Data-intensive Decision Process Made Easy for 1,500 Program Managers at $4B Firm

JOB STRUCTURE REDESIGN
Washington DC Metro Area

BACKGROUND
Our client, a top 10 defense contractor, completely redesigned their internal job structure and simultaneously overhauled the hiring process for all new employees. Hiring managers (≈1,500) would be required to search through thousands of job descriptions and attributes (without the assistance of HR) to eventually choose one job code and convey that to the recruiting team as the hiring requirements. The job structure only existed as a "flat file" in Excel and the in-house recruiting system offered no user interface to simplify this process.

CHALLENGES
- Original data structure was not dynamic and was limiting in nature
- Had to develop flexible data structure that was complimentary to original, dynamic in nature and relatable to a non-HR user
- The solution needed to be fully operational and deployed in 4 weeks
- Managers had no prior training with the underlying job structure
- Managers had wildly varying levels of technical aptitude and were physically dispersed all over the world
- The solution had to be secure, available 24/7, accessible outside the firewall and functional on all common operating systems

SOLUTIONS
Developed a standalone, self-contained (meaning it didn't need to connect to any databases to perform its function) interactive data tool that was published to the client's enterprise SharePoint site for all their PMs to access remotely from anywhere in the world. In addition to the technical solution provided a series of tutorial videos intended both for the standard user as well as the technical administrator.

VALUE
- Automated the recruiter's old manual process of search and decision matching. The value we delivered was complimentary to the new business process that client had designed.
- New system globally deployed vs old central system.
- New data system saved client search time, money by automating once manual processes, and created efficiencies in revenues allowing employees to become more billable in a timelier manner than before.

> *Adaptalytics' data scientists developed **an intuitive user interface** that enabled managers to **rapidly** filter through thousands of jobs to **find the best fit for their needs**.*

DATA STRATEGY

PROJECT MANAGEMENT

AUTOMATING PROCESSING

ADAPTALYTICS