



Introduction

Czar Careers is a SAAS brand of websites that each utilize a **proprietary database** that is preloaded with **relevant keywords** for the purpose of connecting two parties, locating very specific people or businesses and saving huge amounts of time and money.

The concepts described can be applied to many different applications and sectors.

The three SAAS applications covered here will be.

- **Recruiting/Job Searching (Primary Focus)**
- **Human Resource Information System (HRIS) (Add-on)**
- **Business Directory (Add-on)**

Czar Careers LLC

Steve Novak | Founder

Our team



Steve Novak
Founder/CEO

Steve is an Automation Technologist with over 30 years experience. He has studied social media marketing, Java, JavaScript, HTML, Android Programming, Website design, SQL, SEO.



John Coin
Recruiter

John is an HR professional with over 15 years of experience in Recruiting and Human Resources.



Tricia Stone
Digital Marketing

Tricia has over 20 years' experience working as digital marketing expert. Tricia has two Business Degrees including a Masters of Science, Marketing.



Sue Firth
Software Testing/UIUX

Suzan is a Quality Assurance Tester and Requirements Analyst with 20 years' experience.

Product overview

We plan to create a series of websites that are unique for each sector that all share the suffix '**Czar**' in their title. For example.

Engineering Job Czar
Engineering Employee Czar
Engineering Business Czar

The core feature of each site is our **proprietary keyword database** that is preloaded with categories and subcategories that are specific and unique for each application that make it incredibly easy to search for and connect to people and businesses.

Like looking for a car on eBay!



What is the problem?



Recruiting/Job Searching – too much reliance on resumes and job boards. Job boards don't work. If they did, they would blare their success metrics on their home page. It's no accident that they don't.

- There's a reason why Google has almost no competitors - it works amazingly well. By contrast, there are at least 6 major players for online recruiting and job searching because none of them work well or deliver what employers and job seekers need.
- Indeed, LinkedIn, ZipRecruiter, Glassdoor, Craigslist, CareerBuilder all have underlying functionality and technology that is fundamentally flawed.
- ZipRecruiter (for example) makes money when hiring managers keep paying for job applications — not when jobs are filled. There are no metrics on their website nor any evidence that they have solved the 'hiring problem'. If they did, they would charge only for the applicants that actually get hired.

Conclusion

Every recruiting/job searching platform currently on the market is some variation of the antiquated resume/job board system that is literally 100's of years old. Since the advent of the internet, attempts have been made to streamline and process the huge numbers of applicants, but they all fail to address the root problem – **America's employment system technology is dysfunctional and broken.**

Our solutions

At the core of our software is a **proprietary database** that contains all the relevant keywords. **No resumes or job boards.**



Recruiting/Job Searching

Engineering Czar helps jobseekers and managers make better choices because it makes better matches. A job posting can generate thousands of applications, but we eliminate all spurious data to help an employer quickly and accurately make a first cut of job candidates. **No one is doing this in the market today.**



The market

Engineering Job Czar

Market opportunity

Number of subscribers inside the balloons is according to **LinkedIn in the United States** and includes – engineers, technologists, engineering management & HR.

A conservative estimate of **1% market** share translates into **50,000 Resource-seekers subscriptions paying \$30/month**. This group would benefit from one or both Job & Employee Czar platforms.

Always Free for Jobseekers.



Our advantages – Market Disruption



Recruiting/Job Searching – resumes & job boards no longer required. The first-cut is accomplished with a skills filter-search and jobseekers who match are instantly notified.



Human Resource Information System (HRIS)– this is a duplicate of our Job site (above) but would be for private company use only. All relevant skills are preloaded into our database that facilitates fast, easy assessment of internal company skills to maximize utilization on workflows/projects.



Business Directory – no more mass searching & reading required when trying to find businesses. Find a company based on **specific filter-searches** that include – area of expertise, location, industry specialty, etc.

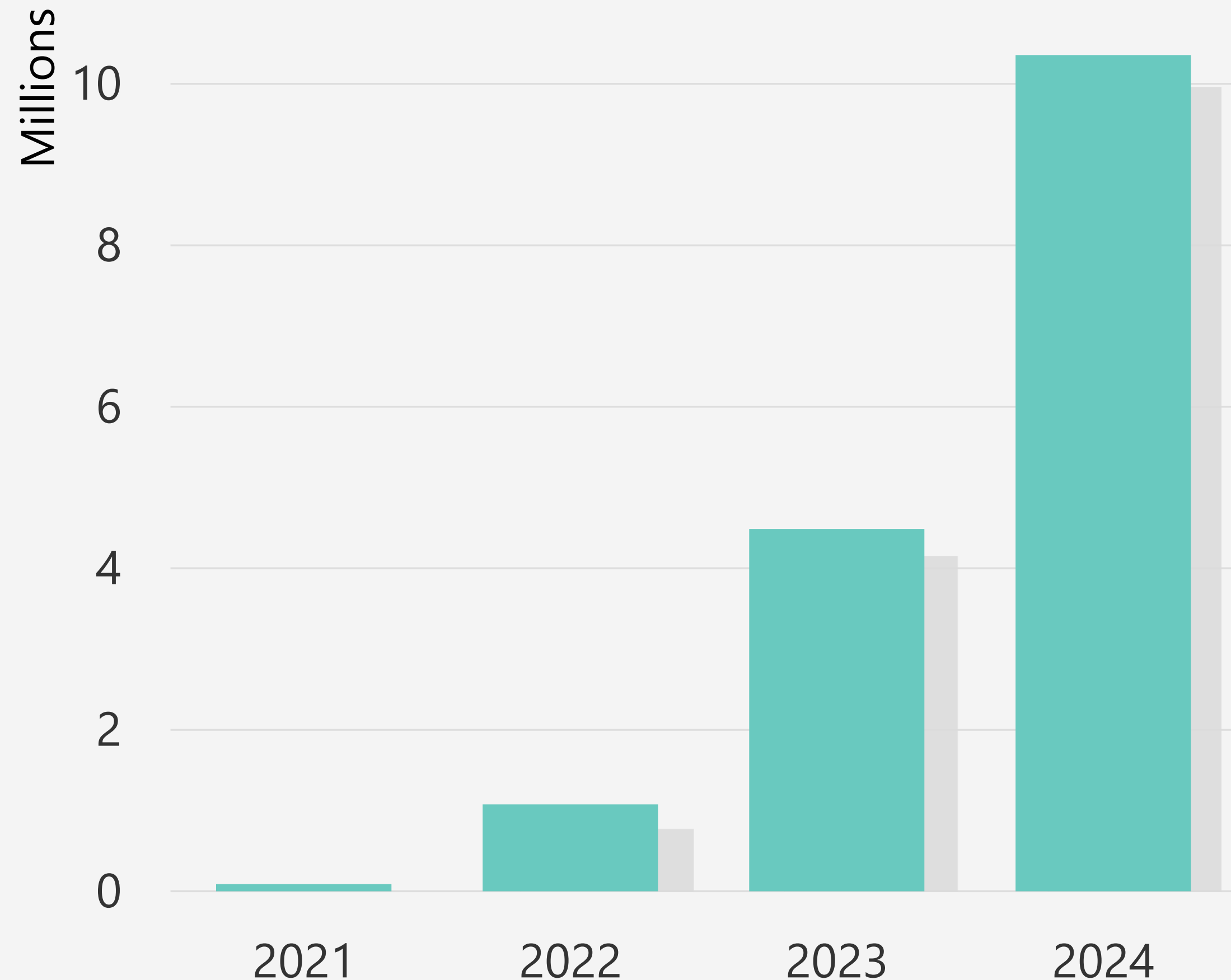
How we will make money

Engineering Job Czar - example



We will charge \$30-100/month for Recruiters, Hiring Managers, HR Managers for unlimited searching of the engineering jobseekers in our database.

Our **Cash Flow Analysis** calculates 20,000 paid subscribers within 5 years in North America for **Engineering Job Czar** alone.



Competitors – Recruiting/Job Searching

Direct

These sites are starting to implement keywords and AI. But make the mistake of trying to cover every job sector on earth – which is impossible to do well.

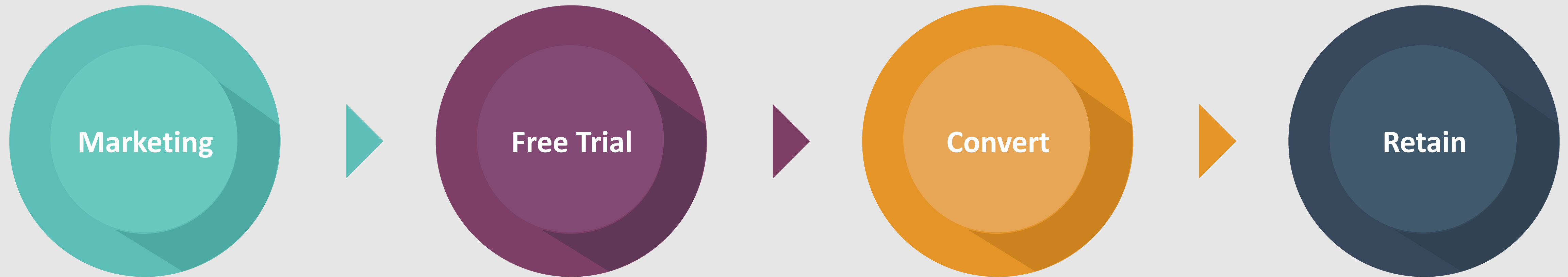


Indirect

These sites are still clinging to the antiquated resume/job board system.



SAAS Business model



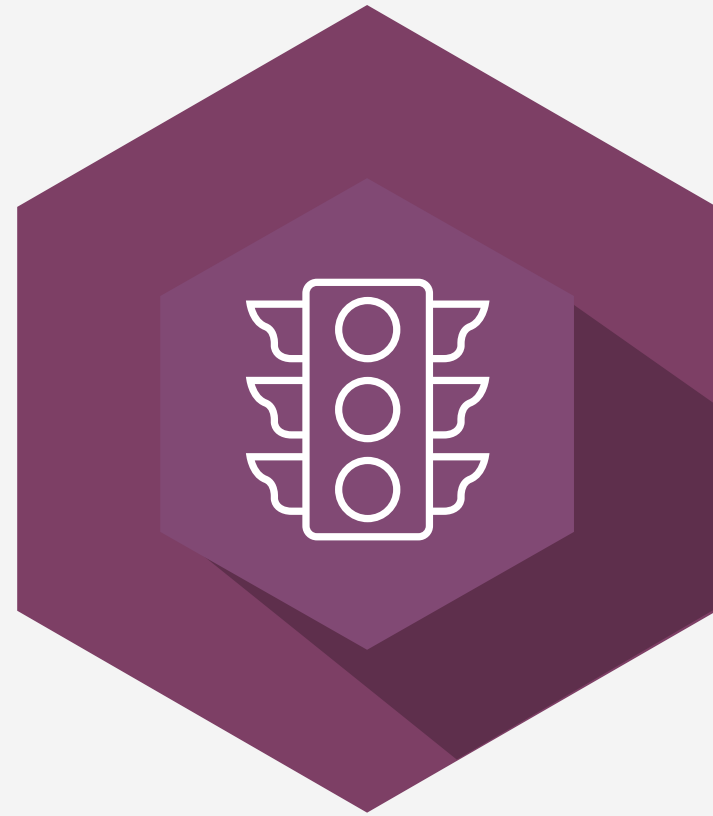
SEO, Social Media, Sales Teams to drive the lead flow.

Offer free test trials to evaluate our platforms.

Create compelling content and impeccable UIUX to optimize conversion rates.

Added value ensures repeat, long term subscribers.

SAAS Bundle



Cross-traffic

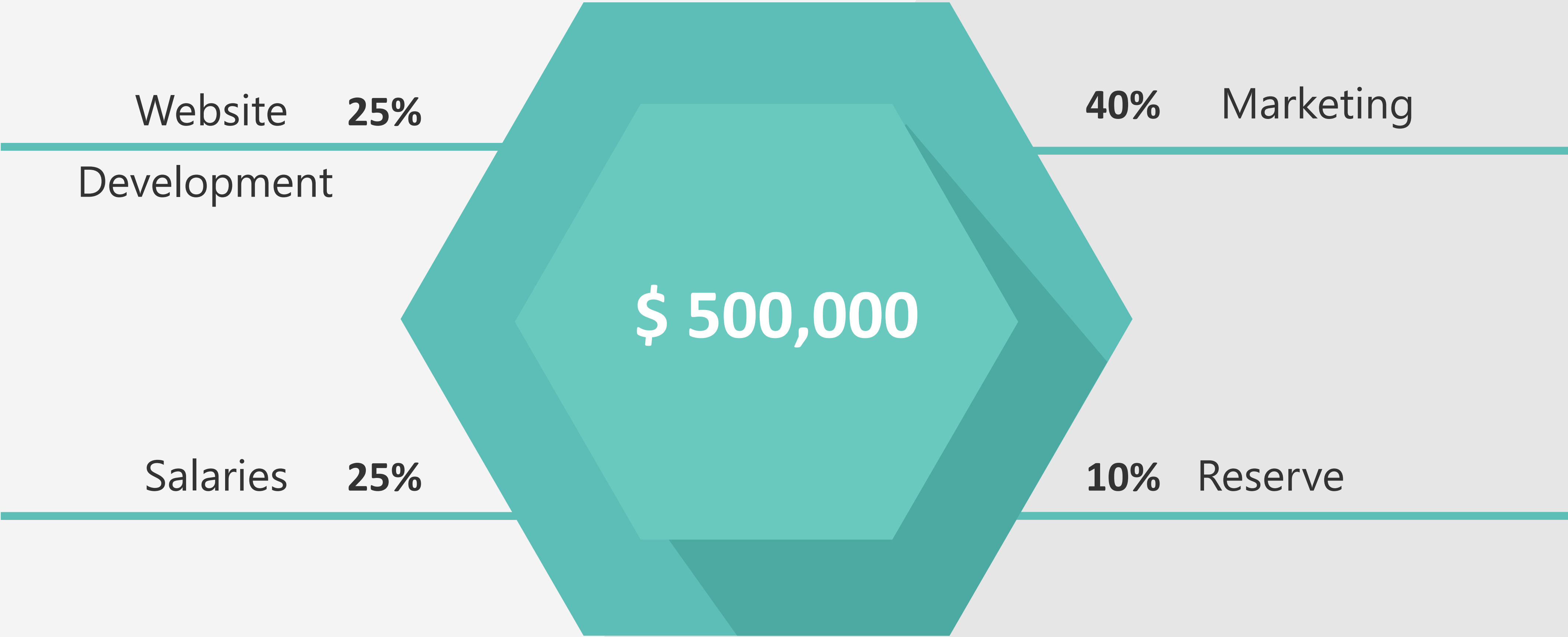
The advantage of targeting the same group of people with our three-part SAAS Bundle...

- **Recruiting/Job Searching**
- **Human Resource Information System (HRIS)**
- **Business Directory**

...is that each site will drive cross-traffic to the others and provides **alternate channels of adoption.**



Use of Funds



Traction



2800
Engineering
Jobseeker
Subscribers



Live
Presentation
to 7000 UTA
Engineering
Students
booked

Engineering
Job
Czar
Completed



30
Engineering
Resource-
seeker
Subscribers



Final Thoughts

The three Czar sites mentioned in this Pitch Deck...

- **Recruiting/Job Searching (Jobs Czar)**
- **Human Resource Information System (Employee Czar)**
- **Business Directory (Business Czar)**

...can be applied to many other job sectors such as – Trades, Accounting, Finance, Restaurant, Retail, etc.

Each three-part SAAS Bundle would be custom-designed for a specific sector and contain all the relevant keywords associated for them.

Two of these sites (Jobs and Employee) would be monetized at only \$30/month while the third site (Business) would be free.

Each of these site would drive cross-traffic to the other two.

Contact the author



Steve Novak
Houston, Texas

[https://engineeringjobczar.com/
snovak@czarcareers.com](https://engineeringjobczar.com/snovak@czarcareers.com)

Cell: 346 244-9103

[Additional Information](#)