



Collaborate better across locations for faster closures

COMPANY A leading product development, engineering and consulting services company

- CHALLENGES**
- › Limited visibility into the hiring process
 - › Lack of centralized database
 - › Delays due to manual processes

SOLUTION Talentpool

- RESULTS**
- › Accurate real-time visibility into the recruitment process
 - › Unified Platform for better collaboration and tracking
 - › Increased recruiter efficiency and informed decision making

COMPANY



A leading product development, engineering and consulting services company

Xoriant Corporation is a product development, engineering and consulting services company. Xoriant supports technology startups as well as mid-size to large corporations.

They offer a blend of onsite, offsite and offshore services from their 8 global delivery centers with over 2000 software professionals.

CHALLENGES



Lack of collaboration impacted time and cost to hire

Limited visibility into the hiring process

Xoriant's recruitment team needed to fill over 40-60 open positions at any given time. Stakeholders did not have insights and therefore could not take strategic hiring decisions or corrective measures to improve the output of the recruitment team.

Lack of centralized database

Teams could not collaborate effectively due to lack of a single platform. Recruiters across the globe were working on same profiles which led to duplication of efforts. Lack of a unified platform also led to poor visibility into key metrics of the hiring process.

Delays due to manual processes

Xoriant was using manual processes to hire and track applicants through various stages of the recruitment process. This led to delay in getting the candidates on board thus, resulting in a revenue loss.

“Xoriant is a growing company. We wanted to align recruitment to our business growth. We would manage and co-ordinate manually to get the required information, which was becoming increasingly difficult.”

Balachandran Ramdas,
COO, Xoriant Corporation

SOLUTION



Xoriant chose Talentpool to get a single hiring platform for a globally distributed team

Accurate real time visibility

With Talentpool's intuitive dashboard, Xoriant's senior management was able to get a bird's eye view of the recruitment team's performance. With insightful reports, they got an insight into core aspects of the existing workforce, full audit trail on the recruitment of new hires, and critical data required to support strategic planning and growth.

Increased recruiter efficiency

The recruitment team got access to handy tools such as interview scheduler, SMS alerts for interviewers as well as candidates, feedback reminders, smart search and many more.

Better collaboration with hiring managers

Talentpool helped the hiring managers as well as the senior managers view the status of each and every candidate as soon as they logged in. Communication between recruiters, hiring managers, interviewers and employees improved drastically with the unified platform that Talentpool offered.

RESULTS



Talentpool supported Xoriant's 40% growth year on year since 2013

Recruitment team at Xoriant can now completely focus on getting the best talent on board with

Reduced time to hire

- Xoriant eliminated manual processes completely which lead to reduced time to hire and greater efficiency.
- They are now able to plan better and take informed decisions without spending time on sorting duplicates or digging for more info from their files and folders.

Targeted growth and quicker on-boarding

- Xoriant has been able to set up better processes to streamline and standardize processes across global locations.
- Better recruitment output has led to quality hires and faster onboarding.

Xoriant continues to grow exponentially by adding around 300 employees in 2013 alone.

“Talentpool helped us track the end-to-end process across multiple offices, gave real-time insight and standardized the process flow across the organization.”

Balachandran Ramdas

COO, Xoriant Corporation

CONTACT US



Headquarters

Office No. 6B, Anmol Pride
Baner, Pune – 411045
Tel: (20) 64008587

Bangalore

148, Featherlite,
Prestige Tech Park, Whitefield,
Bangalore 560066
Tel: (80) 4190 3000

Mumbai

310, Business Park,
S.V. Road, Malad – West,
Mumbai 400064
Tel: (22) 28783422

www.thetalentpool.co.in