

CASE STUDY: Pathfinder Consulting

Pathfinder implements Talentscout to improve visibility and productivity

COMPANY

- A leading recruitment consultancy

CHALLENGES

- Lack of centralized database led to poor candidate selection
- Excel based candidate tracking reduced productivity
- Tracking recruiter performance on a day to day basis was difficult
- Coordination across locations was a challenge

SOLUTION

- Talentscout Enterprise

RESULTS

- Own, easily searchable resume bank
- Eliminated excel sheets and file folders from the recruitment process
- Monitoring recruiter performance has become easy
- Better visibility of the recruitment progress
- Improved recruiter efficiency

COMPANY

Pathfinder Consulting is a leading recruitment consultancy organization catering to the IT requirements of a large number of companies in India and overseas.

Founded in 1995, Pathfinder Consulting, in a short span of its operations, has been able to retain all the customers it has been working for and have been complimented by all for its efforts, quality and deliverables. Pathfinder now aims to automate their entire recruitment management system to manage large numbers of positions simultaneously.

CHALLENGES

Pathfinder works on more than 1000 positions at any point of time for the Fortune 500 companies. Finding the right people to match the high quality standards of these companies is an arduous task for the recruiters at Pathfinder.

Until recently the entire team in Pathfinder relied on a manual candidate management system, using Excel sheets to track potential candidates. The database consisted of resumes stored in different folders named as per skills. Candidate interaction and interview management were done via email. They also used their in-house tool for some time. Using these different systems led to duplication of data and reduced recruiter productivity. Co-ordination and collaborating with the other locations was also difficult.

Being a big establishment, monitoring every recruiter was also a great challenge. They hardly had a way to evaluate the output of the recruiters on day to day basis.

“The number of positions that we had to work on was no less than 1000 at any point of time” explains, Vineet Narayan, Managing Director of Pathfinder. “To close these positions faster, we needed a system that would give us visibility of each recruiter and each position on a daily basis.”

SOLUTION

Pathfinder chose Talentscout Enterprise to increase visibility.

With Talentscout, Pathfinder has compiled its own, easily searchable resume bank.

CASE STUDY: Pathfinder Consulting

“Post sales customer support is the best part, entire support team is indeed great!”

Vineet Narayan
Managing Director, Pathfinder

Headquarters

104, Hillside
Survey No. 1
Baner, Pune 411045
Tel: (20) 6400 8587

Bangalore

Suite No. 192, EVOMA
#14 Bhattrahalli, K.R. Puram
Bangalore 560049
Tel: (80) 4190 3542

Mumbai

310, Business Park
S.V Road, Malad - West,
Mumbai 400064
Tel: (22) 2878 3422

Recruiters can now easily search and shortlist candidates based on the skills, years of experience, location, educational background and other keywords. Recruiters can also track past interaction with a certain candidate which helps them in their future interactions. Talentscout's automated interview and feedback reminders help recruiters in their follow-up procedure. With Talentscout's auto generated to-do lists, keeping track of pending tasks is easy.

The Pathfinder team now has a real time view of the recruitment progress at every point of time. Details of open positions, candidates in process and pending offers are available at a single click. With the help of Talentscout, recruiters across locations can work on a single platform, eliminating confusions and communication gaps.

With Talentscout's schedulable reports, tracking and analyzing the efficiency and productivity of any recruiter is no longer a task for the management.

RESULTS

Talentscout has helped Pathfinder eliminate files, folders and excel sheets from their recruitment process. Pathfinder has created its own resume bank with candidate resumes which are useful, yet not for the vacancies that they are working on at that time. This has lowered their dependence on job portals.

Tools such as mass mail, automated reminders, follow up flags and auto generated to-do lists have increased recruiter efficiency. Recruiters are able to accomplish their tasks in lesser time, helping them reach out to more candidates than ever before.

Pathfinder now relies on Talentscout's customized reports to get better visibility into operations of various locations including recruiter productivity, tracking progress on open positions and more.

With Talentscout, Pathfinder has found a recruitment management solution that will scale as the company plans future growth.