



SUCCESSFACTORS ATS CASE STUDY

HIGHLIGHTS

Allegis Global Solutions (AGS) has worked with our client to implement SAP SuccessFactors, as well as making continuous improvements over time. This includes streamlining the application process from 30 minutes to just two minutes.

CLIENT OVERVIEW

Our client is one of the world's largest software companies, with more than 12,000 employees globally. We first launched the AGS RPO service with our client in North America and India, quickly followed by EMEA, APAC and LATAM.

BACKGROUND

AGS delivers RPO services using the SAP SuccessFactors ATS for many of our client engagements. Many of our clients choose SAP SuccessFactors as its capabilities include:

- Extensive reporting and enhanced features such as wider HR based modules for performance reviews and compensation for benefits tracking
- Enhancement requirements can be complex and require development work
- AGS covers nearly all European countries with our technology client (as well as the Americas and APAC), so this tool is adaptable on a global scale

For the last six years, this global technology client has been using SAP SuccessFactors. We were an integral part of the initial global implementation, working directly with the SAP SuccessFactors professional services team to rollout this technology.

SUCCESSFACTORS

Changes and Modifications

Since the initial rollout of SAP SuccessFactors, the AGS PMO and the project team (including functional leadership within our operations and marketing teams) has worked with our client and SuccessFactors' professional services partner to implement a number of further changes and modifications, including:

- **Employee referral module** within SuccessFactors
- **Recruitment marketing module**, including talent communities
- **Migrate careers site** to SuccessFactors, which included building landing pages, job search functionality, turning leads into applications
- **Advanced analytics** – allowing the talent acquisition community to have access to advanced hiring data reporting capability

In addition, 18 months ago, our PMO worked with our client to completely reconfigure the entire end-to-end process, as over time, the system process had moved away from what the actual process was.

SUCCESSFACTORS (CONTINUED)

The process was reviewed and streamlined, and now follows our client’s actual recruitment process. The candidate application process has been reduced as a result of this streamlining process from 30 minutes to apply for a position, to just two minutes.

The AGS PMO, together with our project teams made up of marketing, operational and delivery leadership, continues to work with our client to improve the use of their ATS for the benefit of the recruitment process.



**REDUCED
CANDIDATE
APPLICATION
PROCESS FROM
30 MINUTES TO
TWO MINUTES**



ABOUT ALLEGIS GLOBAL SOLUTIONS

Allegis Global Solutions is founded on a culture that is passionate about transforming the way the world acquires talent by delivering client-focused solutions that make a difference for businesses worldwide.