

CASE STUDY: Survik Software

Survik chooses Talentpool to collaborate and coordinate effectively

COMPANY

- A software consulting and development services company

CHALLENGES

- Manage workflow across teams at various locations
- Lot of time spent on following up for feedback
- Lack of a platform to work collaboratively

SOLUTION

- Talentpool Pro

RESULTS

- Single workflow followed across geographies
- Communication has become easy with a single integrated application
- Monitoring recruiter & team performance has become easy
- Collaboration has become easier with a centralized platform

COMPANY

Survik Software is a global provider of IT and software services. They focus exclusively on maximizing client returns from outsourcing and off-shoring. They have extensive experience in developing and managing complex IT applications in real time as well as in providing high value services.

Survik works with multiple clients located all over the world. It is therefore essential for them to get a common platform to minimize time to hire and increase revenue growth faster.

CHALLENGES

The challenges were many. Multiple people from different geographies worked on a single open position. The recruitment team in India had to search for candidate resumes and send them to the team overseas for further approval.

Interviews were also conducted by team leaders and project managers located outside the country. In such a situation collaboration and coordination across time zones and distances became a huge challenge for the recruitment team at Survik.

Evaluating, approving, considering and deciding on candidates in India from the USA took longer than usual, which led to a loss for the organization as a whole.

“Though Outlook was serving our purpose to an extent, it was not the most effective and foolproof way to coordinate between teams which were located half way across the world. Candidates were still leaking out of our recruitment funnel”, said Abhay Kale, Senior BD Manager at Survik Software, “We needed a collaborative platform which will help us expedite the entire process of shortlisting, interviewing, feedback and selection.”

SOLUTION

Survik Software opted for Talentpool Pro to work collaboratively on a centralized platform.

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“We definitely can optimize the recruitment process by effectively using Talentpool.”

Abhay Kale
Senior BD Manager at Survik Software

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Talentpool could be accessed by all the team members from anywhere and the team members could view information based on their roles.

Teams could also work on the same database without any duplication or confusion. With Talentpool's workflow management system, every person involved in the hiring process got a to-do on his/her task list as per defined hiring process and ownership of each step. This ensured that the organization did not lose candidates just because someone did not do the needful.

Tools such as shared calendar and auto-generated feedback reminder mail made it easier for recruiters to coordinate with interviewers. Recruiters and Managers no longer needed to do the late night or early morning update/follow up calls just to exchange what they needed from each other.

Talentpool's candidate interaction history also helped recruiters and interviewers understand the candidate preferences well.

RESULTS

Net result - Talentpool Pro has helped Survik Software achieve the much required coordination.

Teams can now manage their workflow seamlessly across locations. With automation, the recruitment team at Survik now gets niche candidates faster to jumpstart operations for their clients. Communication has now become easier. Recruiters now collaborate easily with project heads, managers and clients without spending too much time on follow-up calls and mails. Recruiters are able to do more in less time, filling open positions faster than ever.

Managers in US and Europe can also track recruitment progress for their positions in India without any follow up calls. They no longer need to wait for Fridays to receive weekly reports because they can pull up reports from Talentpool anytime to effectively analyze individual as well as team's key metrics.

With the help of Talentpool, Survik has been able to reduce recruitment costs and meet hiring targets.