STREAMLINING RECRUITING OPERATIONS USING MICROSOFT .NET

CLIENT OVERVIEW

Our client is a leading search company, specializing in executive search, business intelligence and recruitment process outsourcing (RPO). Our client facilitates corporate recruitment teams and executive search firms to track, map and engage the best talent for senior management, professional and technical positions.

Our client has an established clientele ranging across various industries, including Financial Services, Legal, Engineering, Technology, Life Sciences and Consumer Products. Our client operates in a blended offshore/onshore model to provide the economic benefits of outsourcing to their customers, which are serviced globally from our client's offices in UK, Australia, Singapore and India.

KEY REQUIREMENTS

- Migrating about 200 GB of data from the existing legacy system to the new solution with no data loss
- Providing a dashboard view for the senior management to provide them with a summary view of the current open positions and the resource performance
- Designing and developing an ad-hoc reporting mechanism to support varied customer requirements
- The system was required to be available throughout with zero downtime and providing quick response time
- Product was required to be launched within 3 months of the engagement inception
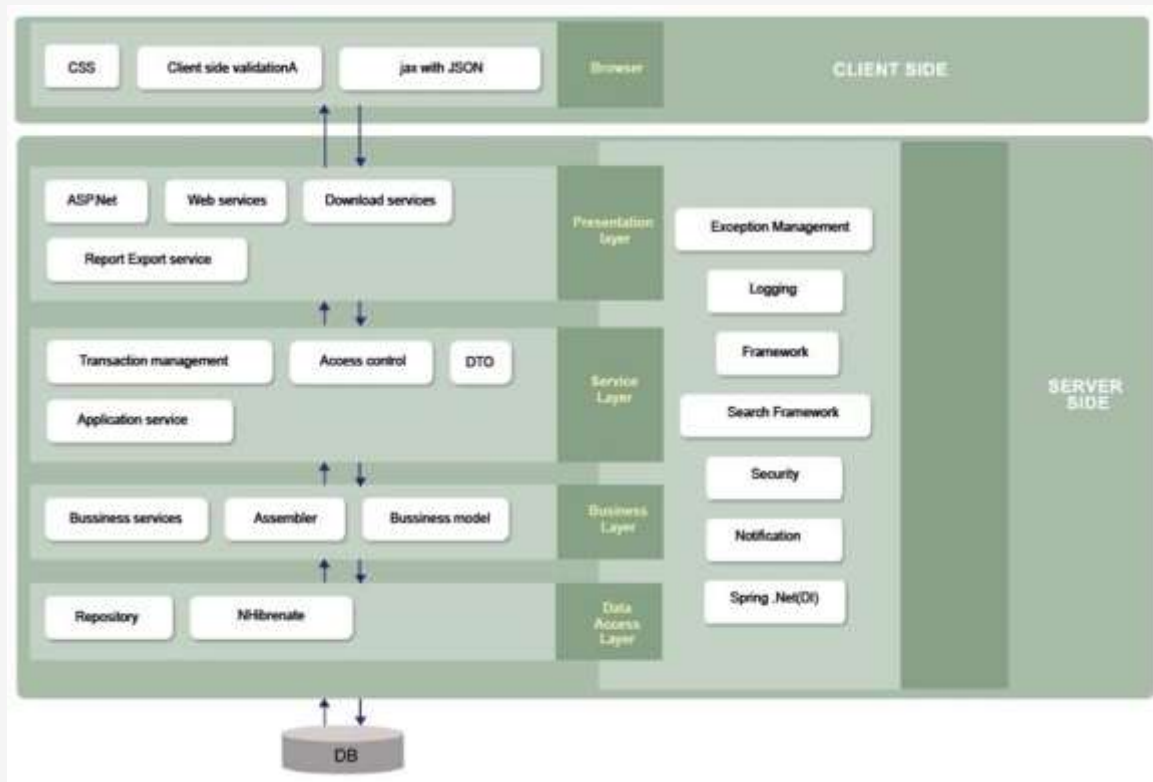
KEY CONTRIBUTIONS

- Designed and developed a custom component, which retrieves data from multiple Excel sheets, performs data sanitization, data validations and establishes entity relationships within the master tables of SQL database before importing into the new system
- Designed and developed a scheduler, which schedules the custom component for data import to run as a nightly job. The scheduler generates a log of records failing the import using Log4Net and triggers an email to the back office administrator for further action
- Used JQ grid to design a hierarchical view dashboard, which provides summary of resource performances in real time. A color coded view allows senior management to drill down to lowest work effort on open position or resource performance and facilitates decision making
- Designed and developed an ad-hoc reporting tool using JQueryUI & custom SQL backend engine. Several filters were provided to enable generation of various reports in both tabular and graphical format, which could be exported and saved as an MS Excel and pdf documents
- Implemented a load-balanced server farm failover safety design of IIS web servers & SQL servers to ensure high availability and improved performance

KEY BENEFITS

- Reduced the end user workflow (processing) time by more than 30% leading to improved operator productivity

- Facilitated quick decision making by the management by providing a reporting dashboard indicating major performance parameters and statistics

- Reduced running cost by upwards of 30% by migrating from legacy systems and adopting several open source software for developing the new system

- Improved the performance by 20% due to reduced errors resulting from erroneous data spread across different database in the legacy system

HIGH LEVEL ARCHITECTURE

TECHNOLOGY STACK

- . Net Framework 3.5
- ASP, .NET, C#
- MS SQL Server 2008 R2
- NHibernate (Object Relational Mapper)
- Spring.Net (IOC container for object management)
- Log4Net (For Logs)
- NUnit (For Automated testing)
- JQuery (JavaScript library for client side processing)
- AJAX Toolkit (for processing AJAX requests)
- IIS Server 6.0+ Web Server

About Xoriant:

Xoriant Corporation is a Product Development, Engineering and Consulting Services Company, serving technology startups as well as mid-size to large corporations. We offer a flexible blend of onsite, offsite and offshore services from our eight global delivery centers with over 2000 software professionals. Xoriant has deep client relationships spanning over 25 years with various clients ranging from startups to Fortune 100 companies.