

### Customer Profile

*Everest Consultants, USA  
<http://www.everestinc.com>*

### Our Solution

*The system provides a web-based solution that displays data and processes user input. An important design element in this solution is that we built the system as a component based system, allowing the individual components to be integrated in a flexible manner and made reusable. This characteristic is essential to allow an end user organization to choose the components required for its requirements. Building the solution as components also protects the integrity of the database and allows different classes of users to run independently from one another.*

### Methodology

*Talent Bank was developed as a tool to automate the Recruitment Process in medium/large and distributed organizations. It is designed in such a way that it can be easily used with the web browser.*

*The system is designed and developed using the Iterative Methodology.*

*The System uses a Component based architecture. Talent Bank also supports the Application Service Provider (ASP) Concept.*

### Benefits

*Talent Bank facilitates ease of use for the end user and reduces the additional load on the client by supporting only a web browser as a client tool. This*

### Introduction

*Talent Bank* is a distributed system that allows an organization to handle its recruiting requirements. It allows for managing sales persons, recruiters and candidates and provides web-based interfaces that allow these users to access the system over an Intranet/Internet. Initially the tool is aimed at handling requirements of Everest Consulting Inc. However, it can be used by other organizations with similar requirements.

### Situation

The purpose of the system is to centrally manage the sales persons and recruiters. Candidates can add their resumes to the bank and clients can specify their requirements to the system.

### Features

Talent Bank provides the following features:

- Will work in both in an intranet and internet
- Will allow the organization to automate the entire candidate selection and resume management processes.
- Provides a secure database containing information about potential candidates for job requirements.
- Allows the organization using the system to provide services to deal with clients (in case of organizations dealing with on-site placements)
- Provides easy and consistent interfaces to the candidate for feeding his/her resume over the Internet from any part of the world.
- Allows the sales person to query the centralized database and obtain information about clients.
- Allows the recruiters to query the centralized database for qualified professionals and identify potential interviewers for candidates
- Allows the registered clients to access the database for skilled professionals and also allow them to specify their requirements (in case there are no candidates meeting their requirements in the database or the existing candidates are not appropriate)
- Allows the person-in-charge to track status of sales persons, recruiters, and clients by generating appropriate reports from the system

### Tools and Technologies

- Microsoft Windows 9x/NT
- Internet Information Server 4.0
- Microsoft Visual Basic 6.0
- Microsoft Visual Interdev 6.0

*reduces the need for manual intervention in the recruitment process where there are delays. The interface helps reduce common errors which are committed. Job posting, reminder management and resume posting is done in such a way that the end user feels very comfortable to work with the system.*

- Microsoft SQL Server 7.0/2000

## Our Process

The System provides two basic services: Server Side services and Client Side services. The **client side services** include the web-based interface that candidates, clients, recruiters, sales persons, interviewers, persons-in-charge and systems administrators will use when they want to carry out their specific tasks. Each class of users (except the candidate while accessing the system for the first time) will access the system by using an assigned user id and password.

The **server-side services** consist of several applications or tools and components. All components at the server side are basically ActiveX Components running on the Windows NT Server. These provide the main interface between the Web-Client and the Database. Each component will have some interfaces and they provide various functions/services (like returning results, passing queries, deleting, adding and modify) to the web-based clients. All the components mutually work to achieve a task.

## Conclusion

The System was designed and developed to cater to the needs of the Recruitment Industry. As the system uses the component model, it is easy to maintain and upgrade.