

Unify systems and transform your recruitment business with **Pump** : a Microsoft Power App built on Dynamics 365 and connected to Microsoft 365.

PUMP





Microsoft's vision is to reinvent productivity to empower every person and organisation on the planet to achieve more.

We have chosen Microsoft as they harmonise the interests of end users, developers and IT better than any competing ecosystem or platform.

Our 21st century vision is to help recruitment businesses **delight customers, manage change** and **continuously improve** with Microsoft's Cloud Solutions and an Agile mindset.



Pump is a model-driven Power App built on the low code, no code Microsoft Power Platform, utilising Microsoft Dynamics 365 and connected to Microsoft 365.

Pump helps you unify, customise and automate your data, processes and systems, build 360-degree relationships at scale and transform your recruitment business to give you true Agility.

Pump supports ATS functionality, including CV Parsing, job to placement workflows, onboarding, compliance, job board and portal integration, and candidate resourcing and search, and can be easily extended to utilise the latest, Microsoft CRM sales and marketing technologies.

Your vision and objectives?

Operational Efficiency



- Reduced manual processes and increased compliance with increased automation and workflow.
- Reduced new-hire on-boarding time with more intuitive, workflow-driven processes and increased automation and notification.
- Solid compliance framework that ensures full adherence to evolving regulations and financial reporting guidelines
- Robust data privacy with better controlled management of information.

Business Growth



- [Candidate led] Improve candidate relationships with system-driven views, dashboards and automated communications and notifications.
- [Candidate led] Reduce lost candidates with better candidate nurturing, robust capture of skills, data and capabilities for improved job matching.
- [Client led] More effective interactions with a single customer- 360 view by capturing conversations, outcomes and actions.

Financial Robustness



- Minimise error fixing with more robust data entry and single view of the customer.
- Reduce internal reporting effort with dashboards and drag-and-drop design of interactive, rich reporting.
- Reduced client and contractor queries with single, consolidated platform.
- Reduce debt days with more accurate billing and reduced queries with robust data entry.



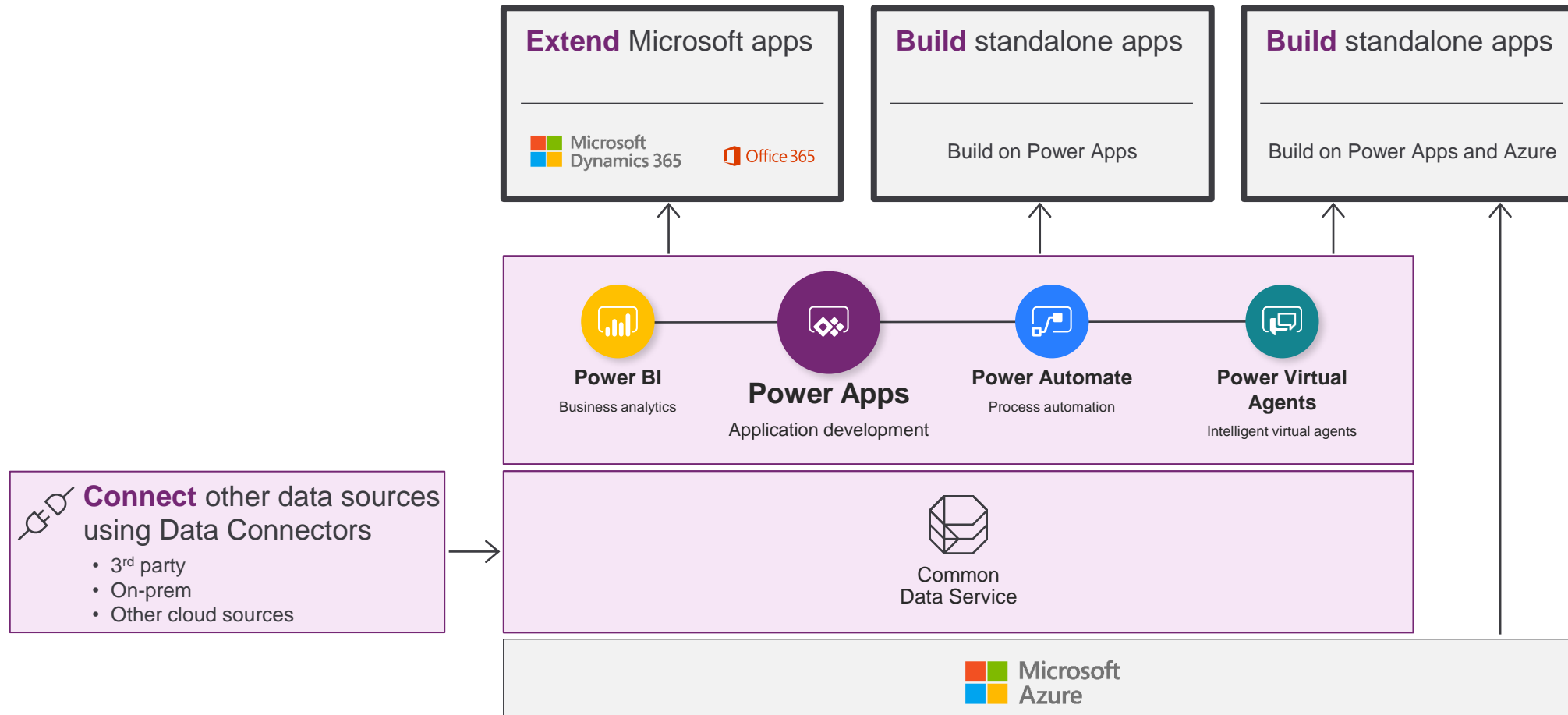
1

Unified

- Unifies relationships, processes, and data with modern, modular business applications connected through the Microsoft Power Platform and sitting on Microsoft's Common Data Service and Model.
- Including Dynamics 365 Sales Enterprise, Dynamics 365 Marketing, Power BI Pro, Microsoft + Office 365, Microsoft Teams, and third-party Microsoft partner applications on Microsoft App Source. You can also unify CRM and ERP with Dynamics 365 Business Central.
- Cloud first, mobile first. Collaborate securely, anywhere, anytime, on any device. Manage users, security, applications and devices through Microsoft 365.

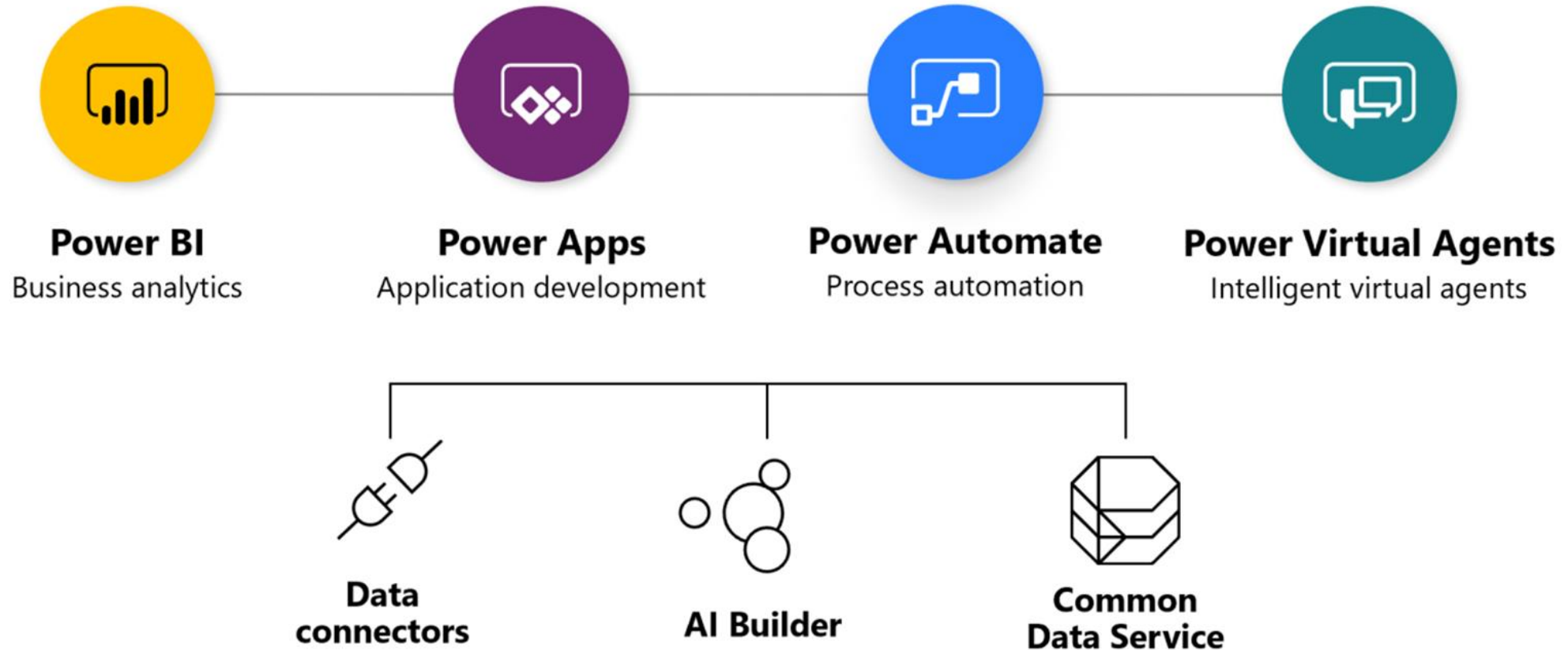
Model driven app built on the Microsoft Power Platform

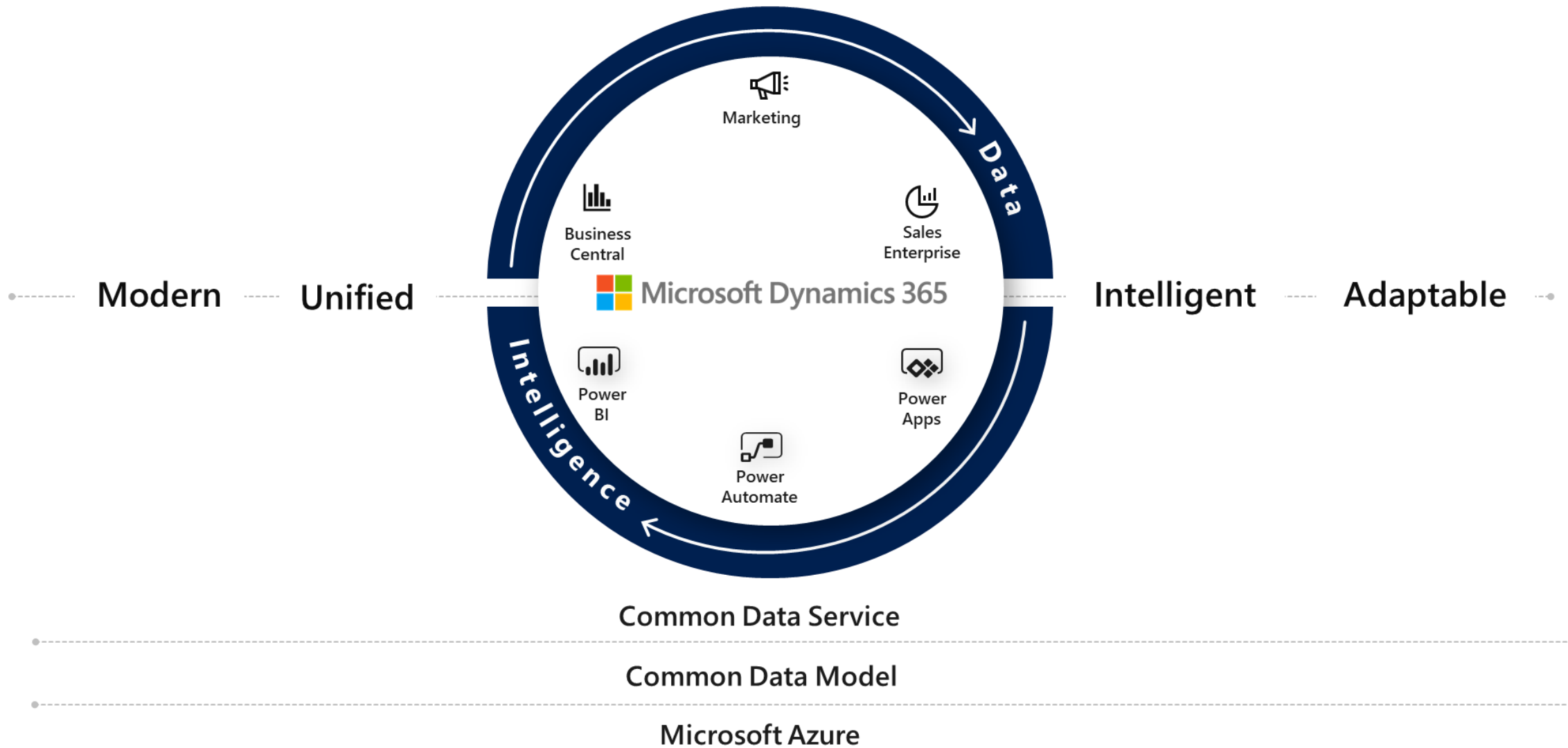
Spans Office 365, Dynamics 365, and standalone applications



Microsoft Power Platform

The low-code platform that spans Office 365, Azure, Dynamics 365, and standalone applications





What is the Common Data Service?

The Common Data Service *easily structures a variety of data and business logic* to support *interconnected applications and processes* in a *secure and compliant manner*

Power Apps per User at £30.20 per user per month + Pump Subscription at £50 per user per month

Entitlement Summary for Power Apps per user license

Plans and capabilities		Power Apps per user plan
Run custom apps / portals	Run custom apps (both canvas and model driven)	Unlimited
	Access custom portals	Unlimited
Connect to your data	Standard connectors	•
	Premium connectors	•
	On premise data gateway	•
	Custom connectors	•
Store and manage data	Utilize Common Data Service	•
	Create and access custom entities (includes complex entities)	•
	Dynamics 365 restricted entities access ¹	Read only
Execute workflows	Power Automate use rights	Within app context
	Classic Common Data Service non real-time and real-time workflows	•
Per license capacity ²	Common Data Service Database Capacity ³	250 MB
	Common Data Service File Capacity ³	2 GB
	Daily API request limit ²	5,000
Infuse AI	AI Builder capacity add-on	\$

¹An entity within Common Data Service becomes restricted only if the Dynamics 365 application is installed on a given environment

²Service limits are published at <http://aka.ms/platformlimits> – Power Apps and Power Automate capacity add-on can be purchased to increase daily service limits

³Common Data Service database and file capacity entitlements are pooled at the tenant level

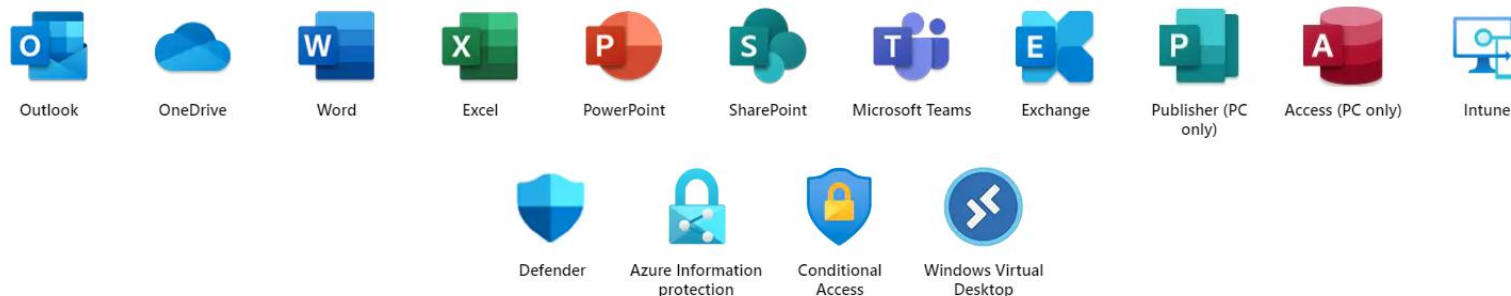
Pump Subscription includes app license, user and technical support via Microsoft Teams, documentation, two-weekly release + Sprint Review and a Quarterly Roadmap Review. license for greater sales functionality. The Dynamics 365 Sales Enterprise Application can also be used in place of the Power Apps

Database storage includes a 10 GB tenant default and 250 MB per licensed user. Additional database capacity charged at £30.20 per 1 GB.

Power Automate use rights are included in your Power Apps per User license if the flows are triggered in the context of the Power App.

Microsoft 365 Business Premium - £15.10 per user per month.

- Use Pump within Outlook with the Dynamics 365 App for Outlook and Pump App for Outlook.
- Server-Side Sync Office 365 Email with Pump – including Outlook Inbox, Meetings and Tasks.
- Work with Pump in Dynamics 365 for Microsoft Teams.
- Stay up to date with the latest versions of Word, Excel, PowerPoint, and more.
- Connect with customers and co-workers using Outlook, Exchange, and Teams.
- Manage your files from anywhere with 1 TB of cloud storage on OneDrive per user.
- Defend your business against advanced cyberthreats with sophisticated phishing and ransomware protection.
- Control access to sensitive information using encryption to help keep data from being accidentally shared.
- Secure devices that connect to your data and help keep iOS, Android, Windows, and Mac devices safe and up to date.
- Compatible with Windows 10 Pro. Some management features are not supported in Windows Home. All languages included.





2

Democratic

- ‘Citizen developers’ can easily extend existing applications, build new solutions, and integrate with other technologies.
- Rapidly develop and test your Pump custom solution on your Sandbox instance without code or risk.
- Easily create form, views, charts, dashboards, processes and workflows in Pump and build reports and apps in Power Apps, Power BI Pro and Power Automate.
- Design low-code portals for external users using Power Apps portals.

Make it easier to unlock data silos with cloud connectivity



Built-in connectivity to 350+ cloud services, content services, databases, APIs, etc.



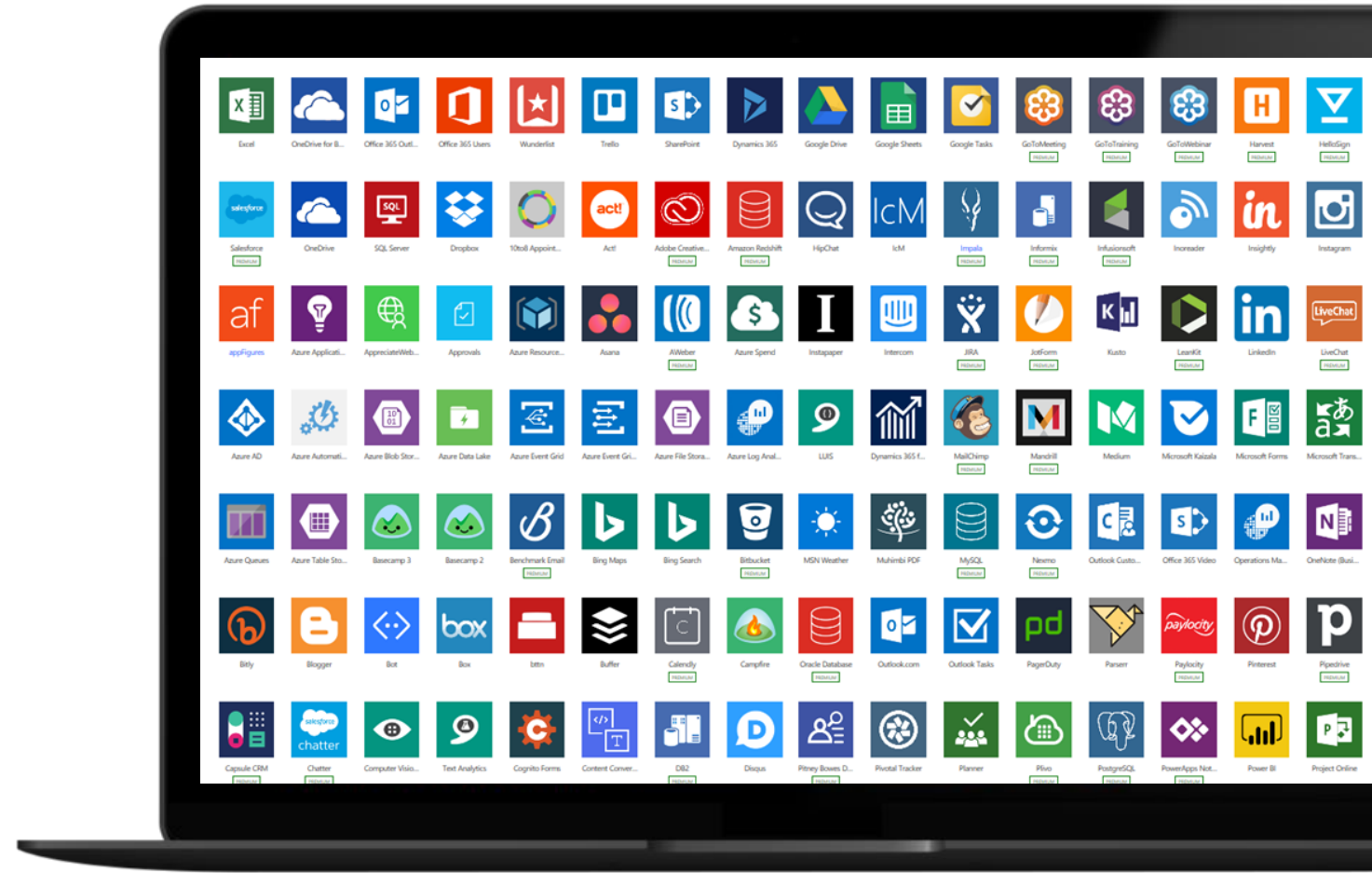
Develop and register custom connectors as a building block for citizen developers.



Break down data silos by using multiple data sources in a single application.



Easily integrate any Azure services, like Azure Functions, Azure Kubernetes Service, Azure SQL, or Cosmos DB



Low-code backend with Common Data Service



Jumpstart apps using an extensible data model with business logic, pre-built templates, security and integration built in.



Enable AI through built-in cognitive services powered by AI Builder and Azure.



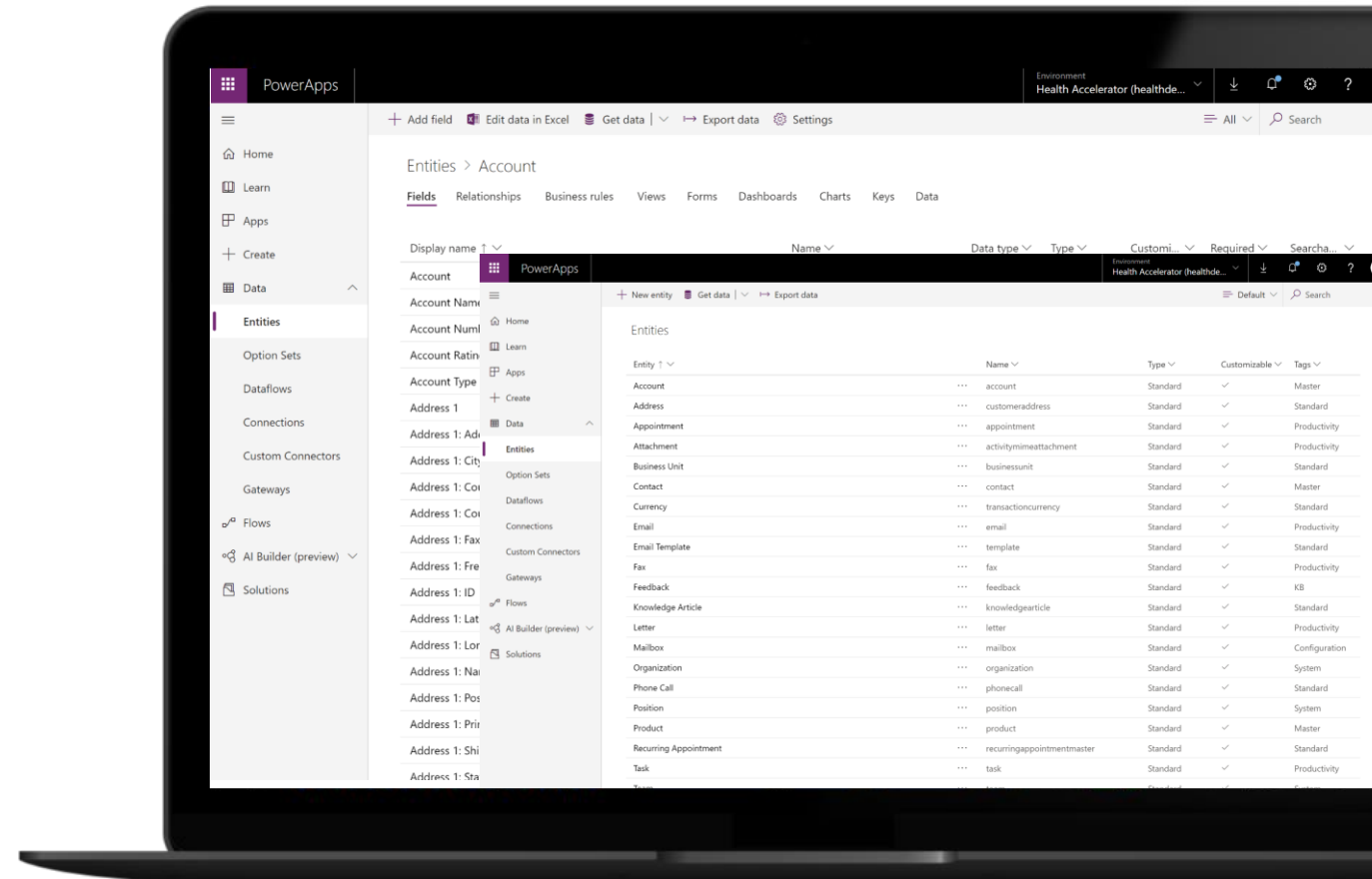
CDS use the Common Data Model (CDM) which provides common entity definitions across different solutions



Support all your data: relational data, file and blob storage, logs and search indexing.



Effortless Dynamics 365, Office 365 and Azure integration as well as powerful integration capabilities.



PowerApps

Placement - Business Process Flow

Update Validate Save As Deactivate Order Process Flow Edit Security Roles Help

Add Cut Copy Paste Delete Snapshot Connector

Placement New

29 1 Details

Steps (29)

- Data Step #1 Invoice Company
- Data Step #2 Invoice Contact
- Data Step #3 Invoice Address
- Data Step #4 Invoice Method
- Data Step #5 Invoice Frequency
- Data Step #6 Notice Period (Weeks)
- Data Step #7 Invoice Company Registratio...
- Data Step #8 Invoice Company Reference
- Data Step #9 Invoice Company VAT Number

Placement Authorisation

2 2 Details

Placement Post Authorisation

1 0 Details

Components Properties

- Flow
 - Stage
 - Condition
- Composition
 - Data Step
 - Workflow

Undo To Offer Deactivate Delete Refresh Process Assign Share Email a Link Flow Word Templates Run Report

PLACEMENT

PLMT-MI6YY2-DEMOHI-CT-1

Authorisation Level: Level 1 Authorisation

Status Reason: New

Owner: Louis Welcomme

Placement - Business Pro... Active for 11 days

New (11 D)

Authorisation

Post Authorisation

Summary Addresses Revision Details Back Office

Active for 11 days

GENERAL

Candidate	Demo Contractor
Requirement	Demo C Requirement
Job Type	Contract
Contact	Demo Contract
Hiring Company	Demo Hiring Company
Working for 3rd Party	No
Working At Company	Demo Hiring Company
Start Date	26/08/2019

Invoice Company: Demo Hirin...

Invoice Contact: David Minns

Invoice Address: The Contro...

Invoice Method: Timesheet

Invoice Frequency: Monthly

Notice Period (Weeks): ---

Invoice Company: 45678989

Next Stage

CONTRACT/SALARY INFORMATION

Contract Type	Standard
Contract Fee Type	Contractor Company
Pay/Charge Unit	Daily
Currency	Pound Sterling
Exchange Rate	1.0000000000
Hours Per Day	8.00
Hours Per Week	40.00
Days Per Week	5.00

Secure | https://web.powerapps.com

PowerApps

Environment: MTCdemo


Connector Name: PowerAppsOptimizer

1. General > 2. Security > 3. Definition > 4. Test

✓ Create connector ✕ Cancel

General information

Add an icon and short description to your custom connector. Your host and base URL will be automatically generated from the swagger file.



[Upload connector icon](#)
Supported file formats are PNG and JPG. (< 1MB)

↑ Upload

Icon background color

#999999

Description

The PowerApps Optimizer will allow you to optimize the user experience with a custom connector.

☐ Connect via on-premises data gateway [Learn more](#)

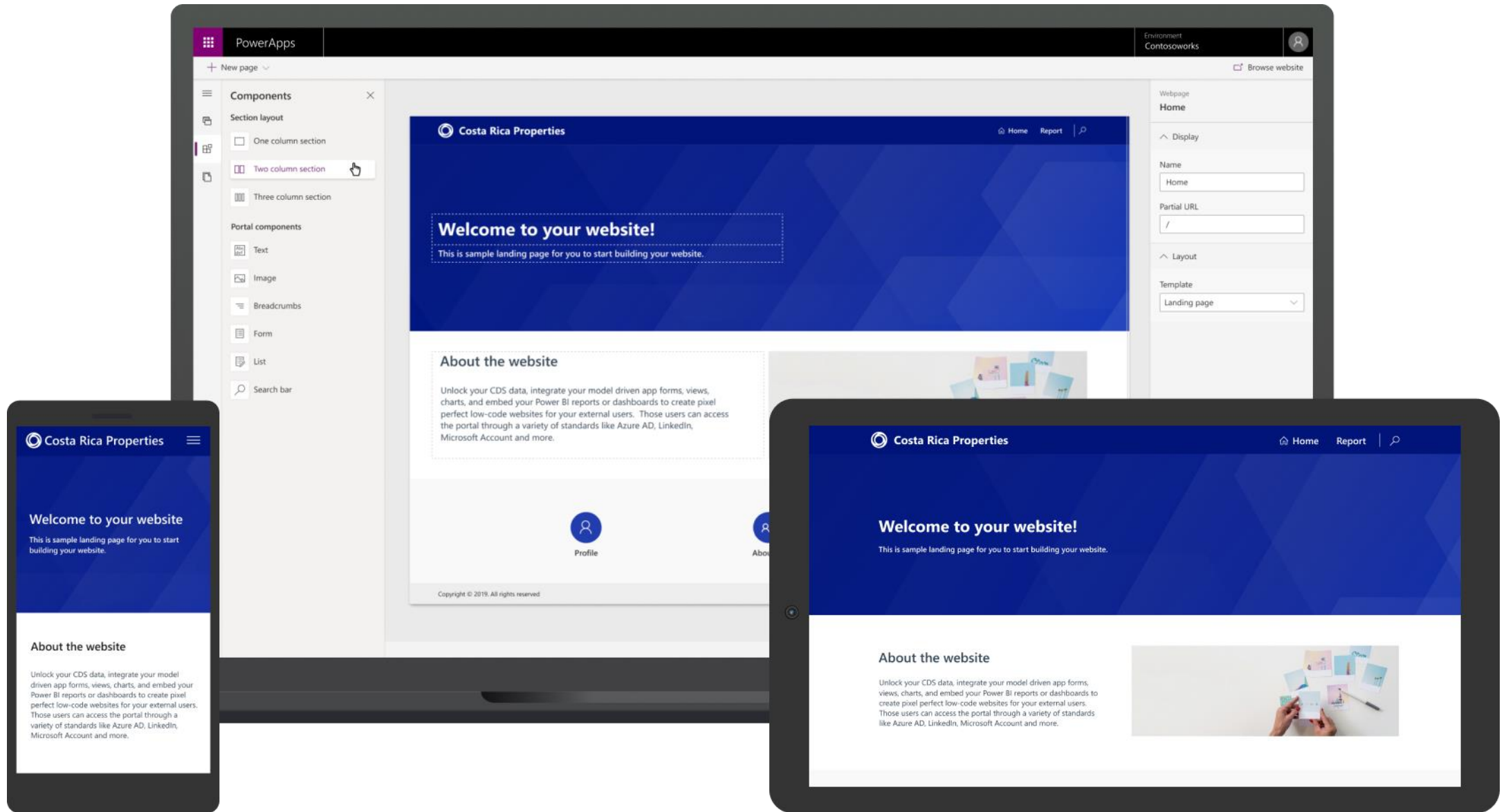
Scheme

☒ HTTPS ☐ HTTP

* Host

api.contoso.com

Base URL



Customer Journey: Information
New Customer Journey

Segment Group
my customers

Marketing Email Message
event invitation

Trigger
registered?

Scheduler
wait until event

Data

Volume

Inflow	11	100.00 %
Processing	0	0.00 %
Blocked	0	0.00 %
Failed	0	0.00 %
Processed	11	100.00 %

KPIs

Delivered	11	100.00 %
Opened	4	36.36 %
Clicked	4	36.36 %
Soft bounced	0	0.00 %
Hard bounced	0	0.00 %
Blocked	0	0.00 %
Block bounced	0	0.00 %

Select a customer journey template

All | Purpose

Name	Status	Contacts
Announcement	SYSTEM	
Blank Template	SYSTEM	
CJ	Demo Marketing	
Customer Onboarding	SYSTEM	
Event Marketing	SYSTEM	
High Touch Marketing	SYSTEM	
Monthly Newsletter	SYSTEM	
Simple Email Journey	SYSTEM	

Trigger
email opened?

Toolbox

Properties

Search...

Content

Marketing Email Message

Marketing Page

Event

Survey

Actions

Activity

Launch Workflow

Targets

Segment

Record Updated

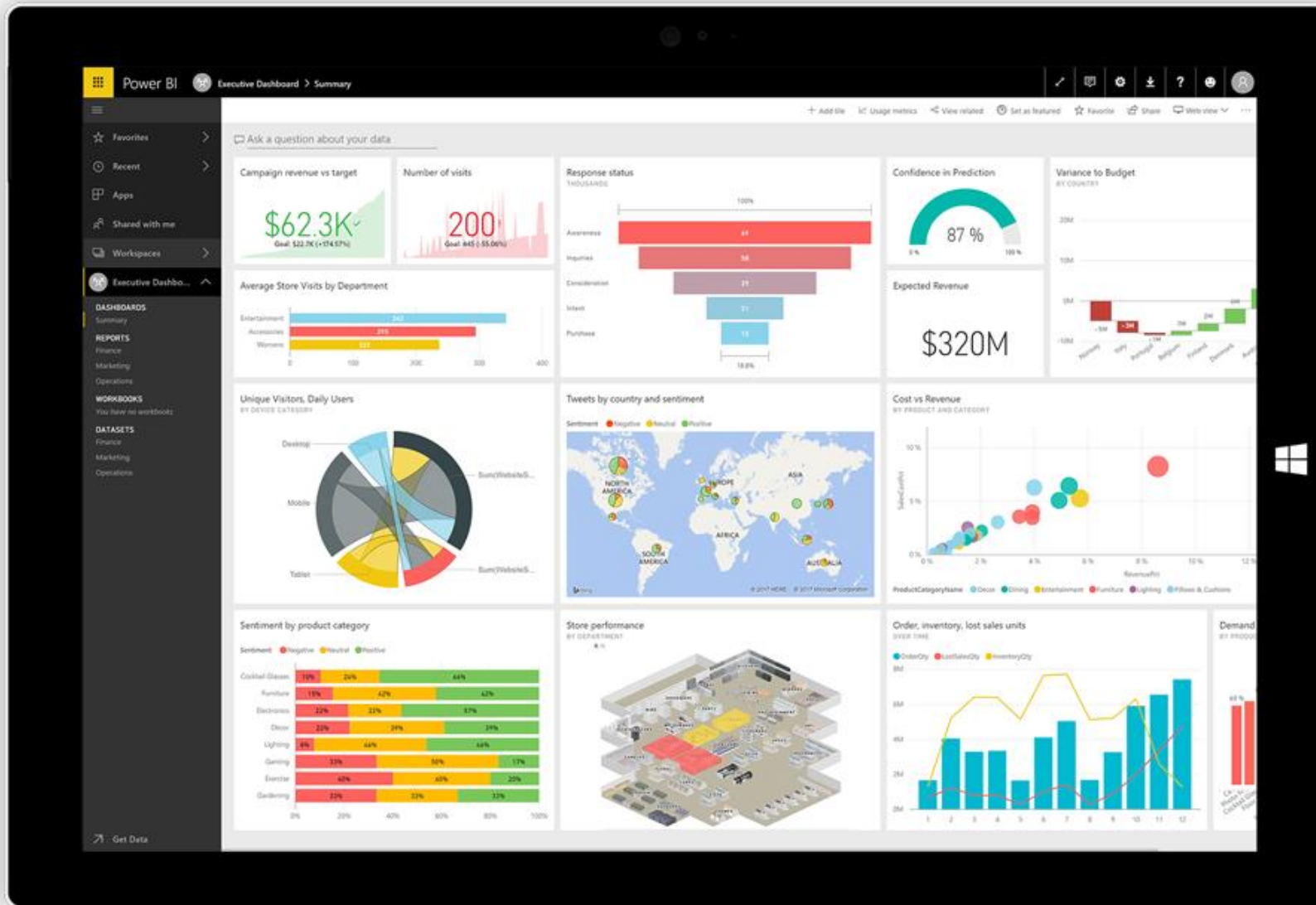
Flow Control

Scheduler

Trigger

Splitter

Splitter Branch





Agile

- Rapid two-week delivery of small increments of done work, Sprint review and feedback loop.
- Consultative partnership focused on working together to respond rapidly to change in order to continuously deliver customer driven value.
- Low risk implementation focused on defining and prioritising a minimal viable scope, regular delivery and feedback with two-week Sprints, flexible planning, and minimal financial commitment.



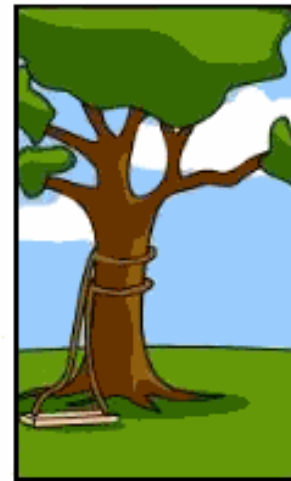
How the customer explained it



How the Project Leader understood it



How the Analyst designed it



How the Programmer wrote it



How the Business Consultant described it



How the project was documented



What operations installed



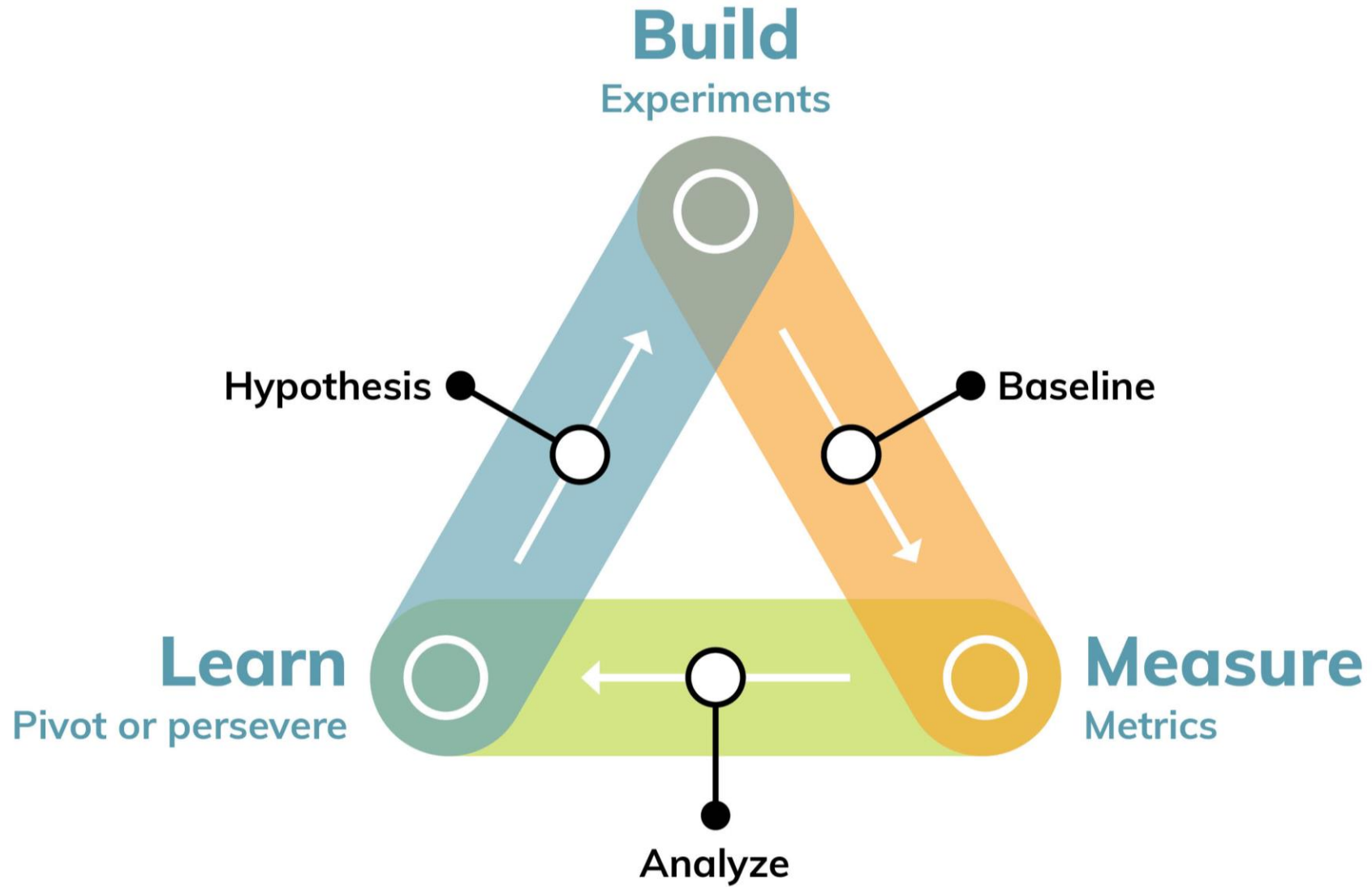
How the customer was billed



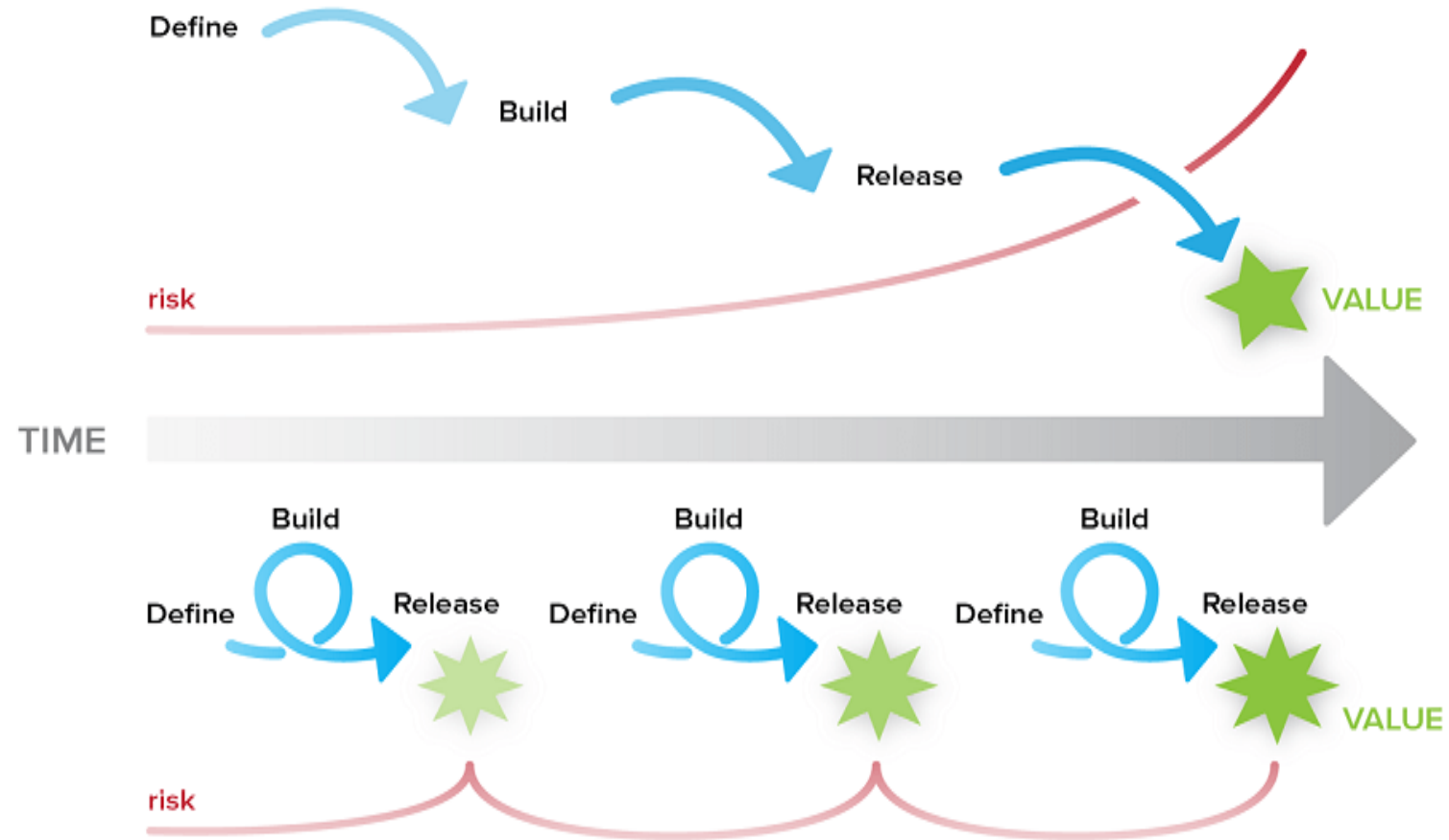
How it was supported



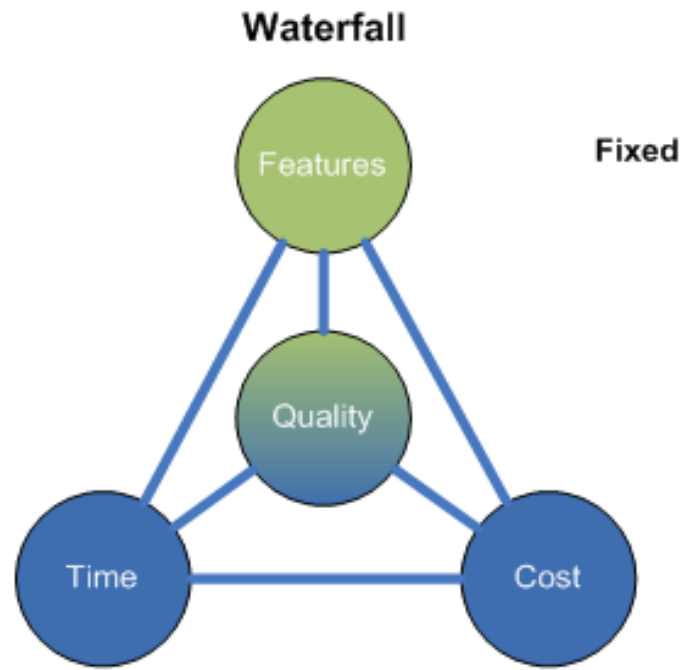
What the customer really needed



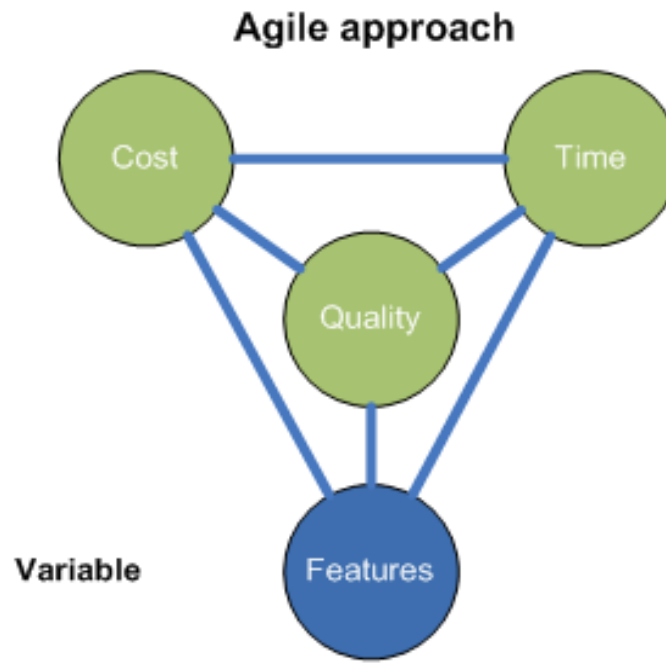
WATERFALL



AGILE



Fixed



Variable

Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it.
Through this work we have come to value:

Individuals and interactions over processes and tools

Working software over comprehensive documentation

Customer collaboration over contract negotiation

Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

Kent Beck
Mike Beedle
Arie van Bennekum
Alistair Cockburn
Ward Cunningham
Martin Fowler

James Grenning
Jim Highsmith
Andrew Hunt
Ron Jeffries
Jon Kern
Brian Marick

Robert C. Martin
Steve Mellor
Ken Schwaber
Jeff Sutherland
Dave Thomas

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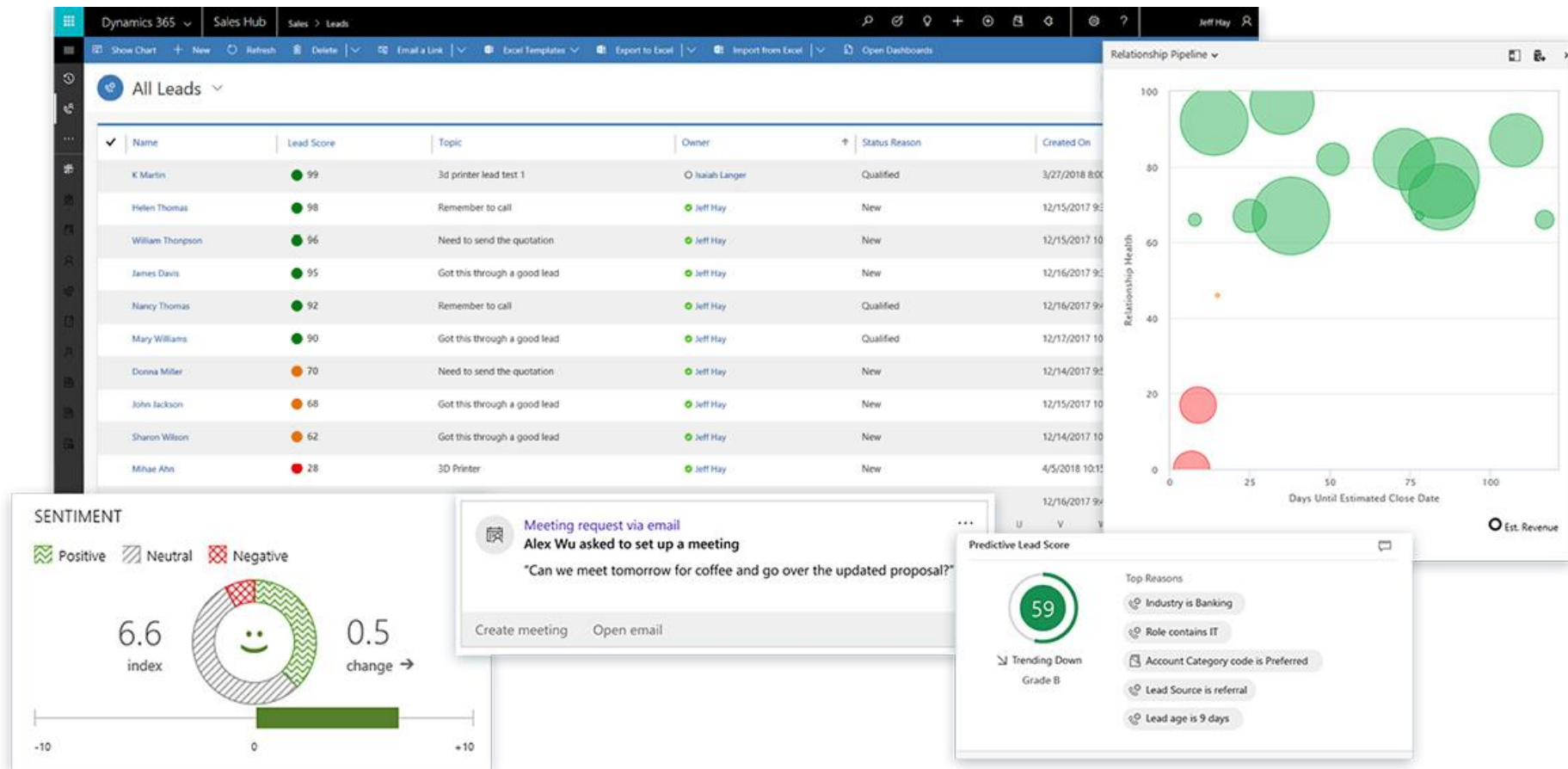
Key manifesto principles for working with clients

1. Our highest priority is to satisfy the customer through early and continuous delivery of valuable software.
- 2 .Welcome changing requirements, even late in development. Agile processes harness change for the customer's competitive advantage.
- ...
4. Business people and developers must work together daily throughout the project.
- ...
10. Simplicity - the art of maximising the amount of work not done - is essential.
11. The best architectures, requirements, and designs emerge from self-organising teams.
12. At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behaviour accordingly.

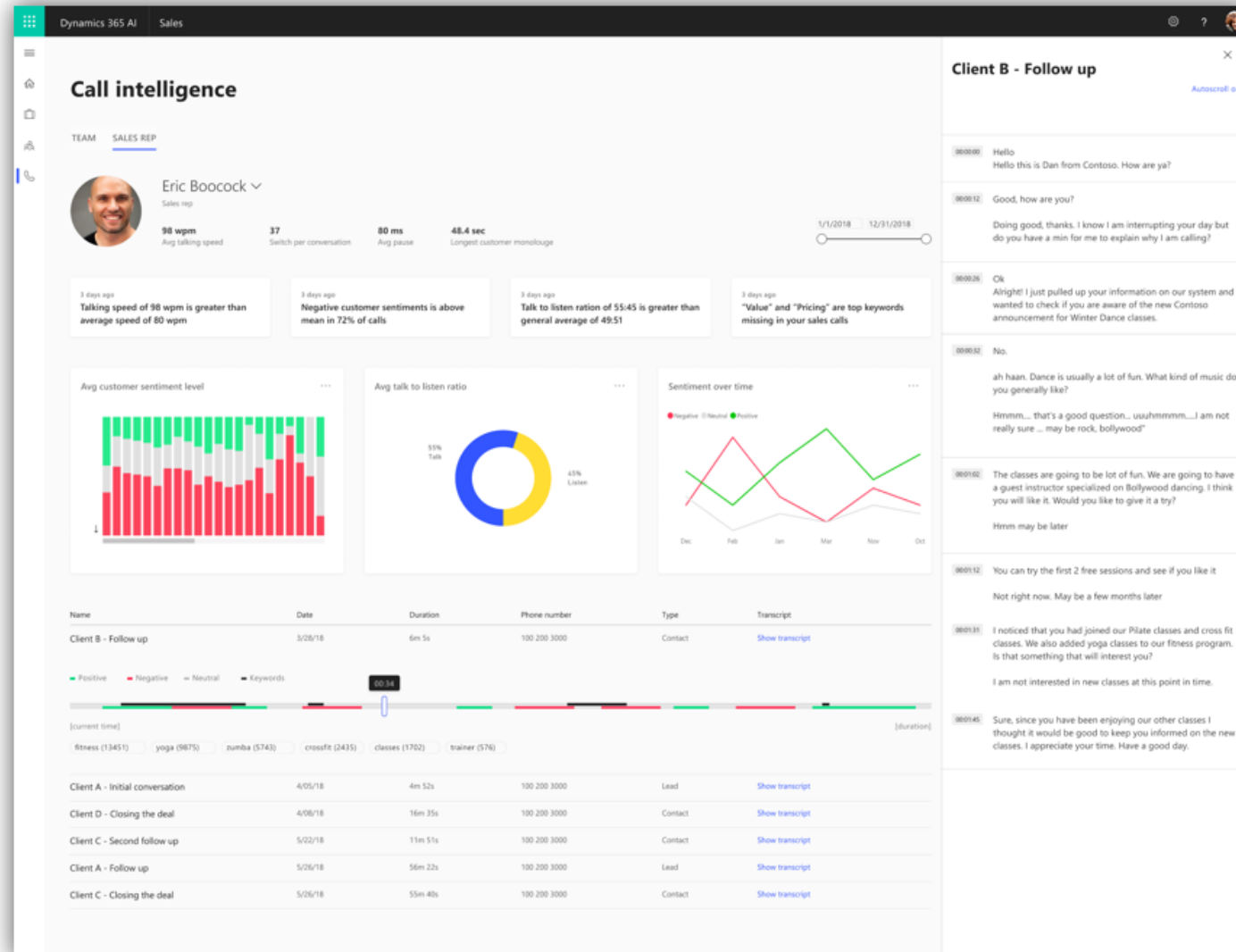
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Intelligent

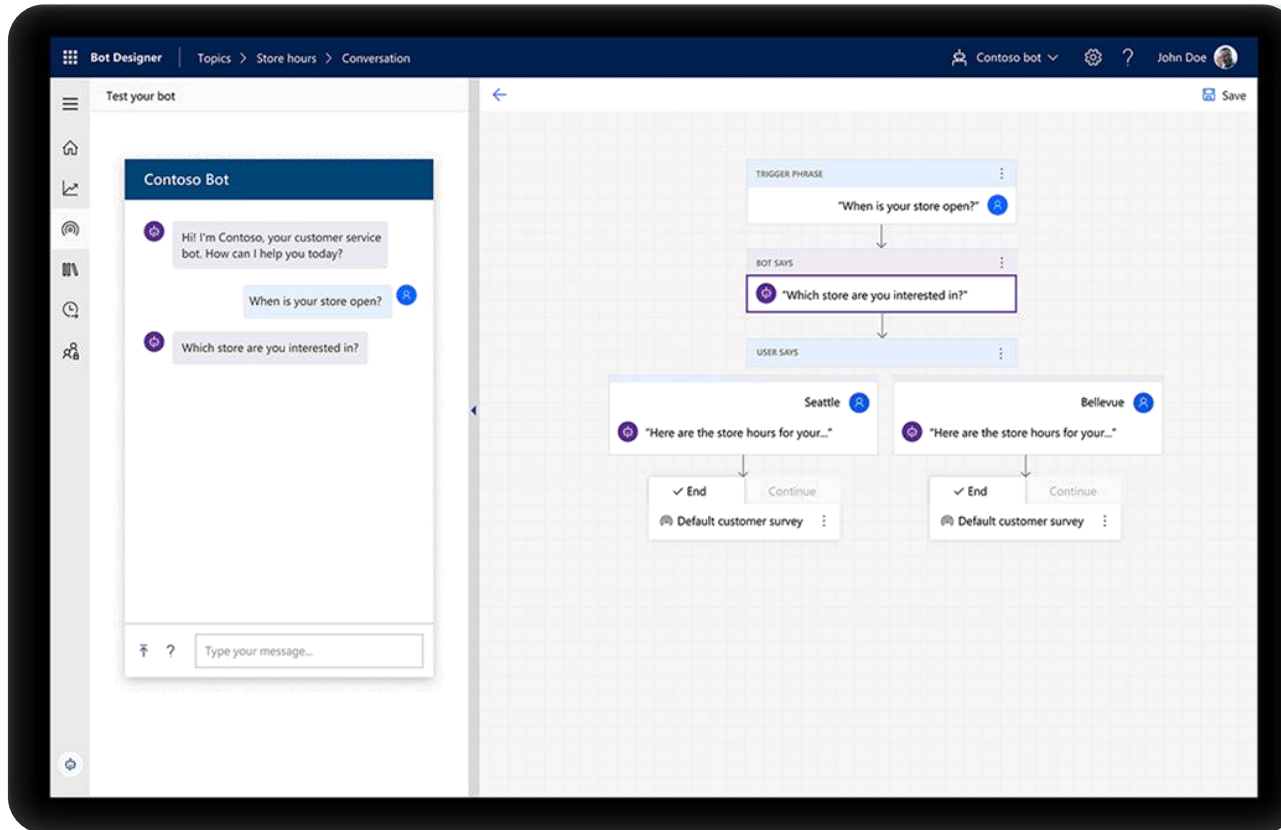
- Microsoft is investing huge amounts into its low code Business Application's platform. Microsoft expects over 500 million new apps to be built in the next half decade, more than in the last 40 years.
- Dynamics 365 and Power Platform receive two major Microsoft release waves a year, all compatible with Pump.
- Pump connects with Microsoft's next-generation, multi-channel applications such as Dynamics 365 Sales, focused on relationship building at scale and lead nurturing – with predictive, AI-driven Sales Insights that are being continuously improved.



Embedded Insights + Lead Scoring



Call Intelligence



AI Virtual Bots

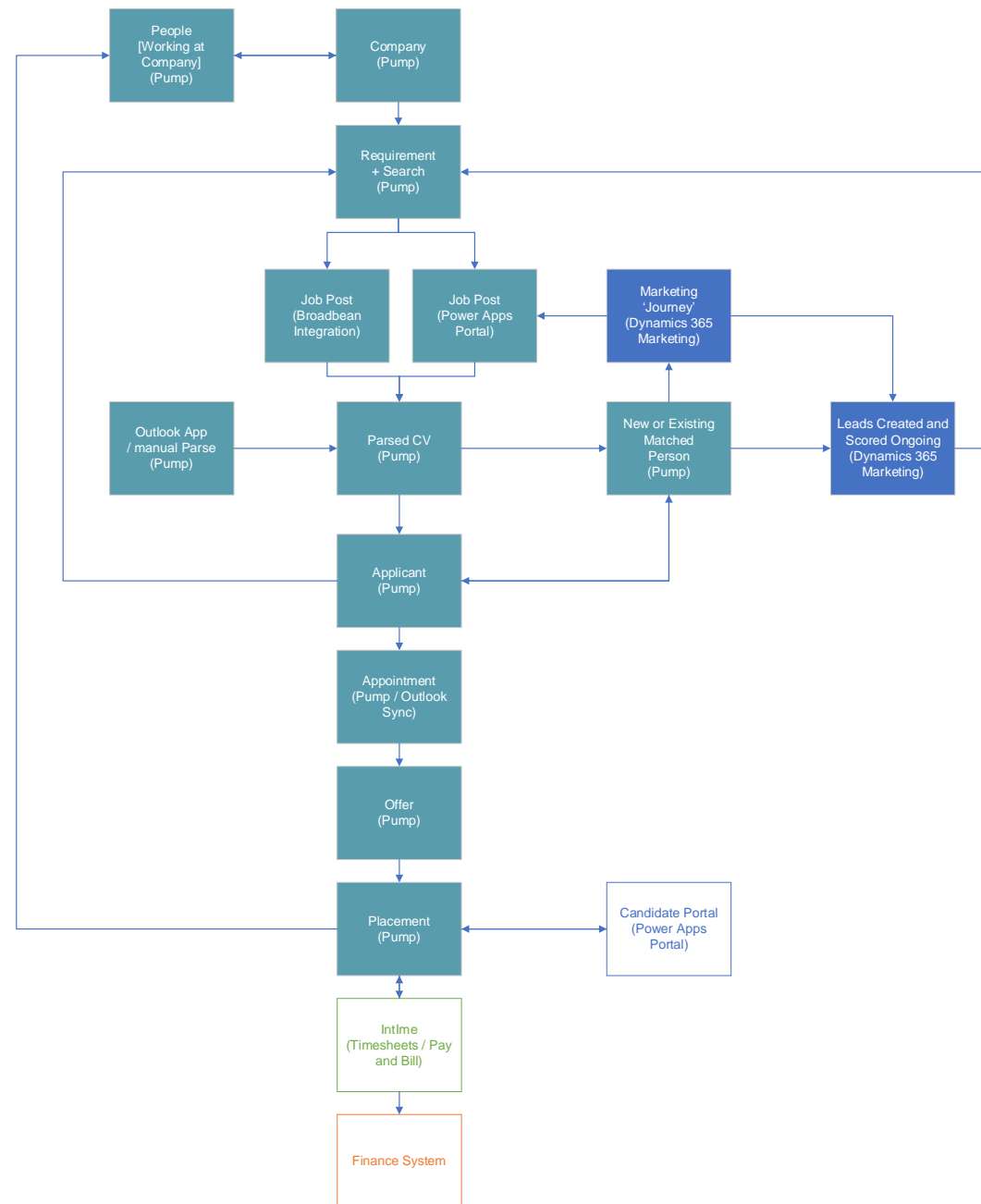
Gartner:

By 2022, 70% of customer interactions will involve an emerging technology such as machine learning applications, chatbots or mobile messaging, up from 15% in 2018.

By 2022, 20% of all customer service interactions will be completely handled by AI, an increase of 400% from 2018.

Demonstration

1. UX Overview
2. Company + Person + Requirement + Search
3. Managing Parsed CVs
4. Managing Applications, Offers + Placements



The logo consists of a teal diamond shape with the word "PUMP" in white, bold, uppercase letters inside it.

PUMP

Thank you

Louis Welcomme

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