



Next-gen Applicant Tracking System through AppExchange App

Company Overview

Location	: USA, India
Industry	: Computer Software
Solution Used	: Appexchange app

Challenge

- * The existing recruitment application built by the client had a less intuitive user interface with a not of clicks involved.
- * The client wanted to rebuild their AppExchange application to make the application tracking activity a seamless process with an advanced user interface and user experience.
- * The primary goal was to build a next generation Applicant Tracking System(ATS) complying to industry best practices and to cater to a diverse recruitment industry.
- * It also aims to provide recruiters with relevant information at their fingertips and with the ability to configure and customize to the maximum extent possible.
- * The focus was to build an application that would make the entire applicant tracking activity seamless considering swiftness, user experience and intuitiveness.

Solution

- * Re-design the look and feel of the existing Appexchange application employing best practices and advanced web technologies. Through the perspective of a Kanban board, the multiple cards show relevant information about the candidate helping recruiters make key decisions.
- * Recruiters can drag and drop a candidate from one stage to the other and also accomplish the same in bulk. It also comes with a dock-able search module. This lets recruiters search for candidates from multiple sources including external job boards and in house database of candidates and add them to the board.
- * The UI was developed considering Lightning Experience compatibility with Salesforce Lightning Design System along with web technologies.
- * The application in itself provides a lot of customization capabilities to meet the ever-changing recruitment industry. The most generic model of a recruitment process was visualized and assembled to yield an all-round next-gen Applicant Tracking System.

Result

- * **Quick Access to Key Information** The card based layout allows recruiters to see vital information quickly to make key decisions about the candidate. It also allows recruiters to re-arrange the information displayed in a manner more comfortable to the recruiter and also paginate across multiple data points.
- * **Enhanced Recruiter Productivity** The ability to drag and drop candidates across lanes /columns as well as to submit and process multiple candidates at once saves a great amount time. It also improves upon productivity by enabling recruiters to process large number of applicants or candidates at once.
- * **Improved User Experience** The goal was to build a user interface that is familiar and usable to the community and thus the idea of Kanban was born. Through the notion of Kanban, the workflow of the entire recruitment process was envisioned, designed and built.