ADITI
CONSULTING

Automation, Data + Analytics

Alignment Through Automation

Aditi partnered with a renowned nonprofit organization to revamp current digital hiring processes to better align with the organization's mission of **providing tech-focused job opportunities for underrepresented communities**. The current hiring process filtered out millions of skilled workers that did not meet traditional degree requirements, necessitating a more inclusive and diverse digital screening process.
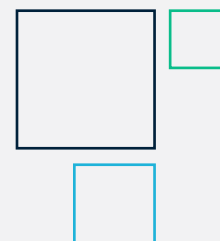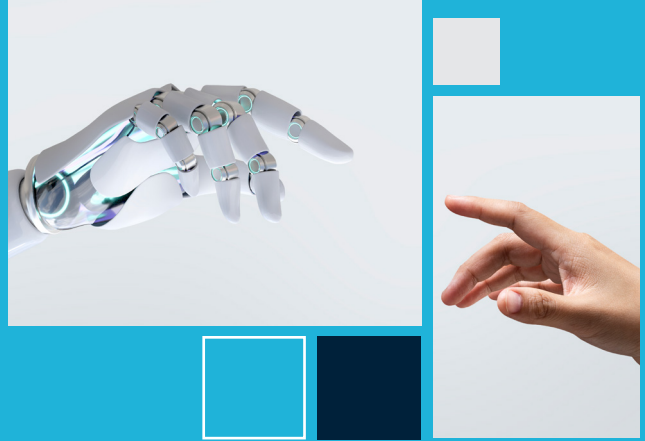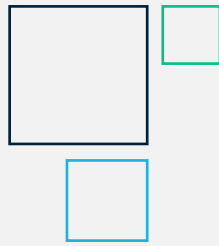
The Challenge

With the organization facing an abundance of outdated screening filters and a lack of dedicated support needed to manage their talent matching platform, the non-profit sought an experienced IT partner to run point on building a **more effective, streamlined talent matching platform**.

In addition to adding more dynamic filtering processes, the nonprofit required more **robust and automated database connections** for job-seeking candidates and organizations seeking new talent. The system required users to manually browse through the platform's basic filters to find jobs or source candidates for open positions. In addition, the **organization's internal development teams experienced dysfunctions** that affected software development,integrations and migrations that bogged the system down.

Our Solution

Aditi deployed a five-person team that included a front-end engineer, two back-end engineers, a QA (Quality Assurance) engineer and a DevOps engineer. This team worked collaboratively with internal developers using **agile/scrum methodologies to build an integration between a machine learning system and the databases** containing jobseekers and companies. The new integration functions as a comprehensive database that enables a **more efficient, accurate and automated screening process** that provides a matching score based on a candidate's skills, experience, and the job requirements. The new machine learning system is also tailored to system engagements, vastly **improving the end user experience.**

The Result

Aditi significantly improved the talent matching platform, while building a more dynamic candidate-to-job opportunity matching process. The platform can more accurately identify potential hires while providing a **more diverse, personalized experience** that benefits job placement success. With these improvements, the modernized **platform is more inclusive**; successfully connecting skilled individuals from underrepresented communities with job opportunities in the technology sector.

The Aditi team continues to work with the organization to maintain and make improvements to the platform.

Aditi Empowers Business Process Automation

Aditi provides comprehensive services and skilled talent to support the world's largest companies. **We build, integrate and execute bespoke data-driven automation solutions** to help businesses modernize, while improving the performance of critical systems.

Looking to optimize and automate your workflows? Contact us today to learn more.

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