



TalentBrowser for Professional Services Executive Summary

Professional services companies are constantly faced with the challenge of staffing their client engagements with the right resources at the right time. Considerable effort is undertaken in defining the optimum staffing requirements, finding the right resource with the experience and track record needed, and confirming their availability for the assignment.

When an opportunity presents itself and an engagement must be staffed, finding the right resource mix is essential, but equally important is timing. Engagements must be staffed and started soon after a contract is signed. Large firms have resources across the globe, small firms rely on both local staff and their subcontractor network, and each often has to consider recruiting external candidates. All of this takes time and a massive amount of coordination. In most organizations, this is either a manual process or one that has bespoke systems that are difficult to use or that have been built to help with one part of the challenge.

TalentBrowser is innovative, cloud-based software that unlocks the value of existing talent pools using pioneering Resume Analytics, Job Matching and patented Search technology that provides a customizable taxonomy to capture business intelligence. The robust filtering engine optimizes the search and identification of potential candidates, quantifies their skills and experience and matches them across all open jobs automatically. It maximizes the efficiency of Resource Management Teams, standardizes candidate assessment and helps organizations quickly and accurately pinpoint top talent on demand while saving time and delivering cost savings.

TalentBrowser's customizable thesaurus-based engine parses, indexes, scores and matches multiple resume databases to jobs while empowering end users to control and rank the results. The underlying technology (U.S. Patents 7587395, 7702621 "Profile Matching of Unstructured Documents") is extremely well-suited to jargon intensive requirements and provides a disruptive alternative to methodologies in use today, such as Boolean, Semantic, and Predictive Analytics.

Resource Managers are excited at how their specific requirements and the nuances of their ongoing needs are encapsulated in a dynamic thesaurus that's available in the earliest stages of the search process. TalentBrowser enables the creation of a centralized and proprietary nomenclature and jobs library that ensures a unified approach at all phases of talent acquisition.

TalentBrowser is a mature SaaS implementation of an in-house recruitment methodology which has been in continuous daily use in the competitive Financial Industry IT segment for over a decade. It can easily interact with various social media networks, such as LinkedIn, enabling Resource Managers to obtain up-to-the minute profiles of candidates as well as establishing a link to access non-firm resources if needed.

A key differentiator of TalentBrowser is that it has been designed for Resource Managers by recruiters and technologists with a significant amount of experience identifying and placing resources within Information Technology and Financial Services engagements.

This value-added data that includes categorization of people and quantification of their skills and experience is stored and available for initiatives such as Recruitment, Critical Skills Gap Planning, Global Location Planning, Human Capital Risk, IT Risk, Learning and Development, Next Gen Workforce, Pipeline Forecasting, Project Planning, Reductions in Force, Retirement and Resignation Planning and Talent Mobility.