

Case Study – Legal Labs

LEGAL LABS

Objectives

- Centralize Candidates, Clients, Job Opening Information
- Easy search to identify and locate appropriate Candidate as per Job Opening (Client's requirement) eg. Country, Location, Industry, Status, Language, Qualification with work experience, Salary, Current Employer etc.
- Provision of Short listing Candidate, scheduling Interview and Placement from single Interface.
- Enhanced reporting on Candidate's Database, Job Openings, Short Lists (Job Applications) etc.
- Preparation of formatted Table of Candidates with supporting document to be sent to Client from single Interface

Solution

- Candidate, Client with Contacts, Job Openings Profiling
- Enhanced Search tool with further provision of Short Listing (Final Stage) and Tear sheet concept for Jr. Level Consultants (Preliminary Short Listing Stage)
- Web-site integration to post Job Openings on Client's website and capture Candidate's response info SF.
- Short List tracking with complete lifecycle and various stages along with supporting documentation by users.
- Client Submission Interface – Candidate Profile Submission to Client on a particular Job application after Shortlisting. Automated process wherein Candidate's vital information including Cover letter, profile, certificates etc. documents are shared along with a formatted Table.
- Management Reports and Analytics.

Results

- Increased visibility into Candidate's profile to target for an appropriate Job Opening
- Increased efficiency and optimization of Consultants with the use to Search Tool, Short List, Tear Sheet, Draft – Table of Candidates and Client Submission Tool developed for their ease.
- Better collaboration within the team (using Chatter & Internal Email Interface) along with Client using Extensive Email screens
- Real-time visibility into Consultants performance, Job Opening Status, Scheduled Interview, Placement Confirmation, Job Opening Publishing status on web, Placement Commission etc.



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Background

- Among the leading recruiters in the region serving top legal firms as a partner helping them hire best legal professionals
- Facing challenges with Bullhorn system around flexibility and user adoption
- Were looking for a new generation collaborative Recruitment Solution that helps them engage with their candidates and clients better while automating the key business processes

Solution

TechMatrix implemented a customized solution for Legal Labs on Salesforce platform with the following capabilities:

- Candidate Profiling and Segmentation
- Candidate Recruitment Process Automation (Positions, Job Applications, Client Shortlists and Submissions, Job Offers etc.)
- Powerful and customizable candidate search tool searching stored information including file attachments
- Seamless integration with website for job postings and tracking candidate job applications
- Automated generation of documents and templates (Tear-sheets, Cover Letters, TOC, Interview Schedules etc.)
- Automated Interview Scheduling, Calendar and Activity Management
- Complex data migration including historical data from Bullhorn to ensure a seamless process migration for users
- Real-time Management Reports and Analytics

Results

- Improved engagement and collaboration with candidates and clients
- User friendly interfaces improving ease of use and management of data
- Increased efficiency and business results with targeted candidate search and automation of recruitment process
- Better collaboration within the team (using Chatter & Internal Email Interface) along with client using extensive email screens
- Real-time visibility into business performance, recruitment status, team activities, revenue and team incentives etc.

