

## CASE STUDY: Aurionpro

### Aurionpro implements Talentpool to increase productivity and reduce time to hire

#### COMPANY

- A leading technology and product company

#### CHALLENGES

- Constant pressure to keep up pace of hiring with rapid expansion rate
- Tracking resumes was difficult due to cumbersome excel sheets
- Lot of time spent on creating management reports

#### SOLUTION

- Talentpool Enterprise

#### RESULTS

- Recruiter productivity has increased
- Monitoring recruiter performance has become effortless
- Reports provide instant visibility
- Scheduling interviews and following up has become easy
- Dealing with vendors has become hassle-free

#### COMPANY

AurionPro Solutions Pvt. Ltd. is a technology company which provides robust transaction intensive products and solutions to top private and MNC banks in India. It also has subsidiaries in Singapore, Bahrain and USA.

Aurionpro has developed a successful track record by building its expertise organically with managers at various levels and well defined processes. It now wants to leverage this success and expand rapidly.

#### CHALLENGES

To build a strong niche presence in Cash management solutions in Indian banking sector, Aurionpro needed expertise which was hard to find. They had to sieve through several hundred resumes to get one suitable candidate.

Shortlisted candidates had to be then interviewed by Project Managers who had little time for recruitment activities. Effective communication and collaboration was becoming a great challenge. Quite a few resumes were getting dropped in the entire process of shortlisting, interviewing and making offers.

Aurionpro used placement agencies to get candidates for senior positions. A lot of recruiter's time was lost in coordinating with all these agencies and keeping them updated on open positions and status of their candidates.

"We had a minimum of 30-40 positions open at any point of time. We spent half our time juggling with cumbersome excel sheets, files and folders" says Deepa Nair, Aurionpro's AVP- Human Resource, "We had to get a tool that could streamline the whole process without generating extra work for our recruiters."

#### SOLUTION

Aurionpro opted for Talentpool Enterprise to meet its hiring targets.

Now the HR Team and Management are always on top of all the recruitment related activities. Details of open positions, number of vacancies, candidates in process and pending offers are just a click away.

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“With Talentpool, we have a ready resume bank and certainly less paperwork. Tracking candidates and scheduling interviews have become a lot easier.”

Deepa Nair  
AVP- Human Resource at  
Aurionpro

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Over time, Aurionpro has built its own resume database. Project Managers and recruiters can search this database easily based on skills, years of experience or specific keywords.

Aurionpro has deployed Talentpool’s vendor portal so that placement agencies can upload new resumes, see details of open positions and check status of their candidates without taking up any of the recruiter’s time.

Talentpool’s auto generated to-do lists and e-mail reminders help everyone track their pending recruitment related tasks. Interviewers and Project Managers can get their recruitment related tasks done without having to log in to Talentpool.

The report scheduler automatically generates weekly and monthly reports that are emailed to the Management at pre-decided times. No more spending hours manipulating data in multiple excel sheets!

### RESULTS

Net result - Talentpool has made life simpler for Aurionpro’s HR Team.

Excel sheets have been eliminated from the recruitment process. A whole lot of paperwork has been reduced and scheduling of interviews and following up with candidates and interviewers has become a lot easier.

Reports to track progress, assess individual and team performance and analyze key metrics are available at the click of the mouse. With Talentpool’s report scheduler, weekly and monthly reports to management are automatically generated and emailed to relevant people.

With Talentpool’s vendor management portal, placement agencies working with Aurionpro can now see open positions, upload resumes and track their own candidates without having to call up the recruiters.

Recruiters are able to do more in less time, helping them fill open positions faster.