VIETNAM

- 30M millennials
- 3,733 companies with more than 200+ employees

## INDONESIA

- 70M millennials
- 5,460 companies with more than 200+ employees



# Jobs of the Future



Data Scientist



OrgDev Specialist



Digital Marketer



Digital Strategist



AI Specialist



Software Engineer



UX Designer



Product Designer



Data Analyst

Stable Roles	New Roles	Redundant Roles
Managing Directors and Chief Executives General and Operations Managers* Software and Applications Developers and Analysts* Data Analysts and Scientists* Sales and Marketing Professionals* Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products Human Resources Specialists Financial and Investment Advisers Database and Network Professionals Supply Chain and Logistics Specialists Risk Management Specialists Information Security Analysts* Management and Organization Analysts Electrotechnology Engineers Organizational Development Specialists* Chemical Processing Plant Operators University and Higher Education Teachers Compliance Officers Energy and Petroleum Engineers Robotics Specialists and Engineers Petroleum and Natural Gas Refining Plant Operators	Data Analysts and Scientists* AI and Machine Learning Specialists General and Operations Managers* Big Data Specialists Digital Transformation Specialists Sales and Marketing Professionals* New Technology Specialists Organizational Development Specialists* Software and Applications Developers and Analysts* Information Technology Services Process Automation Specialists Innovation Professionals Information Security Analysts* Ecommerce and Social Media Specialists User Experience and Human-Machine Interaction Designers Training and Development Specialists Robotics Specialists and Engineers People and Culture Specialists Client Information and Customer Service Workers* Service and Solutions Designers Digital Marketing and Strategy Specialists	Data Entry Clerks Accounting, Bookkeeping and Payroll Clerks Administrative and Executive Secretaries Assembly and Factory Workers Client Information and Customer Service Workers* Business Services and Administration Managers Accountants and Auditors Material-Recording and Stock-Keeping Clerks General and Operations Managers* Postal Service Clerks Financial Analysts Cashiers and Ticket Clerks Mechanics and Machinery Repairers Telemarketers Electronics and Telecommunications Installers and Repairers Bank Tellers and Related Clerks Car, Van and Motorcycle Drivers Sales and Purchasing Agents and Brokers Door-To-Door Sales Workers, News and Street Vendors, and Related Workers Statistical, Finance and Insurance Clerks Lawyers

**Source:** Future of Jobs Survey 2018, World Economic Forum.

**Note:** Roles marked with \* appear across multiple columns. This reflects the fact that they might be seeing stable or declining demand across one industry but be in demand in another.

# Kalibrr is the leader in SEA for Online Hiring 3.0

	Online Classifieds	Online Job Boards	Online Hiring Marketplace
Model	1.0	2.0	3.0
<b>Characteristics</b>	<ul style="list-style-type: none"> <li>• Sector Agnostic</li> <li>• No SaaS Tools</li> <li>• No Quality Curation</li> <li>• No Job Distribution Integrations</li> <li>• Pay per Listing</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment Focus</li> <li>• Basic SaaS Tools</li> <li>• Low Quality Curation</li> <li>• No Job Distribution Integrations</li> <li>• Pay per Listing</li> </ul>	<ul style="list-style-type: none"> <li>• Candidate and Recruiter Focus</li> <li>• AI-powered Tools</li> <li>• High Quality Curation</li> <li>• Engaged / Verified User Base</li> <li>• Skill and Capability Focused</li> <li>• Subscription / Pay per Hire</li> </ul>
<b>Global Examples</b>	  	  	  
<b>SE Asia Examples</b>		 	

# Delivering **Our Mission** For Companies



## Quality Talent Database

Building one of the fastest growing jobseeker databases in SE Asia with 1.6 million+ high-quality talents seeking meaningful career opportunities.



## Highly Engaged Talents

Constantly engaging our talents to ensure that each job post is optimized to attract only the most suited candidates.



## Great Candidate Experience

Innovating AI technology through our recruitment platform that enables clients to focus on creating strong candidate relationships instead of administrative tasks.



18,000+ Employers

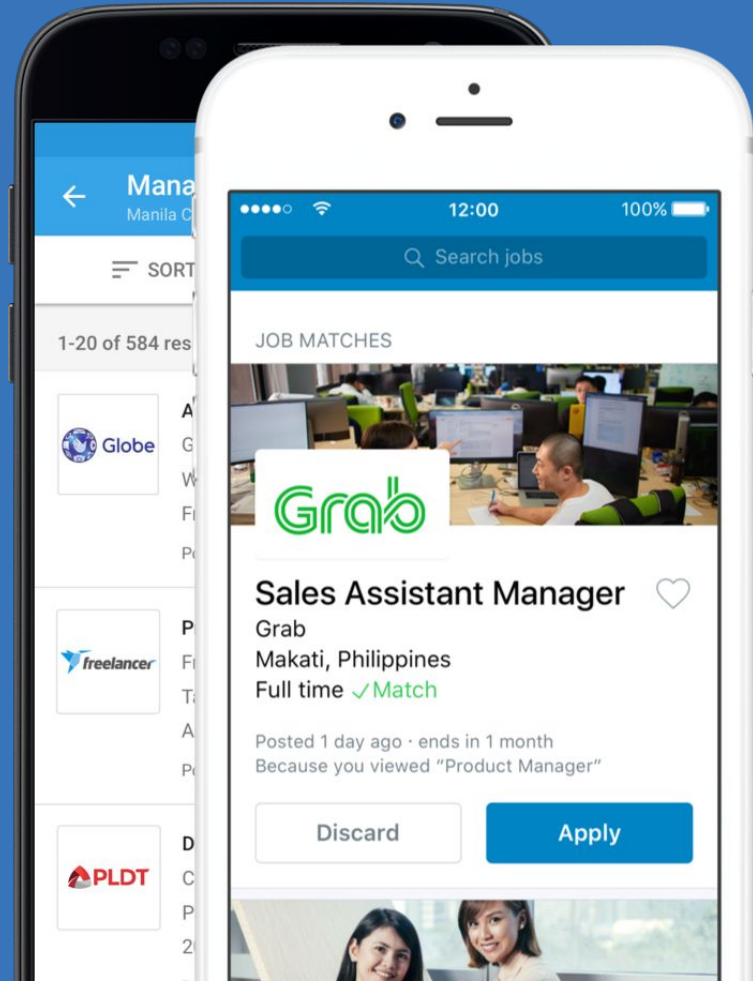


KALIBRR ENABLES CANDIDATES TO

# Discover the best Digital jobs in Southeast Asia

Kalibrr works with leading startups and  
Fortune 500 companies in SEAsia.

Kalibrr  
is where  
**2.3 million**  
young  
professionals  
discover you. 



News and Events

# Kalibrr, Potato Corner big winners at Asia CEO Awards

Entrepreneurs, top employers, even business-friendly government agencies honored

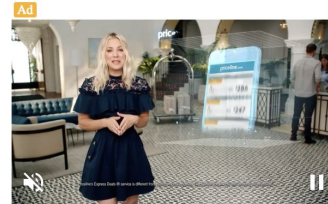
By [Elyssa Christine Lopez](#) | Oct 25, 2016

5K Shares

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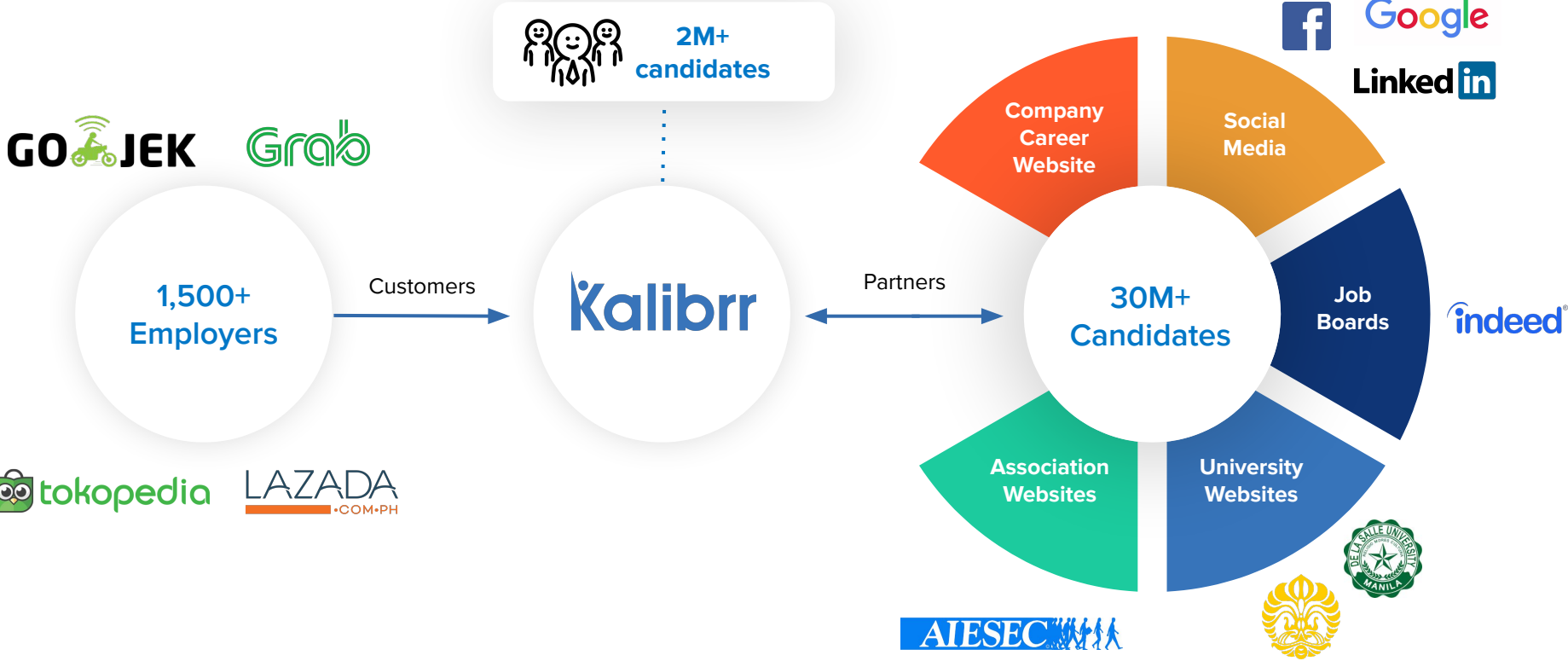
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MOST READ ARTICLES

# A Vibrant and Growing Talent Ecosystem



# Assessments allow young people to showcase their skills to employers

**Kalibr** Search for people, school, companies...

Software Engineer / Web Developer

98% response rate

1950 Applications

20 Shortlist

1 - 20 OF 1950 RESULTS [EXPORT REPORT](#)

PRE-QUALIFIED APPLICANTS (48)

**Carvin Singian**  
Marikina, NCR, Philippines · 2 yrs and 4 mos  
Actively looking for jobs

WORK Software Developer at Mynt · 1 yr and 1 mo

EDUCATION Electronics & Communications Engineering

SCORES **G**

**Sam Belmonte** <sup>1</sup>  
Parañaque, Metro Manila, Philippines · 5 yrs and 4 mos  
Actively looking for jobs

WORK Senior Software Engineer at Voyager Innovations

EDUCATION Information Technology at University of Santo Tomas

SCORES **S**

**Aizel Lorissa Cabanilla**  
Taguig, Metro Manila, Philippines · 3 months experience · Actively looking for jobs

I am a Fresh Graduate from STI College Global City. I am familiar with programming languages like Java, HTML, CSS, Javascript, C#, and PHP.

I am actively learning new programming languages/technology trends through online courses like Udemy, Codecademy and Khan Academy.


[Profile](#) [Assessments](#) [Custom Questions](#) [Messages](#) [Activities](#) [Notes](#)

WORK HISTORY

**IT Support Trainee**  
Makati Development Corporation Nov 2017 – Feb 2018

EDUCATION

May 2014 – Feb 2018

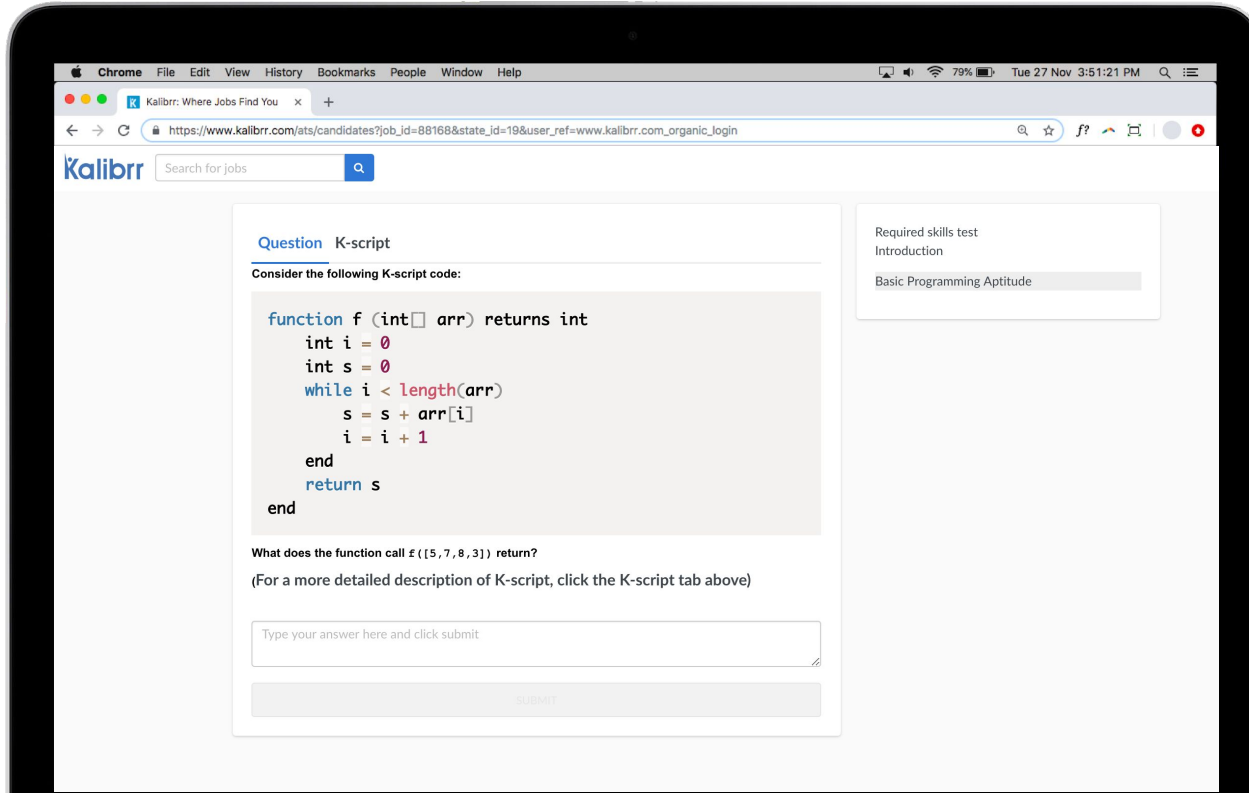
 **Bachelor of Science in Information Technology**  
STI College Global City  
Bachelor's degree graduate

SKILLS

- PHP
- Adobe Photoshop
- JavaScript
- CSS
- Java
- Corel Draw
- HTML



# Assessments democratize access to opportunity



The screenshot shows a web browser on a tablet displaying a Kalibr assessment page. The browser's address bar shows the URL: `https://www.kalibr.com/ats/candidates?job_id=88168&state_id=19&user_ref=www.kalibr.com_organic_login`. The page header includes the Kalibr logo and a search bar. The main content area features a "Question K-script" section. It asks the user to consider the following K-script code:

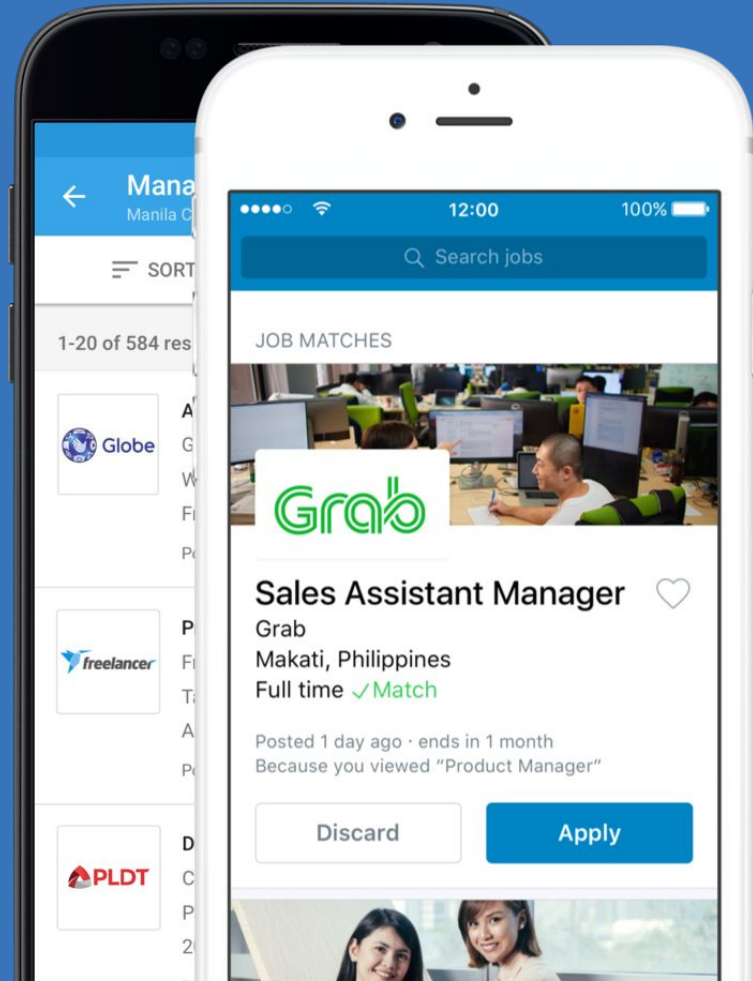
```
function f (int[] arr) returns int
  int i = 0
  int s = 0
  while i < length(arr)
    s = s + arr[i]
    i = i + 1
  end
  return s
end
```

Below the code, the question asks: "What does the function call `f ([5, 7, 8, 3])` return?" and provides a link for a more detailed description of K-script. To the right of the question, there is a "Required skills test" section with a progress bar for "Basic Programming Aptitude". At the bottom of the question area, there is a text input field with the placeholder "Type your answer here and click submit" and a "SUBMIT" button.

**What lessons can a tech startup  
teach the non-tech world?**



Kalibrr  
is where  
**2.3 million**  
young  
professionals  
discover you. 





# Hackathon 2019 with Accenture and Minister of Finance of Indonesia





# Common Key Messages Among Participants Deliverables



## Millennial Friendly

- Participants develop the mobile apps that relevant for millennial generation
- Using the gamification for effective engagement



## Increase Awareness

- Create the market awareness about what MoF does, the ongoing projects and report



## Improve Transparency

- As a government institution, participants want MoF to be more transparent with the usage of the APBN and its reporting



## Focus on Personalization

- Participants want to understand the latest information about APBN that is related to them, especially the budget allocation for their city




## Improve 2 Ways Communication

- Facilitating users with more interactive two ways communication (e.g. giving feedback / idea especially respected to the user's location, discussion forum / blog)

## LESSON 1

Focus on the problem  
to come up with the solutions.  
Be customer centric.

A stylized, monochromatic blue illustration of a city skyline with various skyscrapers and buildings. The style is flat and geometric. In the foreground, there are several trees and smaller structures. The background is a solid blue color with a small white plus sign in the upper right corner.

LESSON 2

# Design and user experience matters



## LESSON 3

Make things accessible  
and they will come ✨

A stylized, monochromatic blue illustration of a city skyline. The buildings are represented by various geometric shapes and patterns, including rectangles, squares, and circles. Some buildings have horizontal lines representing windows. In the foreground, there are several trees with simple, rounded canopies. The overall style is clean and modern, with a focus on geometric forms and a consistent color palette.



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Kalibrr  
the talent u want.

NAMEPLATE

NAMEPLATE

NAMEPLATE

NAMEPLATE

NAMEPLATE

Government Partnership





**BIR**



**CSC**



**DBM**



**DOF**



**DOT**



**BLGF**



**DepEd**



**DSWD**



**DOT**



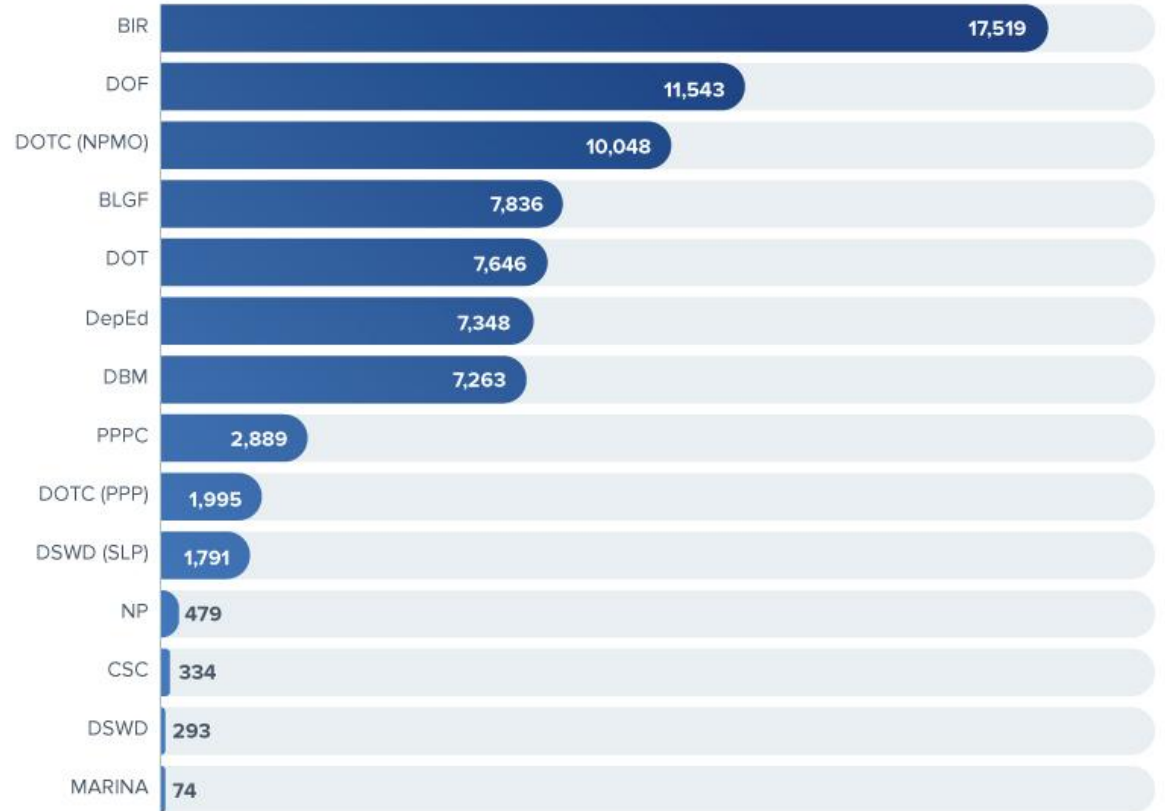
**PPPC**



**CHED**

**77,158**

**TOTAL APPLICATIONS**



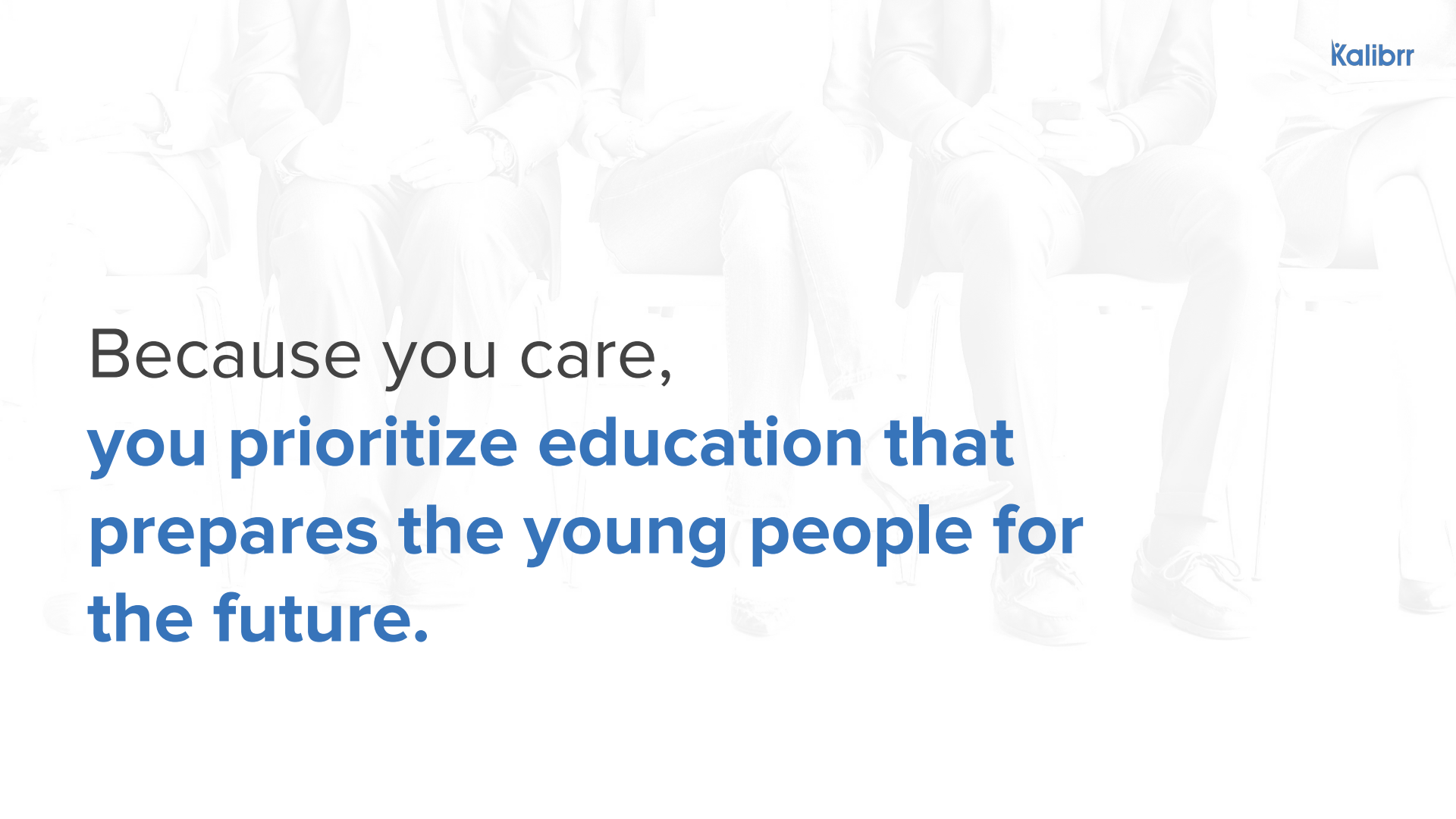
To Connect to the Next Gen,

**CARE ABOUT  
THEIR PROBLEMS**

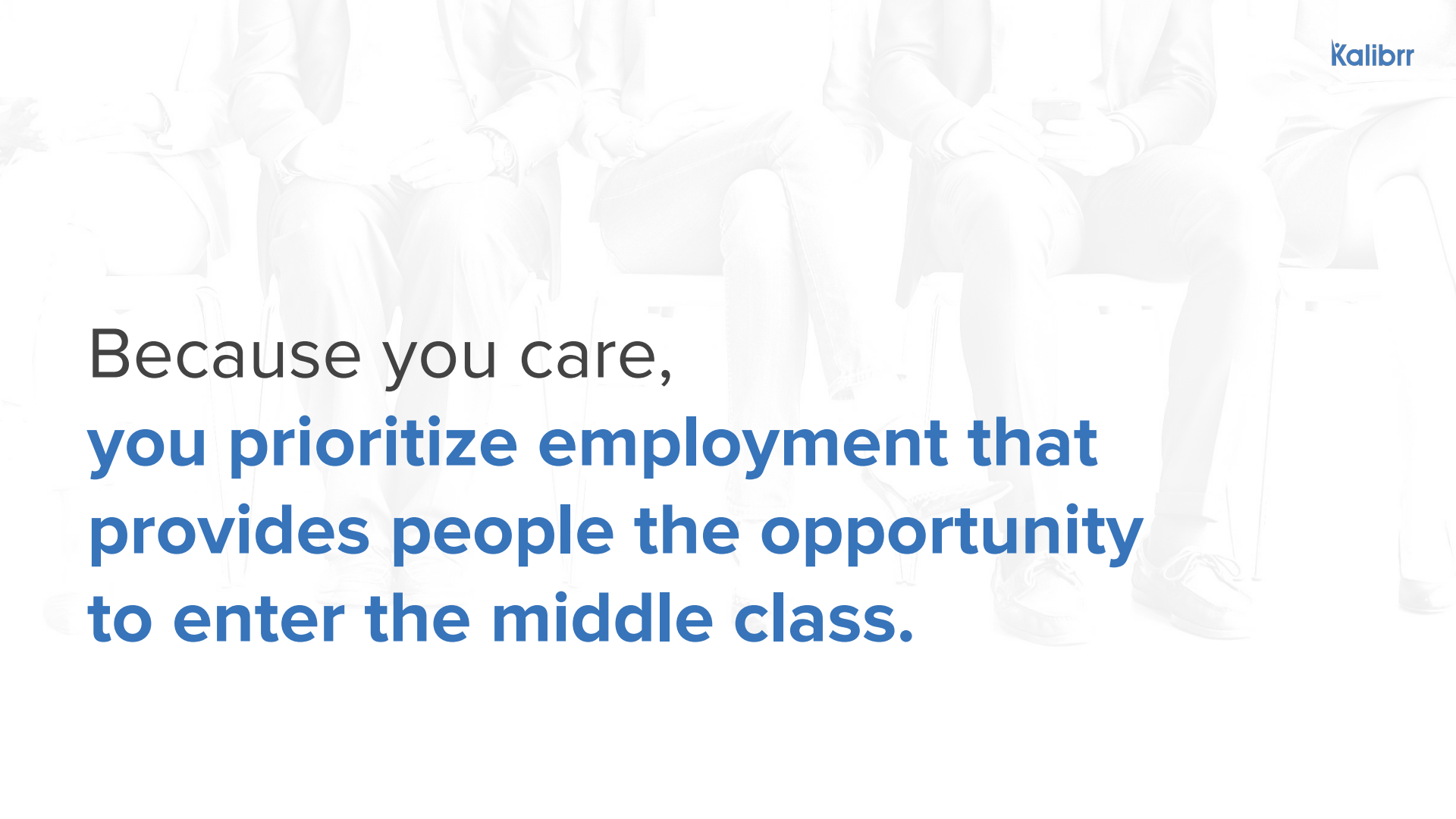
My Platform for Connecting to the Next Gen

E • E • ✨ E • E





Because you care,  
**you prioritize education that  
prepares the young people for  
the future.**



Because you care,  
**you prioritize employment that  
provides people the opportunity  
to enter the middle class.**





Because you care,  
**you create and implement the  
policies that support  
entrepreneurship**



Because you care,  
**you protect and educate people about  
the environment, a source of  
employment and entrepreneurship.**

**The Next Gen is Ready to Help.**

**Are you ready for them?**

# Kalibrr

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