KGiSL

Serving World-Class Enterprises Enterprisingly

Case Study: Build-Operate-Manage

Committed to drive your business enrichment

SEI - CMM Level 4 COMPANY

ISO 9001:2015

$1 MILLION GUARANTEE SECURE DATA ENCRYPTED ns network solutions

PCI DSS COMPLIANT

ISO 27001:2013 INFORMATION SECURITY MANAGEMENT SYSTEM

CASESTUDY: BUILD-OPERATE-MANAGE

The Client:
- Our client is a US based global cable and satellite television channel that broadcasts to more than 200 countries.
- The channel focuses on sports-related programming including live and recorded event telecasts, sports news and talk shows and other original programming

The Requirement:
- The client recruiting teams has had always carried large req loads, so was looking for opportunities to save time and improve productivity
- We worked with the clients to identify tasks that were generic work (non-core). This includes activities such as appointment making, interview scheduling, candidate follow-up, job ad posting, applicant screening, acknowledgement and support of internal referrals and more

The Solution:
The client engaged with KGiSL as their partner to drive efficiency across their business units. A dedicated account team was set up that manage the following activity for the client:

- **Initial Phone Screens & Scheduling Support**
  - Call candidates and do the initial screening for specific reqs
  - Schedule candidate interviews for recruiters
- **Applicant Tracking System (ATS) Maintenance**
  - Enter candidate data and upload resume to the client ATS system
  - Scrub resumes and update disposition for candidates
  - Posting jobs and assessments
- **Vendor Management System (VMS) Maintenance**
  - Review resumes and forward to Hiring Managers within the VMS (IQ Navigator)
  - Update disposition for candidates
  - Schedule candidate interviews for Hiring Managers
- **Market Research**
  - Conduct organizational talent mapping
  - Uncover talent pool information
  - Identifying industry best practices (Ex: Background check process)
  - Building list of target companies
- **Research - Name Generation**
  - Generate leads for recruitment
- **Data Analysis & Reports**
  - Analyse data for trends (Ex: Hire Source Analysis)
  - KPI reports (Ex: Recruiter Performance, campus recruitment reports, recruitment analysis reports)
  - Preparing various reports from granular reports to executive presentations

The Results:
- ~20% of time is saved for the in-house recruiting teams enabling them to focus on core tasks
- Increased ROI by effectively improving back office process & functions