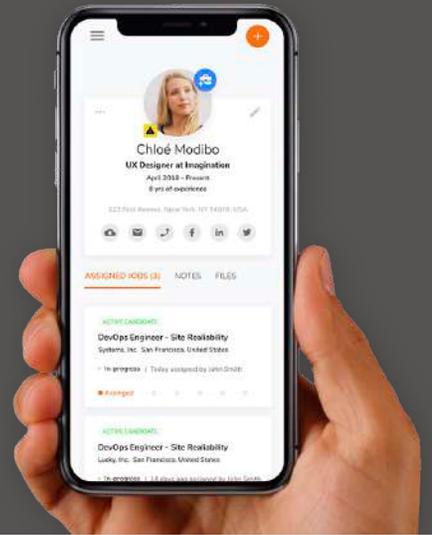




iTalent Digital Case Study

The Future of Recruiting for a Global Digital Consultancy



THE CLIENT

iTalent Digital is a full-service digital transformation consultancy and SaaS software development firm with offices in the Americas, Europe and Asia. It implements large-scale, enterprise deployments at Fortune 1000 companies, some of which can require engaging dozens of engineers and other experts on a given project.

iTalent is known for its top-shelf customer service and commitment to getting its expert consultants up to speed and ready to go within 24 hours of the starting a customer engagement. Its ability to deliver on differentiated customer experience depends on its ability to find and attract best talent in the market, fast.

THE CHALLENGE

iTalent's explosive growth was putting strains on its recruiters, who might have 50 or more open positions (open reqs) at any given time. The easiest solution would be to hire more recruiters, but Renée La Londe, the CEO and founder, knew this would only be a short-term patch on a systemic problem. She needed a way to scale their productivity exponentially.

THE SOLUTION

iTalent Digital's talent acquisition team began using MojoRank's AI-enabled recruiting platform to sift through the hundreds of applicants they receive for open reqs, plus the tens of thousands of candidates in their applicant tracking system (ATS). MojoRank's AI-enabled talent acquisition software has proprietary matching algorithms that read and analyze data, learn from the minds of top recruiters, and quickly identify the most qualified candidates for any given job. Functioning just like the mind of an experienced talent acquisition professional, this approach directs 100% of recruiters' time and attention to the few highly qualified candidates who are ready to move. On the other side of the coin, this intelligent matching technology can also surface the best positions across the entire company for any given candidate based on their skill sets and experience.

Deploying the solution was fast and easy, since MojoRank integrates with any existing HR system and technology stack, so companies can enjoy its benefits right away without modifying or replacing any existing platforms.



iTalent
DIGITAL

Greta Fitzgerald,
HR Senior Director

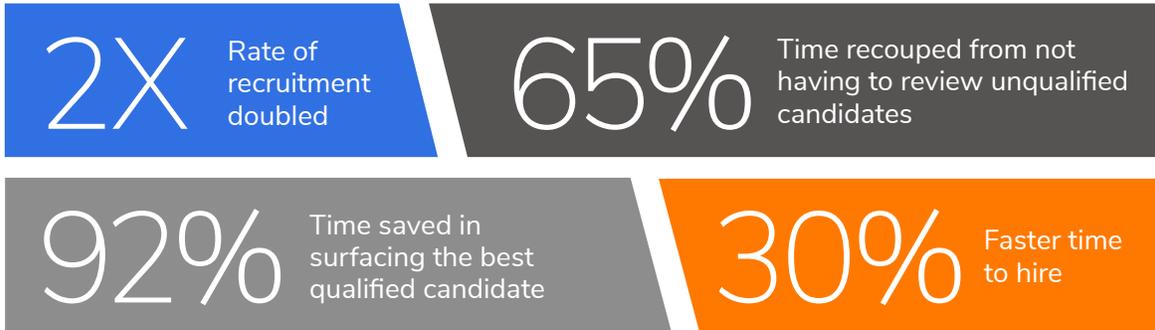


We began reaping the benefits of MojoRank immediately. What was taking each recruiter 60 minutes to go from entering a new job to finding their first matched candidate has now been reduced to 5 minutes. As a result, the company has doubled the rate of its recruitment without adding a single recruiter to the team.

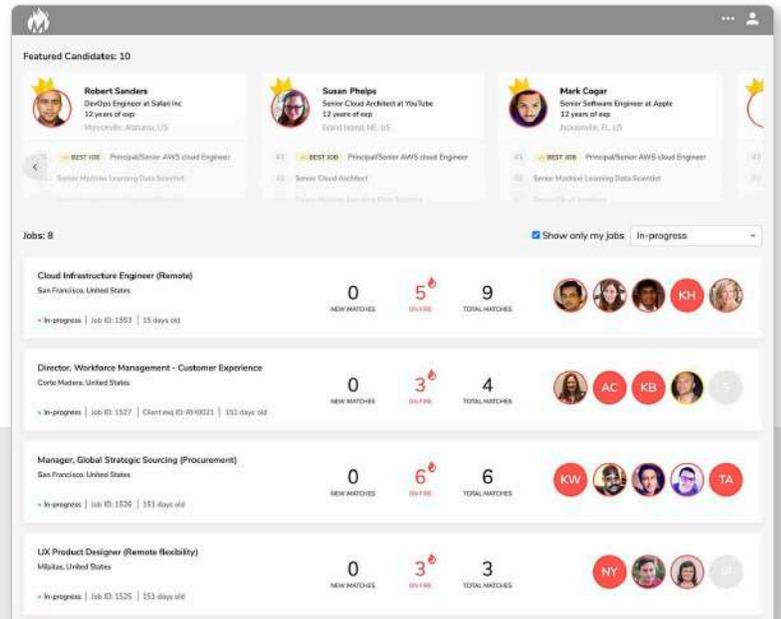


THE BENEFITS

The benefits of MojoRank’s solution have been nothing less than revolutionary. At iTalent Digital, the recruiting pace has doubled with the same number of recruiters thanks to both the reduction in time needed to review candidates and the faster time to hire. iTalent Digital’s recruiters now spend zero time reviewing unqualified candidates, a task that used to occupy up to 65% of their time. The time it takes to enter a new job and surface the first matched candidate plunged from 1 hour to just five minutes, while the time to hire has dropped by 30%.



Because MojoRank matches in all directions, recruiting investments are optimized. The opportunity costs of overlooking great candidates are mitigated with MojoRank because runner-up candidates that might not be the best match for one position are instantly matched to other open reqs – even ones the recruiter might not know about. Another way MojoRank minimizes the risk of overlooked candidates is by effortlessly and instantly identifying best-fit candidates in the company’s HR systems that would otherwise be too cumbersome to discover.



▲ Powerful Matching Technology with AI

ABOUT MOJORANK

MojoRank’s AI-enabled All-Ways Matching technology revolutionizes the way companies discover, hire and retain talent. Utilizing next-generation artificial intelligence, MojoRank’s intelligent matching technology instantly matches qualified applicants, overlooked candidates and employees to the right opportunities, completely eliminating time wasted vetting lesser-qualified candidates while at the same time removing unconscious biases. This groundbreaking solution accelerates the time to fill and time to hire, amplifies efficiency, supports diversity goals and protects investments in human capital.

Want to learn more?

Schedule a demo with our team. Learn how MojoRank can supercharge your hiring efforts.

Contact us: demo@mojorank.com Visit our website: www.mojorank.com