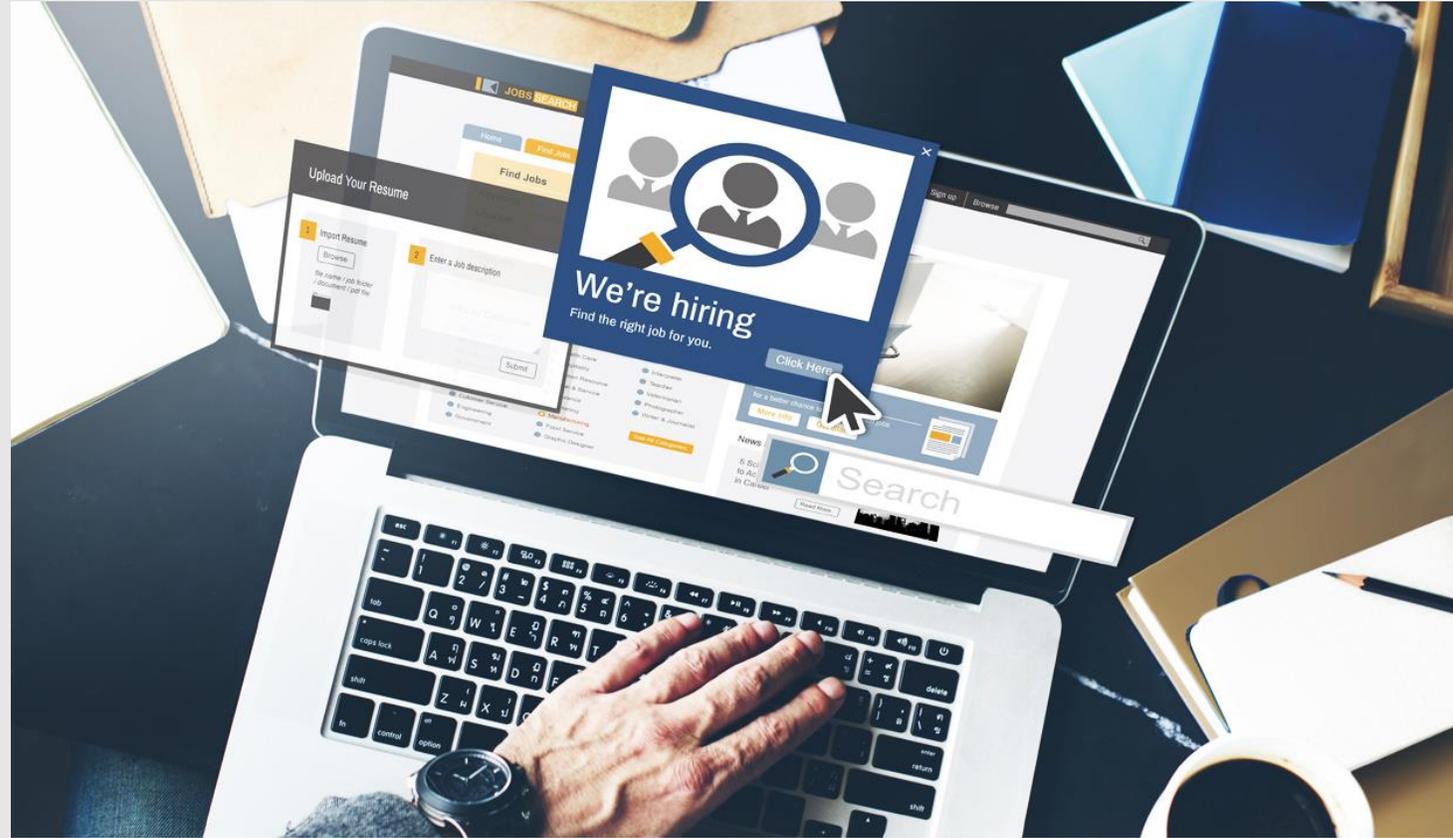


# CEM Business Solutions

## Applicant Tracking System

<https://www.cembs.com/applicant-portal-ats/>



# Hiring the right talent Challenges

Attracting the right candidates for your open positions is always a challenge. In today's instant world, speed matters. Typically, the notice period is about 2 weeks. The replacement needs to be in place so that the work does not suffer. The processes right from *"manpower request, writing job description, posting in internal and external portals, attracting the right candidates, keeping them interested, tracking their progress with interviews, compliance and verifications, making an offer and getting them onboard"* needs to happen quickly and seamlessly. CEM ATS has the functionalities to help you hire the right talent easier and faster.



## CHALLENGES

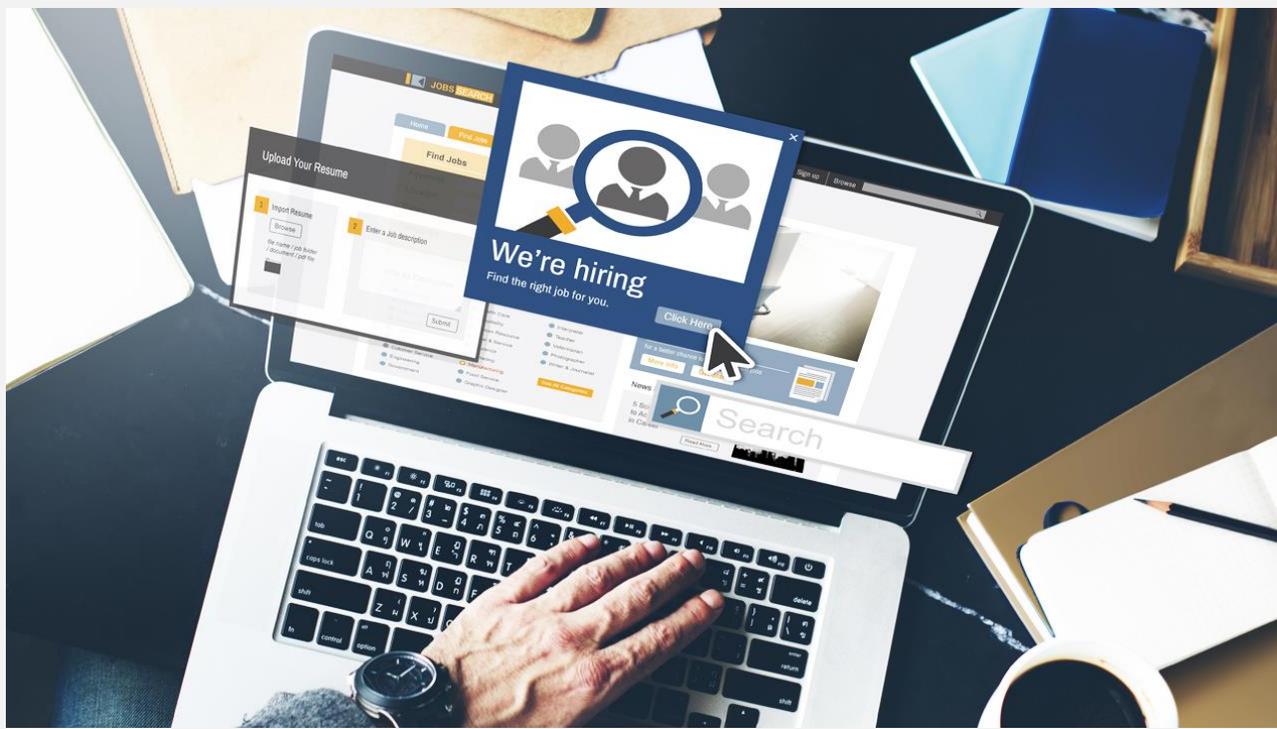
A major challenge for hiring managers is attracting the right candidates. They find that they waste too much time shifting through resumes, who apply for positions they are not qualified for. In addition, HR people have to be compliant with regulations like EEO. Using outdated technology does not make this process easier.

## IDEAL SOLUTION

An ideal ATS solution should be an integrated system from manpower request till the candidate data is transferred for onboarding. It should give a good experience for the candidates in terms of appearance, proactive alerts, automated processes, use of professional and modern tools. Importantly, it should ease internal workload and present 'intelligent' analytics for HR to take smart decisions.

## DESIRED OUTCOMES

With CEM ATS, candidates will easily find your positions on job boards. Using "Hot match" feature, hiring managers will be able to shortlist top rated applicants easily. CEM workflow, interview, alert features ensure a good experience for the candidates. CEM ATS can e-Verify and create an offer letter. It can take acceptance through DocuSign and move their data for Onboarding. Hire your best candidate in less time!



# CEM Business Solutions

## Applicant Tracking System

A recruitment software that works exactly the way you want it to work.

CEM's Applicant Tracking System is a software that you can use to get your jobs posted online to attract the right candidates for the job. The intuitive matching feature will help you see the best fit candidate for the job, instantly.

### RESUME PARSING

CEM ATS has a fully user configurable, Artificial Intelligence, resume parsing module. The hiring team can preset the criteria. This module saves the recruiters' time by automatically shortlisting the candidates, eliminating manual review of resumes. Both intranet and external portals can be considered for this candidate ratings. The preset criteria can be changed, to get another set of candidates.

### CANDIDATES COMPARISON

CEM ATS "Candidates comparison" feature enables you to see the performance ratings of the candidates at various stages, namely written test, group discussion, (video) interview, etc. The system automatically arranges the candidates in sequence from the highest to the lowest. The user configurable dynamic reports can also show other criteria like experience in years and total overall ratings.

### CAN BE USED BY ANY USER ON ANY DEVICE

CEM ATS can be used by any user in the organization to request for manpower. This system can be used by business users, business managers, recruiters, HR managers, admin, and management. It has a friendly and inviting 'User Interface' that is simple to navigate. CEM ATS works with any device – mobile, tablet, laptop and desktop seamlessly.

# CEM ATS on Microsoft Azure

Many companies face the challenge of recruiting the right candidate on time. CEM Applicant Tracking System streamlines the hiring process from manpower request till onboarding. This includes job posting, getting resumes, interviewing, applicant tracking, selecting the best fit, negotiating with applicants, offer letters, and finally onboarding the new hired. This solution can be used as a standalone tool or as a total recruiting solution with the HR module of any platform. These modules are designed to help you hire the best fit candidate on time.

CEM ATS can be hosted in Microsoft Azure cloud or in your own on-prem environment. A link can be given between your website career page and the CEM ATS. CEM ATS can emulate the look and feel of your website.



## MICROSOFT D365 + CEM ATS

Microsoft Dynamics 365 and CEM ATS are integrated seamlessly. It is a bi-directional communication. This includes D365 HR, D365 F & O, D365 BC. The integration can be native connection or through CDS, as applicable.

## LINKEDIN + CEM ATS

The job postings can be done at your internal job portal which can be connected to LinkedIn. In addition to LinkedIn, CEM ATS can be connected to any job portal like Indeed, ZipRecruiter and others.

## MICROSOFT PRODUCTS + CEM ATS

CEM ATS can be configured for e-mail notification and calendar integration. CEM ATS can be connected with Microsoft SharePoint for document management, MS Office for Job description and offer letters and so on. Microsoft Teams can be used for interviews. PowerBI can be used for analytics and intelligent reports.

# Customer success: General McLane

“Hiring a right candidate was very time consuming” said Marissa Orbanek, Specialist, at General McLane. “Partnering with CEM Business Solutions was an important step in the process. CEM understood our needs and provided a solution that not only saved time but also fulfilled our overall recruitment needs. There is a 40% reduction of processing time”, she commented.

Please see customer video:

<https://www.youtube.com/watch?v=dAZO5i69UuY&feature=youtu.be>



## Customer comments:

### REDUCED RECRUITMENT TIME

It took several weeks to get people hired. We were under pressure to fill the positions. Considering that we need the right staff for our position, we needed an efficient process. CEM demonstrated their system and won our confidence. CEM was able to successfully deliver the hiring system that fulfilled all our needs. As a result, we saved 40% on our processing time.

### SAVED MONEY

For any entity, big or small, cost is always a concern. We evaluated the top brands i.e., some expensive ones and compared them to CEM ATS. We did not see any gap or shortfall in CEM ATS compared to the top brands. We went with CEM ATS and this resulted in saving a good amount of money.

### KEEP THINGS INTACT & SUPPORT

Hiring involves stringent regulations like EEO. It is very important to keep our records in place. CEM ATS in association with Microsoft Teams, SharePoint has been keeping our records intact. These rules keep changing. With CEM's on going support, we don't have to worry at all.

# Calendar integration

March 2020

Su	Mo	Tu	We	Th	Fr	Sa
23	24	25	26	27	28	29
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

### Events 03/09/2020

RE: Partner Learning Plan Consult| Modern Workplace | Marketplace prep  
Description:

Hello Jayvardhan,  
Sorry for delayed response.  
Please see the below meeting invite.

You are invited to a meeting

Organizer	Sirisha Potta
Duration	30 minutes
Location	
When	2 options provided

Select options

Invitation created with FindTime

# HR Dashboards

Total Applicants **64**

Total Employers **10**

Total offices **7**

GEOSTATISTICS MAP

3.1 K  
Tweets

523  
Circles

1.06K  
Likes

Slide: 4 of 5

1.6 K  
Subscribers

2.1 m  
Contacts

2525  
Connections

1221  
Media

2525  
Connections

1523  
Subscribers

1523  
Subscribers

You are logged in as: vaiyapuri.vallyappan@gmail.com Switch to site traffic

# Manpower planning

### New Hire by Legal Entity

Select Month: All | Year: All | Show | Clear

Legal Entity	New Hires
RLT	24
DB	12
RO	81
LP	84
FTE	61

### Overall Pre-hire Process Stats

Status	Count
Completed	12
Pending	30
Approved	20

### New Hire by Hire Category

Category	Percentage
Full time	93%
Domain based	7%

### New Hire by Department

Department	Percentage
Management	45%
Development	23%
Marketing	9%
Quality Analyst	9%
Quality Control	9%
Human Resource	9%
Information Technology	9%
Testing	9%
Other	9%

# HR Dashboards

### Applications Statistics

Month	Percentage
February	61.2%
November	28.2%
March	
January	

### Applications Statistics

Month	Percentage
February	61.2%
November	28.2%
March	
January	

November

March

February

January



# Contact us for a demo

## **CEM Business Solutions Inc,**

50 Chestnut Ridge Rd, Suite 103,

Montvale, NJ – 07546, USA

Call: +1 201 391 5345

Email: [info@cembs.com](mailto:info@cembs.com)

Web: <https://cembs.com>

Learn more:

<https://appsource.microsoft.com/CEM ATS>

<https://www.cembs.com/applicant-portal-ats/>



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