



2019 | AUGUST

CASE STUDY

A LARGE IT STAFFING COMPANY FOUND THE ACCURATE AND FASTER WAY OF RECRUITMENT WITH RISEBIRD

PROBLEM STATEMENT TARGET VS REACH

0%

BUSINESS FOCUS
The HR team lost business focus and also failed to achieve target

12

RESOURCES
SI had to recruit 12 resources

1

WEEK
soonest in 1 week time

4

WEEKS
in 4 weeks using their internal team

5

RECRUITED
However, they could recruit only 5



INVOLVING RISEBIRD



Internal Team alone



After involving Risebird Team



Positions to close 12

Time taken to complete the process 4 weeks

Interviews scheduled 200

Interviews completed 120

Selection by delivery team 24

Final placed candidates 5

Positions to close 12

Time taken to complete the process 1-2 days

Interviews scheduled 38

Interviews completed 30

Selection by delivery team 20

Final placed candidates 12

KNOW HOW!



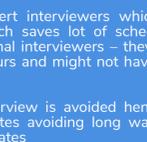
FAST >>>

CHALLENGES FACED BY BANK



STAFFING LEVEL CHALLENGE

This team was dependent on delivery team for feedback. As the delivery team lacked in sharing timely feedback, staffing team was not able to procure required number of resumes and candidates. This was causing mismatch in the required number of resume screening and hence huge delay in the process.



HR LEVEL CHALLENGE

HR team was not able to screen all the resumes they received and couldn't find the right match candidates for the given profiles. Most of the candidates were either having fake profiles or they were fraud. It was very difficult for scheduling interviews of working candidates due to either their unavailability or interview panel unavailability. Higher numbers of candidates were dropping out after scheduling interviews.



TECHNICAL LEVEL CHALLENGE

The technical team was facing another challenge of quality and skilled resources as per expectations in required timelines. However due to struggle of HR team to scan all resumes or to schedule sufficient interviews or availability challenge of expert interviewer, technical team was not able to shortlist good quality candidates.



DELIVERY LEVEL CHALLENGE

Biggest challenge was to close the positions quickly and conducting interviews. This was the most affected as they were the face of recruitment and were responsible to deliver the final placements to end client. Due to delivery was affected, lots of company escalations were raised and the business was affected.

GAINS WITH RISEBIRD SPEED

+ Risebird could finish the process in shortest time span and delivered exactly required talent to the company using right assessments.

+ They took responsibility of end-to-end recruitment and they could place all 12 candidates in just 1-2 day compared to internal team of client who took 4 weeks to recruit 5 candidates

+ They have a panel of expert interviewers which is available anytime for interviews which saves lot of scheduling time of company compared to internal interviewers - they might not be available during working hours and might not have required skill set.

+ Scheduling of repeated interview is avoided hence it becomes speedy process for candidates avoiding long waiting time and dropping off for good candidates



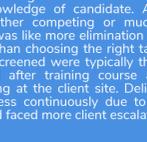
SECURE >>>

CHALLENGES FACED BY SI



STAFFING LEVEL CHALLENGE

Staffing team was finding it difficult to get qualified candidates with required skill sets. Due to increased delay in process they started getting even less matched profiles to reach the required number of resumes.



HR LEVEL CHALLENGE

HR team was finding it difficult to screen all resumes received, and they were spending most of their time confirming the candidature if suitable through con-calling to individuals. Even after first level screening many candidates were considered to be fraud as they dropped off at the identity checking round. HR team was frustrated due to false resumes.



TECHNICAL LEVEL CHALLENGE

When candidates were asked in primary screening about their technical skill set, they said they were unaware of what and how big is screening battle. They were not able to finalize adequate number of candidates who exactly match to the requirement. Most of the resumes procured were found fraud as they mentioned required skills in resume but failed to perform during interview.



DELIVERY LEVEL CHALLENGE

Delivery team was hampered as candidates were not able to perform simple task included in their JD and company raised the issue of false or fraud candidates. This was very serious as company found it insecure to hire any more candidates as business was highly affected.

GAINS WITH RISEBIRD ACCURACY

+ With Risebird's real life production environment, interviewers were able to detect fraudulent candidates. E.g. when somebody was using Teamviewer, interviewer was able to see the TM icon

+ Most of the candidates drop out after security check during initial screening level itself, so fraud candidates are already eliminated. E.g. A candidate who was supposed to log in at given time, he used some other user ID and password was caught by interviewer during interview, hence fraud was stopped



ACCURATE >>>

CHALLENGES FACED BY SI



STAFFING LEVEL CHALLENGE

They were not receiving correct feedback, hence they were unaware of what and how big is screening battle. They were not able to finalize adequate number of candidates who exactly match to the requirement. Most of the resumes procured were found fraud as they mentioned required skills in resume but failed to perform during interview.



HR LEVEL CHALLENGE

They were not able to continuously improve their screening process as they were not getting accurate feedback from Tech team after interviews. Hence they were landing with dozens of similar resumes which were not perfect match.



TECHNICAL LEVEL CHALLENGE

They were not getting quality candidates even after screening and they were not able to judge the exact skills which are required to perform the given task as employee. For example, internal capability was for Python whereas the company was looking for Scala. All people had blind sight and lot of cancellations. They were bias in getting resumes; also the candidates coming for interview were irrelevant for the company.



DELIVERY LEVEL CHALLENGE

Internal tech screener doesn't have the skills required; they had questions for Python instead of Scala as required. The questions were more syntax / knowledge based than to assess the practical knowledge of candidate. Also they had more other competing or much higher priorities. It was like more elimination round for then rather than choosing the right talent. The candidates screened were typically those who were placed after training course and they were flumping at the client site. Delivery was losing business continuously due to no right feedback and faced more client escalations.

GAINS WITH RISEBIRD ACCURACY

+ Real time performance based testing allows assessment of candidates on exactly mapped skills and provides the accurate feedback support to interviewer

+ The challenges given in real time environment are perfectly matched to the requirement given by client company. Performance based question banks are created after approval with client and hence more fitted candidates are provided to client based on requirement



THE RISEBIRD MAGIC

ROI WITH RISEBIRD

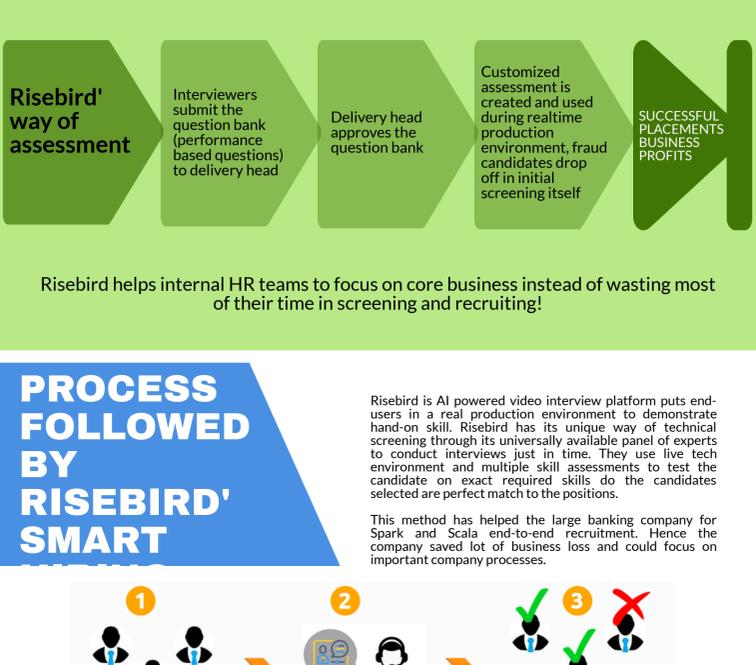
Following are the major benefits of involving Risebird which helped the Bank to reach to desired number of resources.



- + Tremendous ROI with Risebird as it saves time, money and manpower
- + Final placement of higher number of best suited profiles after accurate assessment as per exact requirement
- + Risebird closed all 12 positions required compared to the internal team alone, hence the ROI was increased drastically
- + Risebird creates customized real life testing performance based assessments - all interviews were completed over ET2 (cloud based), hence coverage was more and more accurate candidates were provided
- + Risebird created real life developer challenges and candidates were expected to solve them, hence the candidates performance and capability was exactly mapped to the client requirement resulting into less rejections
- + Risebird ensures the quality of assessments and insists on approval from delivery team and project managers through conference call so the exact skills are assessed



HOW THEY ASSESS?



Risebird helps internal HR teams to focus on core business instead of wasting most of their time in screening and recruiting!

PROCESS FOLLOWED BY RISEBIRD SMART

Risebird is AI powered video interview platform puts end-users in a real production environment to demonstrate handling on skill. Risebird has its unique way of technical screening through its universally available panel of experts to conduct interviews just in time. They use live tech environment and multiple skill assessments to test the candidate on exact required skills do the candidates selected are perfect match to the positions.

This method has helped the large banking company for Spark and Scala end-to-end recruitment. Hence the company saved lot of business loss and could focus on important company processes.

- 1 Give us the candidates list
We look after the calling and scheduling
- 2 We do EXPERT-LED video interviews
Candidate performs under real time production environment
- 3 Meet talented candidates
Get video recording and evaluation rubrics



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