



iTALENT DIGITAL CASE STUDY

The Future of Recruiting for a Global Digital Consultancy



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.



Renée La Londe / CEO and Founder

THE PROBLEM

For medium and large enterprises that can receive hundreds or even thousands of résumés for each open req, 65% or more of a recruiter's time is typically occupied with reviewing and vetting unqualified candidates (less than 1% of whom end up getting hired). Another problem is that recruiters are human, and humans have unconscious biases that can be detrimental to an organization's diversity goals.

About iTalent Digital

iTalent Digital is an innovative global woman- and minority-owned digital consulting and software engineering company headquartered in San Jose, California. For the past two years, iTalent Digital has been expanding its recruiting efforts, both digitally and through social media. When iTalent Digital's talent acquisition team needed a smart, innovative, automated solution to help scale their efforts, they turned to MojoRank as their preferred recruitment solution.

For more info, go to:
www.MojoRank.com

65% of a recruiter's time is spent on screening unqualified candidates, less than 1% of whom are hired.

Furthermore, traditional recruiting is time-consuming and in today's tight labor market, companies can't be competitive if they can't get to the right candidates first.

RESULTS

2X Rate of recruitment doubled

65% Time recouped from not having to review unqualified candidates

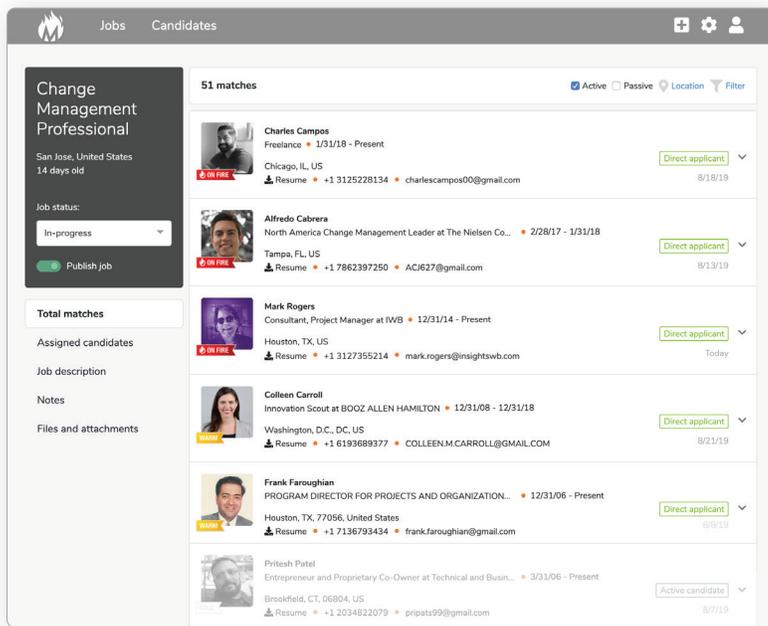
Powerful Matching Technology with Artificial Intelligence

To match and identify the best-matched candidates, MojoRank automates the process of vetting résumés by learning, understanding and analyzing the job requirements and candidate profile information intelligently. It also formulates a basic set of screening questions (automatically, without human involvement) to further assess each candidate, just like what a recruiter would do in the first screening telephone call.

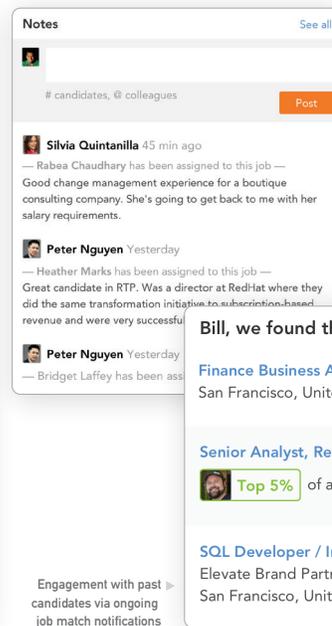
100% Automated Candidate Re-Discovery, No Human Needed

The ATS databases are the most often-ignored recruiting goldmines filled with candidates who have already shown serious interest and applied for specific jobs, as well as having a significant level of affinity with your brand and company. Without any effort from the recruiters, MojoRank constantly identifies and delivers candidates from the past who not only match the job requirements, but are also the most likely to make a quick move.

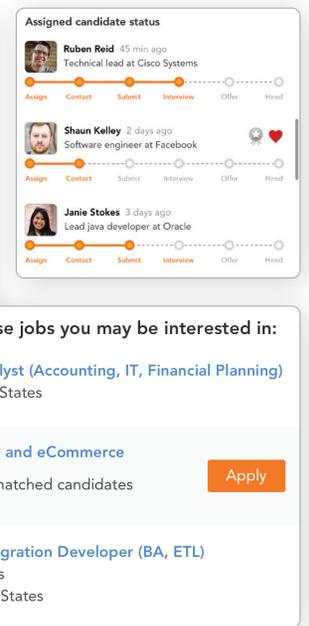
▼ Powerful Matching Technology with AI



▼ Collaborative communication between team members



▼ Intuitive candidate status management



Anonymization for Removing Unconscious Bias

Despite our best intentions, unconscious bias is a reality. MojoRank’s Anonymization capability focuses recruiters’ attention on candidates’ qualifications objectively. MojoRank also intelligently identifies and analyzes each candidate’s diversity attributes to quickly identify qualified diversity candidates and generate diversity pipeline reports.

A Positive and Engaging Candidate Experience

The most frustrating thing about the job application process for candidates is the lack of timely responses and transparency. MojoRank provides candidates ongoing status updates, insights into how they measure up against other applicants, and nurtures their interest by sending them future open reqs that match their experiences and skills.