

Powering the recruiters

This client is one of the largest talent search houses in the country. It specializes in different industry verticals like IT, Telecom, ITES, Financial Services, Insurance, Healthcare and Travel. It employs in excess of a 100 people and services over 275 clients all across India.

About three years ago the company decided to manage the complexities of its business in a cost-effective way. It wanted to transform its business model combining the latest in technology and business processes.

Business Challenge

The client does recruitment across boards and its value propositions include closing senior level mandates within 15 days and a commitment of giving three relevant profiles within three working days.

It posts 75-80 jobs online daily apart from the offline and head hunting efforts. It receives over 2500 resumes on a daily basis and has a database of over 2, 75,000 resumes.

The company was looking for a scalable technology solution that aligns with its business needs.

Partnering with Zoniac

Zoniac's sales and marketing team presented Zoniac SMS solution to the client. Zoniac was selected because of its exposure and commitment to the industry and proven delivery track record. In the initial implementation phase, the client had a team to constantly monitor the entire operation. Zoniac too went that "extra mile" in clearing all the doubts. This helped improve mutual understanding and gain respect for each other.

Step-by-Step Solution

After making an assessment of client's needs and their recruitment process, Zoniac rolled out an implementation and training plan. A little over 100 recruiters were trained to use the system.

A number of existing business processes were automated. Zoniac SMS was able to provide a complete solution on a number of processes -- job management, customer database, centralized candidate database, shortlisting profiles, resume submission, transaction tracking, managing placements and other operations.

Zoniac also did minor customizations to meet the client's requirements.

Delivering Business Value

The relationship transformed into a strong partnership over the last three years. Recently Zoniac migrated the client's application to the latest version improving performance. The client is largely moving into what could be described as "Just in Time" hiring. This is supported quite well by Zoniac SMS.