

How We Improved IT Company's Full Recruitment Workflow

30% Faster Processes

Client

The IT service company operates offices in Ukraine and Poland, enabling it to serve clients across Eastern Europe. Its recruitment department consists of a Team Lead and four recruiters who work together to attract talent.

Challenge

The client approached us with several issues related to their workflow processes

Coordination and Communication

The company needed concise documentation of recruitment processes, including visuals for better understanding.

Performance Evaluation

The client wanted recommendations on how to measure the performance of both teams and individual recruiters.

New Position Integration

They requested assistance in integrating the new "Talent Sourcer" role into their workflow.

Task Automation

The client wanted to automate certain tasks and create a unified information environment.

- 1 Documenting Recruitment Workflow:**
 - To start, we conducted meetings with the Recruiting Team Lead and individual recruiters to understand current processes, identify gaps, and document new processes.
 - We then defined data collection methods and performance metrics.
- 2 Visualizing Workflow:**
 - Created visual workflow diagrams to map out the recruitment process, clarifying responsibilities for each step.
 - Provided detailed documentation to accompany them.
- 3 Integrating Data Researcher Role:**
 - Defined responsibilities and required skills for the Data Researcher position.
 - Integrated it seamlessly into the workflow and detailed collaboration with team members.
- 4 Providing Recommendations for Metrics:**
 - Analyzed team needs and developed recommendations for personal performance metrics.
- 5 Task Automation:**
 - Reviewed current ATS, found it lacking due to complexity and limited features
 - Explored other options and selected one that fit team requirements.
 - Set up ATS to automate candidate replies from email and LinkedIn
 - Made training videos for ATS use and workflows.
- 6 Knowledge Base Creation:**
 - Enhanced the knowledge base with new tools and techniques
 - Created guides and videos for setting up and using tools.
- 7 Implementation and Support:**
 - Conducted regular online meetings with management to discuss change progress.
 - Held online sessions with the team to assess change effectiveness and address issues.
 - Provided individual support and consultations as needed.
 - Created an online library with training materials for the team.

Results



Vacancy closure time reduced by
30%



The entire project took
76 hours

Global IT Recruitment for Product Companies

Your driving force to scaling your team with committed professionals



100K+

Software developers in our database

200+

Companies around the world as our clients since 2013



Our work in numbers

30

DAYS TO FIRST HIRE

98%

OF OUR CANDIDATES SUCCESSFULLY PASS JOB PROBATION

7

DAYS TO FIRST CANDIDATES

200+

COMPANIES THAT HIRED WITH US

King's Choice values that shape growth



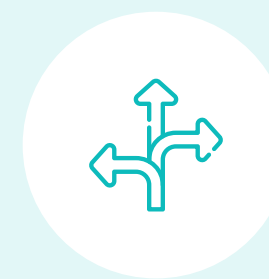
Innovation

We constantly evolve our tools and techniques to keep the lead on recruiting in the ever-changing Tech World.



Partnership

We believe that your scaling and growth is the key to our success and development.



Flexibility

We excel in adapting our workflow with your unique hiring process. This allows us to swiftly answer to changes and unforeseen challenges.

Let's get in touch

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