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A NEW JOB SITE HELPS WOMEN TO DEVELOP AN ATYPICAL CAREER PATH

 WORK & LIFESTYLE

French platform allows candidates who have experienced career breaks, retraining and expatriation can use their experience to their advantage.

A recent McKinsey study demonstrated that companies with diverse workforces are 35% more likely to outperform their non-diverse counterparts. A while back we wrote about [this](#) social enterprising supporting diverse talent into employment. Now, a new platform [Gloss & Boss](#) helps those with non-traditional career paths to capitalise on their experience and compete in the jobs market.

Companies dismissing those with atypical career paths or a CV with holes may often miss out on talent and skills that could be useful to their business. The site disregards the usual CV format, asking candidates instead to tell their story more informally, without focusing on dates and diplomas but rather by highlighting their skills. Profiles are then scrutinized by an algorithm which determines the relevant job offers, before connecting them with companies. As [Gloss & Boss](#) founder, Sabine Peters explains, “The site is aimed at women with a wealth of experience in their professional and personal lives, some of whom have followed their spouses for an expatriation and have become bilingual or even trilingual.”

The platform is used primarily by SMEs, that may be looking for a greater diversity of experience. Live for just a month, [Gloss & Boss](#) intends to place over fifty candidates by the end of the year. How else can companies be encouraged to promote diversity in their recruitment patterns?

3rd March 2017

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