



JOB STRUCTURE REDESIGN > WASHINGTON DC METRO AREA

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

The data artisans at Adaptalytics developed an intuitive user interface that enabled managers to rapidly filter through thousands of jobs to find the best fit for their needs.

BACKGROUND

Our client, a top 10 defense contractor, completely redesigned their internal job structure and simultaneously overhauled the hiring process for all new employees. About 1500 hiring managers were required to search through thousands of job descriptions and attributes (without the assistance of HR) to eventually choose the most suitable job code and convey that as the hiring requirements. The job structure only existed as a “flat file” in Excel and the in-house recruiting system lacked a user interface to simplify this process.

SERVICES PROVIDED



Data Strategy



Project Management



Automated Processing

CHALLENGES

- Original data structure was not dynamic and was limiting in nature
- Had to develop flexible data structure that was complementary 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 Adaptalytics 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 complementary to the new business process designed by the client.
- New system globally deployed vs old central system.
- The new data system saved the client search time and money by automating the manual processes, while creating revenues. These improvements allowed employees to become more billable than before.