

A paper based to Cloud Transition Journey

OBJECTIVE

Migration of Legacy Systems to SuccessFactors Cloud Improves Service and Reduces Costs

A Florida based largest Food distribution Insurance company had the need to transition multiple legacy tools and paper-based processes to the SuccessFactors® platform. The team successfully modernized the Career site, recruitment process, recruiter and candidate experience, resulting in reduced infrastructure costs, streamlined candidate hiring process, enhanced Candidate relationship management and background check automation.

During 100 years of growth and expansion, the private food distribution company had developed in house career sites, age-old processes and small software tools for requisition handling Recruitment and onboarding process in SAP system. In time, this led to losing skilled resources with process, background/drug test and approval. The company also faced challenges by losing skilled resources to competitors, extensive manual process, and challenging executive reporting processes.

“Just wanted to take a minute to thank you for modernizing our Career site, recruitment process, recruiter and candidate experience, resulting in reduced infrastructure costs for us and also streamlined candidate hiring process, enhanced Candidate relationship management and background check automation.

- DIRECTOR, HR SYSTEMS

CLIENT PROFILE

The client is a Florida -based 100+ year old Food distribution company with operations in more than 15 facilities and 3500+ employees. It is a leading, food distribution company for Fast food centers and other restaurants directly impact Tourism of Florida.

CHALLENGE

A 100+ year old company made the decision to sunset legacy career site, in-house process and manual background check and drug testing processes and move to a single Cloud system on the SuccessFactors Recruitment management platform

TRANSITION PLAN

The company sought a technology partner to help it replace its legacy careers and manual ATS process, with a single, cloud-based solution that would support Career site, requisition posting, candidate administration and ATS. The migration included sunsetting applications running on Java, .NET, and SharePoint. The solution needed is to accommodate multi capabilities and support rapidly changing recruiting requirements with frequent release cycles module, active directory-based HR integrations and SharePoint HR applications. The solution needed to accommodate multi capabilities and support rapidly changing job profiles and salary grades, regional and global HR policies and data privacy compliance.

SOLUTION

- ✓ Blueprint a brand-new process tailoring Position management, Requisition creation and approval workflows, career site build for candidate experience and ATS.
 - ✓ Customized the Recruiter platform or ATS with prominent features including cascading picklists and auto population of Position org structure, workflows, and user-friendly recruiter pipeline.
 - ✓ Customized the Drug testing and Background check workflows that can be easily triggered by Recruiters or administrators.
 - ✓ Developed completely new Career site for the company and provided world class search for openings, candidate profiles. Integrated the Career site candidate profile to ATS platform dynamically.
 - ✓ In 5 mins, a requisition can be raised, approved, posted to career site and also to all global career sites like Career builder, LinkedIn etc.
 - ✓ Developed extensive reports for candidate / position/ screening statuses, background and drug testing results etc.
 - ✓ Automated the upload of new cost centers and Org objects without manual intervention.
- Claim reporting to creation time has been reduced from 45 mins to three minutes
 - 75 percent reduction in operating expenses
 - Automation of Requisition creation
 - Improved user communications and recruiter/ candidate service

CUSTOMIZED SOLUTION

Our team was selected because it has a successful track record of helping financial services organizations manage smooth, cost-effective digital transformations. With a dedicated Recruitment practice and in-depth experience in data management, data conversion and automation testing they were able to translate our needs into effective action. The project involved moving client information from the aging process to more advanced SuccessFactors recruiting requiring close partnership while managing the process. SuccessFactors experts conducted a comprehensive analysis of the legacy systems, gathering the information needed to build a new solution aligned with operational and business requirements. Workflows were designed to meet the specific needs of career site and Job sites management. The resulting ATS Cloud solution includes Requisition, ATS administration, Career site administration and background check / drug testing process. As a final step, the team conducted sanity and regression testing of the new solution. DevOps continuous integration testing will enable the organization to respond quickly to frequent releases and software patches while preventing business disruption.

COST SAVINGS, IMPROVED SERVICE AND MUCH MORE

The migration to SuccessFactors Cloud was on-time and on-budget. It has reduced operational costs, speed service to customers, and provided these additional benefits:

- Enterprise users can now access cloud-based applications more quickly, from virtually any internet-connected device
- The company has improved its candidate communications, retention and satisfaction across job categories and recruitment process.
- Reports are more accurate and take less time and resources to create, improving management decisions and increasing transparency across the organization
- Integration with third party systems is streamlined with the use of the SuccessFactors integration Platform

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