Human Resource Management System (HRMS)
Application Consulting, Development & System Integration Services

A leading UK-based Recruitment Consultant operating through 166 offices in 28 countries.

BUSINESS NEED
- Implementation of a core recruitment system
- To improve job application processing, helping candidates/clients to find the best fit
- Integration with the finance system
- Integrations with job boards and other external applications systems

CHALLENGES
- Rapid implementation of the new solution across 166 offices in 28 countries
- Customization of the core application for each of the client’s customers according to business requirements
- Ensure no cross flow of resumes across operations in other countries
- Varying VISA regulations, documentation and processing
- Migration of existing users - both applicants and companies into the new application
- Time and cost pressures
- Multiple solution providers working in the same space providing other modules on varied platforms
- Integration with existing system - enterprise directory and exchange legacy application

CLIENT BENEFITS
- LG’s domain knowledge and technical expertise reduced implementation time to a third and costs by 30%
- An integrated common platform for easy maintenance and scalability
- Flexible resource sourcing
**Engagement Highlights**

- A team of domain experts were positioned at the client’s location with an onsite-offshore co-ordinator and a large offshore development team.
- Java application development
- Prepared an integrated project management plan that included the development activities of other developers.
- Implemented appropriate change management processes that handled changes even while the application was in the development and testing phase.
- Identified an appropriate performance testing tool and defined a performance approach for management of the performance testing lifecycle.
- Enhanced workflows for jobs, candidates, contacts, organization and clients.
- Internationalization of the application across countries.
- Leveraged in-depth knowledge of the staffing & recruiting industry’s requirements and its front-end, job board integration, candidate filtering, candidate-on-boarding, etc.
- Helped the customer in defining an integration platform that integrates the core recruitment system with external systems seamlessly.

**Development Technologies & Platforms**

- Java, Java EE, Jboss, Web Services, Single Signon, WebLogic, Oracle ESB
- Performance Testing Tools: Forecast, LoadRunner
- Database: SQL Server 2005, Microsoft Enterprise Directory
- Recruitment Product: Product from a UK based ISV

For more information, look us up at www.lgcns.com or email us at info@lgcnsglobal.com | www.lgcns.com