



Case study: **Recruitment pipeline automation using hybrid RPA solution**

Company Background



The client is a **US based translation and localization company**, which helps their clients transform the content and the data to enable them an access to the global audience. This company has over 2000 employees and they provide localization services in **over 250 languages** across the globe.

They are a new age company, which leverages tools like AI for generating their multilingual dataset.

Need of the client: Recruitment pipeline automation



The client has a big recruitment team, which hires contract based native languages speakers for verifying the ads and search reports which are translated by them. There are **hundreds of such job pipelines** running at any point of time and **thousands of candidates** apply every day. All these candidates apply on their job portal - Indeed, and these are needed to be moved to Lever (an ATS - Applicant tracking system).

Various conditions and rules are needed to be applied while moving the candidates to Lever. Also, once this is done, a notification is needed to be sent to the candidate regarding the status of their application.

BEFORE AUTOMATION



Recruiters have this responsibility to manually verify every candidate from the job pipeline they're monitoring and putting them into the right Lever job. Certain selections are needed to be made for every candidate before it gets saved in Lever. Also, they have to handle duplicate candidates.

The daily volume of new candidates doesn't make it easy either. With thousands of candidates applying every day, it takes a big team of recruiters, working in various time zones, to justify this inflow. Also, the delay in processing ultimately means a loss of promotional amount paid to Indeed for getting these candidates.

There is also a risk of manual errors and the impact on turn around time due to that

AFTER AUTOMATION



When the client approached our team at EmERGEFLOW with this problem, we proposed them a **hybrid RPA** solution. We designed a **browser extension**, which bulk downloads the resumes from Indeed and saves them in a folder. The information like names and resume file path is downloaded separately in a CSV file.

The RPA bot opens Indeed, triggers the browser extension to complete the operation with one-click action. This bypasses the unreliability caused by Indeed in the bot operation. The bot then captures this information and uploads it in Lever, by following several conditions and scenarios. It also handles the duplicate candidates in Lever. Once this is done, the bot updates the Status again in Indeed.

The automation **saves more than 3000 manual hours of work** per month, resulting in a huge cost and effort saving in the entire process.