

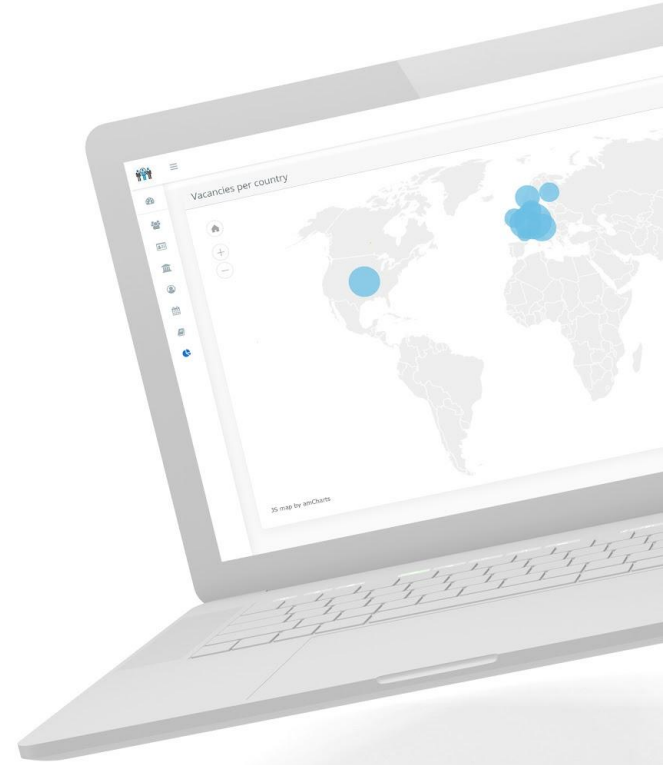


Case study

# HUMAN RESOURCES MANAGEMENT SYSTEM

Client

European  
Recruiting  
Company



## About the client

Our client is a European recruiting company which provides services both for employers and candidates. The business model is to find the best candidates on employer requests.

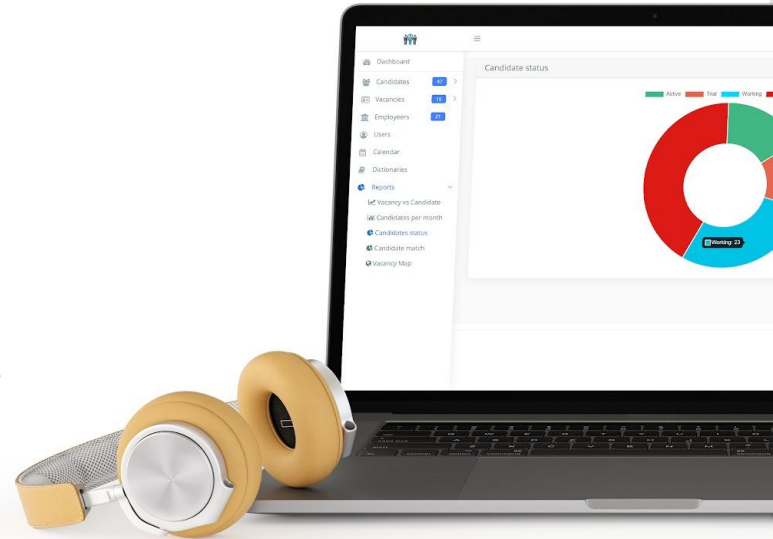
## Challenge

### Standardising and automating the manual processes of recruitment business

Our client has been operating mainly manually and using Excel tools across multiple of their work steps including:

- Employers requests analysis
- Candidates Analysis
- Candidates Selection
- Candidates Presentation
- Requests Management
- Candidates Management

This approach rendered rigid and unscalable with company growth. Our client started to explore ways to scale the process through advanced web solutions which would automate all the parts of manual work into one easy process.



## Core Requirements

**1** Decrease recruiting manager's efforts on validating each candidate's CV and vacancy requests

**2** Minimize human mistake risks by missing important information in CV or vacancy description

**3** Save time on

- downloading candidates CVs from website
- and adding them to the CRM
- uploading vacancies from CRM to Website

**4** Security and data protection

## Solution

**We developed a Web platform (CRM) that helps our client automate their business process.**

To minimize human mistake risks and decrease recruiting manager's efforts on finding and validating the best candidate and we implemented:

- Advanced text search through database of all vacancies, candidates profiles and CV for validating candidates for a particular vacancy
- Reach filtering option for finding best candidates in the database for a specific vacancy
- Intelligent match algorithm for getting suggests of best candidates for particular vacancy automatically

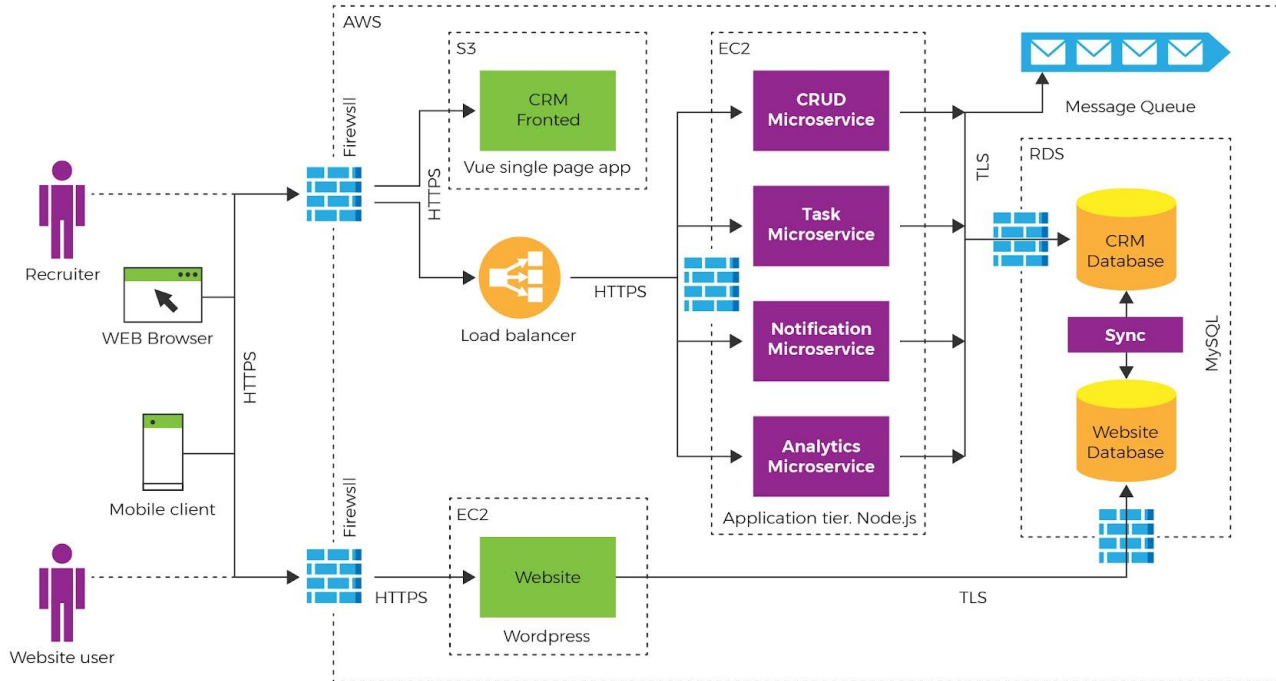
Besides that, the synchronization of CRM with customer's website save much time:

- Every time when a new candidate posts their CV to the Web site, it is automatically parsed and saved to the database, no manual operations needed
- Every time when a new vacancy is added to the CRM, the vacancy automatically is shown on the website, no manual operations needed

To make the system secure we use next approach:

- Two-factor authentication and role based access were implemented
- To transmit data between components, a transport security approach was used.
- And finally to prevent hackers attack we used different approaches like network security, principle of least privilege and OWASP recommendations.

# Architecture

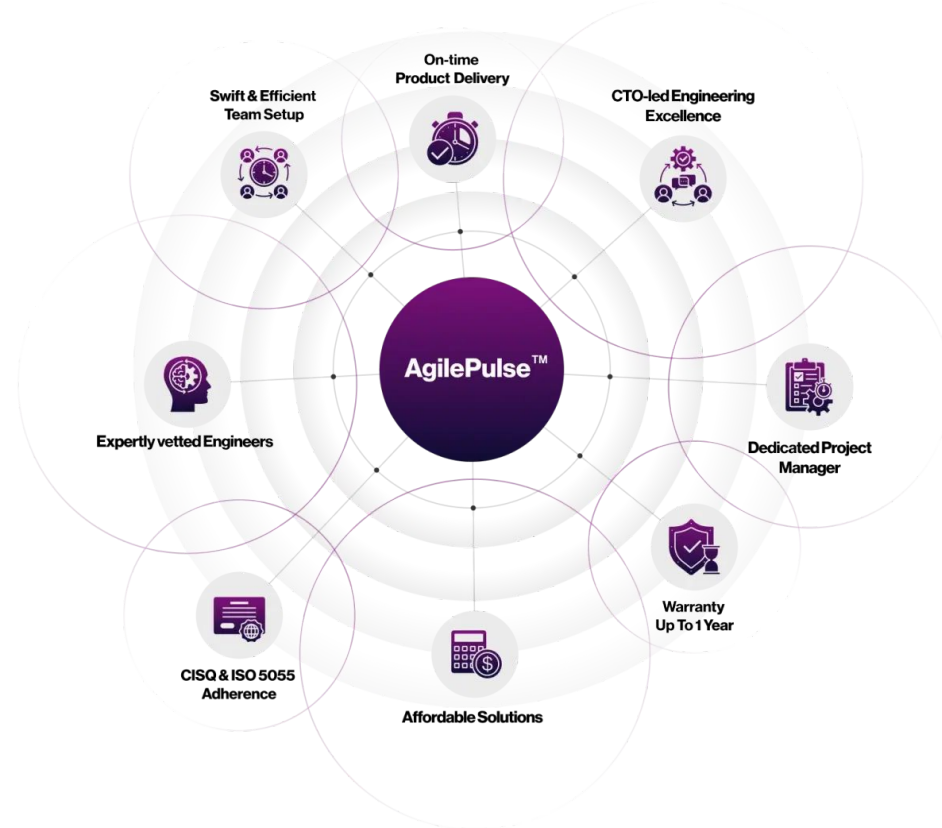


# Benefits of Clover Dynamics

At Clover Dynamics, we believe in building long-term relationships with our clients through exceptional customer experience. We provide a full cycle of product development services & Team Extension, that go beyond coding and into the realm of delivering value. Our team of skilled professionals is dedicated to helping our clients achieve their business goals through innovative technology solutions and unparalleled customer experience.

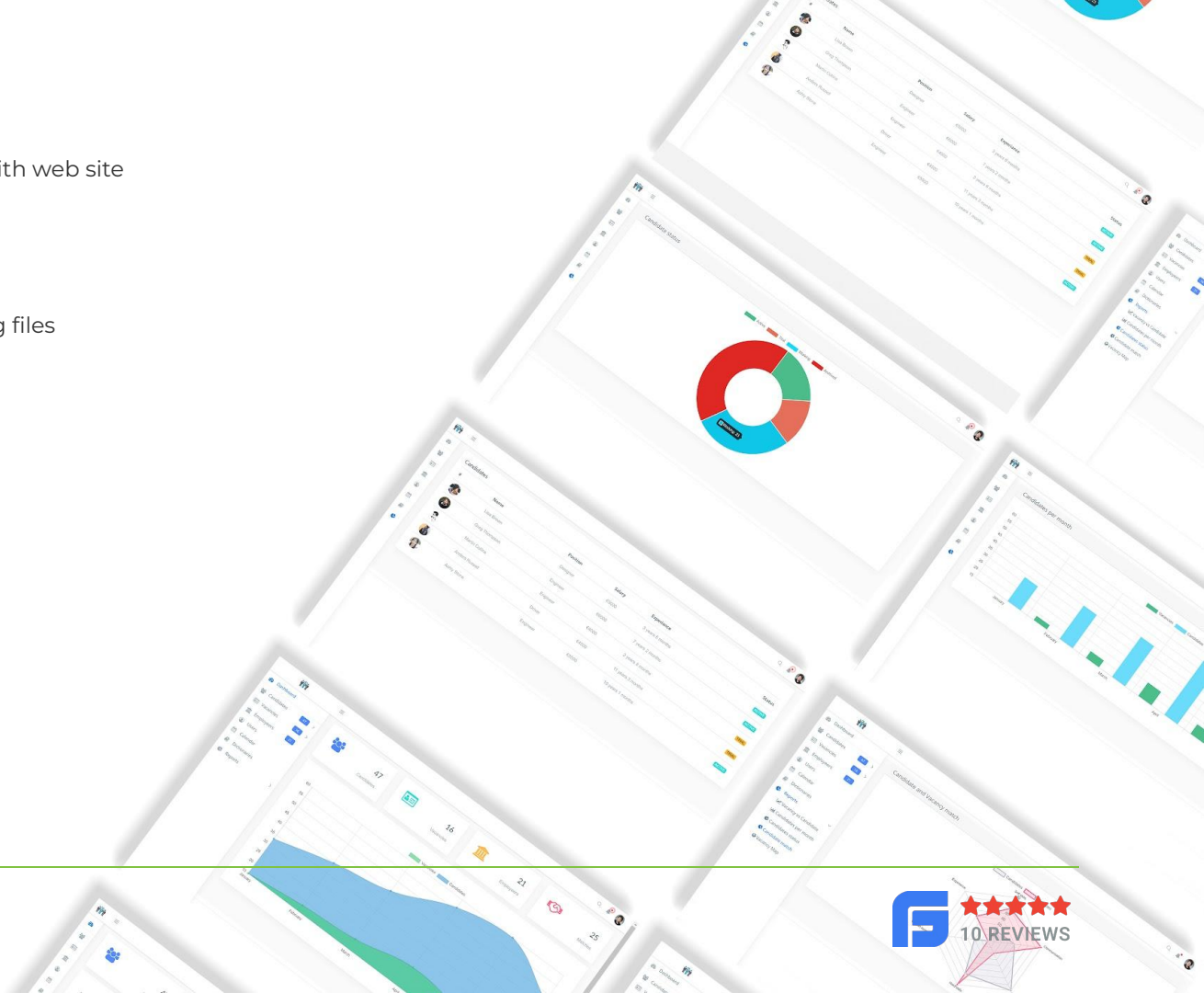
Drive your project to success with CTO-led engineering excellence, ensuring that every aspect of your development is guided by top-tier expertise and precision. Our expertly-vetted engineers are selected through a rigorous process, guaranteeing that your team is composed of subject matter experts dedicated to delivering quality results. Benefit from continuous CTO oversight throughout your project, providing a layer of strategic insight and oversight that sets the standard for excellence.

Let's talk! →



## Features

- Bi directional synchronization with web site
- Task management system
- Notification system
- Multi language support
- Entities management
- Full-text search in data including files
- Two-factor authentication
- Role based permissions system
- Different reports and analytics
- Intelligent match algorithm



## Process

We divided project implementation into 3 major phases:

**Discovery Phase** - for requirements elaboration and solution vision designing. Importance & Output:

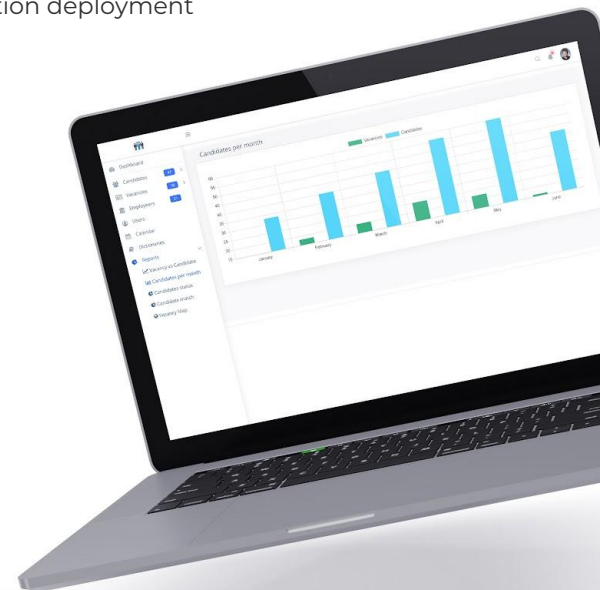
- Software Requirements Specifications document is completed- requirements elicited, baselined and verified
- Project architecture is designed
- Specifications Document is completed and high-level backlog is prepared
- Wireframes are completed

**Benefit for Client:** Upon discovery phase completion client gets a fully documented project from requirements, technical and visual perspective that is ready for further development with any technical team.

**Solution Implementation:** features elaboration according to project plan and acceptance criteria; algorithms implementation and quality control

To make sure that a product has a great quality we used two approaches. First one is unit testing which is implemented by developers and allows to detect existing bugs immediately and prevent new bugs in the future. The second one - to assign a QA engineer to test and ensure that product is ready to use. The source code was developed as maintainable as possible including code comments and using low coupling principle to make unit testing possible.

**Production Readiness:** processes optimization, environment configuration, solution deployment





## Deliverables

**Web platform source code** - the client is the only owner of all results and intellectual property that were created during our cooperation

**Documentation package** - Software Requirements Specifications, Project Specifications, architecture documentation, code coverage report and other work documentation

## Results

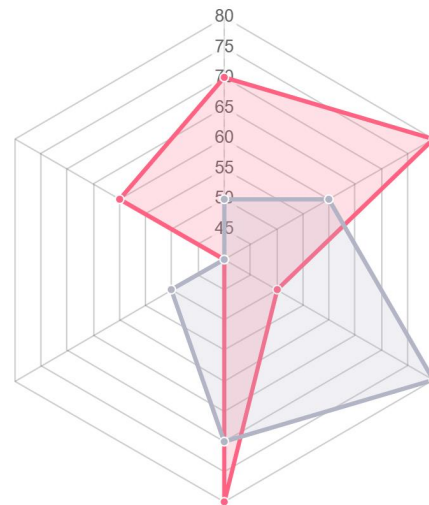
Sales and competitiveness increase – key customers have been impressed by a speed and quality of new recruitment process; new customers choose our Client among other recruiting agencies

Number of human errors on all phases of recruitment process has been decreased

New market enter - by decreasing recruiting manager's efforts on manual operations our client put available efforts to a successful entering of new markets

Staff turnover decreased - instead of manual routine work recruiting managers now have a possibility of putting more attention to live communication with clients and candidates what makes their daily operations way more interesting

—  
Having a good results after the MVP release our Client continues optimizing the system by adding new features for their employees on all levels, candidates and clients



## Technologies



koa



## Services

- Business analysis
- Architecture development
- Custom software development
- Quality assurance
- Project management
- Development operations



**Country**

- Germany

**Industries**

- Web Application
- Services
- Recruiting
- CRM

**Team****Engineering**

- Frontend - 40 hours/week
- Backend - 40 hours/week
- System Architect - 40 hours

**Quality Assurance**

- QA Engineer - 20 hours/week

**Management**

- PM - 10 hours/week

**Business analysis and work with SRS**

- BA - 80 hours

**Duration**

MVP - 2 months

Version 1.0 - 3 months

**Status**

Development of Version 2.0 (Web application, CRM)

Development of Mobile applications



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We at Clover Dynamics are not just committed to delivering exceptional software solutions, we're also dedicated to fostering lasting partnerships. Looking forward for the opportunity to work together and create something truly remarkable



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