

Web Application – Typo3, Applicant Tracking System and Recruiting Software

Nearshore services

Technologies:
 Linux, Typo3, PHP,
 HTML, MySQL



About Bruschi:

BRUSCH supports companies to find and establish flexible sourcing decisions, to overcome a temporary gap of personnel and to decrease costs. The efficiency of a company will be increased by making advantage of the international IT services of BRUSCH.

Especially for well educated, experienced and multilingual IT experts there are always good chances for limited and interesting onsite stays. Very often these stays are the start and also the pre conditions for long lasting nearshore / remote projects.

More information at:
www.brusch.ro

About Ropardo S.R.L.:

Innovation, Quality, Deliver on Time is our objectives since 1994 when Ropardo S.R.L. start as Technology Company based in Sibiu, Romania. Our expertise is in offshore software development, implementation of complex software solutions and maintenance of software/IT systems for word wide customers. Our services domains are: system and application development, business application, Web and e-business/eCommerce, software re-engineering, software test, maintenance and support.

More information at:
www.ropardo.ro

Client Challenge

Working in human resource business today is knowledge based activity.

Creating a centralized CV's Registry required integrating data from different sections: Job info, CV info, documents info, so the operators have access to this information fast.

Furthermore, the CV's Registry needs to be updated every 24 hours with the latest CV's, Jobs, info putting the performance and response time demands on the application.

Based on employer request for skills, location, experience, etc., matchmaking processes need to be fast and reliable to find best available resources.

Software solution needs to be accessible by different operator's level that needs to have partial access to database data.

Ropardo S.R.L. Solution - Off Shore Development Center

An easy-to-use, web-based application for all recruiting needs was designed. The application allows tracking all the recruiting activities to include but not limited to managing resumes, candidates, employees and external vendors as well customer requests.

Also, the application provides capability to publish Requisitions / Job Orders in the front End (website). The web-based CV's Registry application captures and tracks CV and Job offer where the CV was proposed, the status of the response for a Job Offer.

This provides to operator up-to-date information about CV's, Job Offer, Documents.

The recommendation for TYPO3 was made based on the following grounds:

- It already offers 40% of the functionalities needed
- Usability is a particularly a strong issue
- Being Open Source it offers maximum flexibility for adding functionality
- Being PHP-based it is combining proven technology with swift and cost-effective development

Technologies on short

The following technologies were used:

Php, MySQL, Typo3, Linux, Typo3 Extension framework, HTML

“Ropardo S.R.L. was flexible to our business needs, balanced the technical and communication aspect of the project and had a professional attitude in every stage, from requirements analyses to training and support.”

Say **CEO**

Gustav Bruckner

Nearshore Benefits:

- Quality Custom Software Development
- End User Satisfaction
- Short time to market
- Quantifiable Value
- Guaranteed performance level
- Predictable cost
- Flexibility

More Information

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Project Approach & Project Management

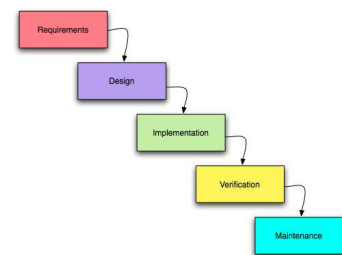
Brusch post to Ropardo S.R.L. project request and based on information included in RFP document were built a competitive project proposal.

Proposal was built by one of our high level consultant for web applications and because of Brusch request we offer a fix price model for this RFP.

The project team had three members – project manager and two technical colleagues.

Project was developed over 4 months and the total work volume was over 12 MM. Ropardo S.R.L. team was formed by experienced persons in project domain as well with good communication skills.

Ropardo S.R.L. project manager decide to use for this project a modified waterfall software development model (waterfall model with feedback). Brusch personal was involved in all stages of project to assure that all requirements from RFP are achieved.



Our team insured the defining the application architecture, software development and testing (quality assurance).

Communication by email, instant messenger and telephone had used when necessary. At each project step a face to face meeting or a virtual meeting – using screen sharing plus Skype or classical telephone line – were organized.

The benefits

- Flexibility of the application
- Accessibility from anywhere (based on internet connection)
- Up-to-date information about Job Offer, CV's and where and when these CV's was applied fro a Job
- Remainder for different actions: accepted CV, denied CV, wait for answer, etc
- Quickly response for a Job Offer (multiple search key in CV's)

And most important:

With this application Brusch increased the quality and quantity of hires, reducing the hiring time cycle, and most of all... reduces the cost-per-hire!

Project where delivered in time, in price, at high quality and is intensively used by Brusch.