Data Mining for a Talent Management Consultancy

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Success Delivered

Background

A Talent Management Consultancy asked ARDEM to help with sourcing candidates using Data Mining.

Their Human Resource team wanted us to data-mine resumes of candidates for various job roles and ensure that they matched the specified job requirements.

Our client wanted us to research and source candidates for their various job positions. The client wanted us to select only the qualified candidates. And those candidates that reverted with a positive reply to our emails were added into their Human Resource system.

Hereafter the client would proceed ahead with the hiring and shortlisting of candidates.

The scope of work was to send out 250 to 300 emails to qualified candidates and a minimum of 50 emails for every job.

Recruitment of qualified candidates was to be done from both LinkedIn and indeed.

Opportunity

- The client did not have time to research and select qualified candidates for the various job roles so they selected ARDEM to perform this data mining.

- Researching from multiple sources in this case LinkedIn and Indeed is effort driven and metrics were defined for daily search counts.

- Performing Email Management was a further help to our client. Sending out Emails, tracking who has responded and how they have engaged further improved the efficiency of the recruitment process in Human Resources.

- Having clear metrics regarding the count of qualified candidates to select red that we identified 25 relevant candidates for each job role.

- Outsourcing the effort-driven part of the Human Resource recruitment process gave the team ready access to sourced candidates based on the required qualifications.

Solution

- ARDEM has past experience in data mining for Human Resources on similar assignments. We were able to assign an Analyst who is familiar with mining for potential job candidates in LinkedIn and Indeed.

- Data Mining process requires quality checks so that correct data is getting mined. ARDEM data mining for Human Resource needs builds the quality checks into the process.

- When emailing attention needs to be paid to script, format, content of the Email. This is an important communication taken on behalf of the Human Resources team. ARDEM was able to assign a trained and qualified Analyst to perform this function. Research the job.
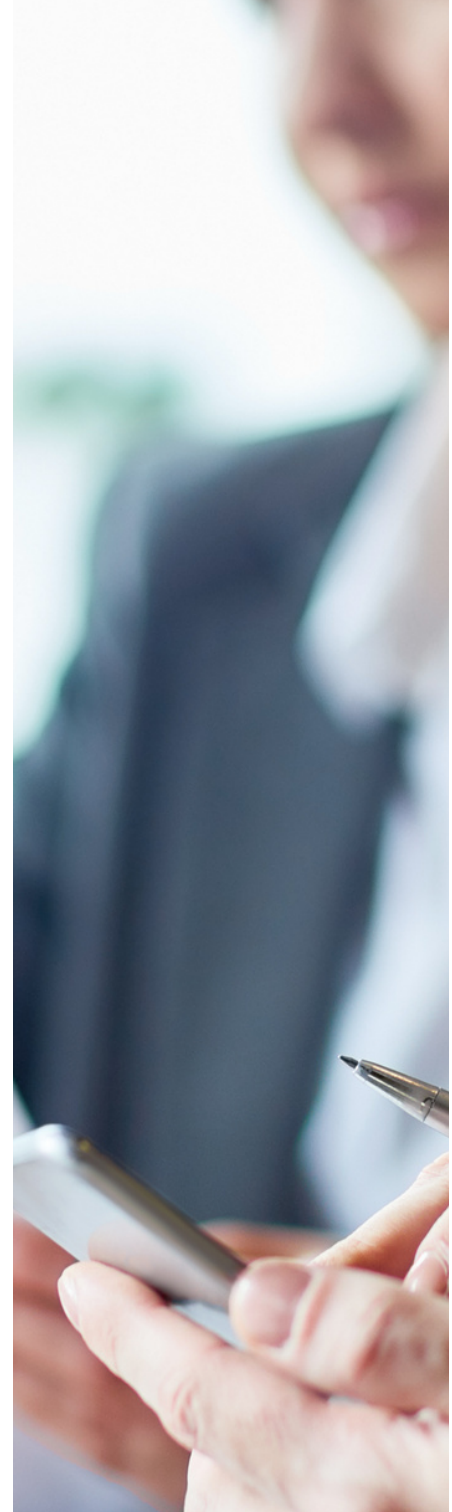
250+
Emails Per Day

250+
Social Media Responses

1,250+
Emails Per Week

06+
Jobs Per Day

Benefit

- We helped our client find viable candidates for the various job openings.

- Instead of spending time in researching and identifying potential candidates for the job openings our client could focus instead on the more critical selection process.

- By having ARDEM data mine for Human Resource efficiencies were achieved in the process which resulted in further cost improvements.

- By being able to track the log report for all the job descriptions posted, and, track the count of candidates identified visibility into the process was enhanced.

ARDEM provides outsourcing and automation services to Human Resource teams at established companies to help them improve operational efficiencies and reduce their costs.

For more information on how we can help please email us at **pricing@ardem.com** or call us at **908-359-2600.**

ARDEM Incorporated

ARDEM Incorporated delivers success for companies looking to efficiently streamline their processes and improve ROI. We implement the world's most sophisticated Technology platform combining human interaction with advance technologies to automate business processes and lower operational costs.

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