



TalentBrowser for I.T. Financial Staffing Case Study

Integretech's Success Story

Company Profile <http://integretech.com/>

Integretech is a boutique NYC I.T. Staffing firm that provides recruitment services to Wall Street, the Fortune 1000 and hi-tech firms.

Challenges

- Upon launch in 2003 Integretech becomes an approved staffing vendor of several global investment banks. The challenge is to ramp up quickly to recruit candidates for I.T. Jobs that require specific technical skills combined with financial subject matter expertise.
- The company has no Applicant Tracking System, database or infrastructure in place.

TalentBrowser's Solution provided

- A SQL Server database and automatic resume parsing, screening, scoring and matching
- Advanced Resume Analytics that categorize and quantify Roles, Skills and Experience for job matching
- Editable Thesaurus of industry-specific jargon in I.T., Financial Services and more
- Bulk email Enotify Campaigns to targeted candidates
- Recruiting Activity Workflow and ability to work a large number of jobs with a small team

Results

- Integretech outperformed large national vendors in both quality and quantity of placements
- Creation of resume database of 200,000 resumes with Resume Analytics and Recruitment Activity historical reporting
- More Job Openings through positive client feedback and referrals
- Repeat candidate placement due to highly tuned matching engine that produced results

Company Background

Integretech has provided I.T. recruitment services for contract and direct hire positions to Wall Street, the Fortune 1000 and hi-tech firms since 2003. To achieve their objectives, Integretech reaches out to its proprietary database of highly specialized candidates with job opportunities that strongly match their skills, experience and desired job requirements. The ability to automate the import, parsing, analysis and matching of Resumes to Jobs was a key goal for Integretech.

CEO/Founder Janet Dwyer states,

“With TalentBrowser we were able to quickly identify a shortlist of top candidates for highly technical Wall Street roles that also required investment banking experience in fixed income, equities, derivatives and other asset classes. We were able to fill client openings with our previously sourced candidates who were thrilled with our ability to reach back out to them with jobs that were perfectly matched. As new technologies or financial instruments came to the market, we were able to update our thesaurus and rescore our entire database on-the-fly. “