Struggling to Find the Right Talent?

Are You a Hare or Turtle?

WHAT YOU WILL FIND:

Your Views

Are you finding it hard to get quality candidates?

Are candidates visiting your website but not filling up application forms?

Do you need a solution to this challenge?

Do you think technology is the solution?

If yes, continue reading and get valuable tips to provide a positive candidate experience.

3

Slow and Steady Wins the Race!

Remember this story?

The Hare and Turtle participated in a race. Turtle won the race because he was determined while Hare lost the race because of his laziness.

As a recruiter/HR manager, it is important to act like a turtle and stay focused on getting quality candidates. A turtle recruiter will look for ideas and solutions to enhance
the recruitment process and find the right talent.

So, do you want to be a turtle?

Let's adopt **THE TURTLE ATTITUDE** in recruitment and get ready to see the results.

How Do You Rate Your Candidate Experience?

Read these scenarios and see if these are applicable in your case. Choose 'Yes' or 'No' from the following:

1. A candidate comes for an interview but doesn't receive any communication about the results.**Yes****No**	🟢	🔴
2. When candidates apply for a job on your website, they have to fill in a lengthy application form.**Yes****No**	🟢	🔴
3. A candidate wants to apply for a job from mobile/ smartphone but your website is not mobile-optimized.	🟢 **Yes**	🔴 **No**
4. A candidate comes for an interview but the recruiter fails to show up, wasting the candidate's time.	🟢 **Yes**	🔴 **No**
5. A candidate cannot make out about the job role from the job description.	🟢 **Yes**	🔴 **No**

Getting a lot of 'Yes's?' You probably need to analyze and change your candidate experience.

*Only **20%** of candidates receive an email notifying that they were not being considered .*

Source: themuse
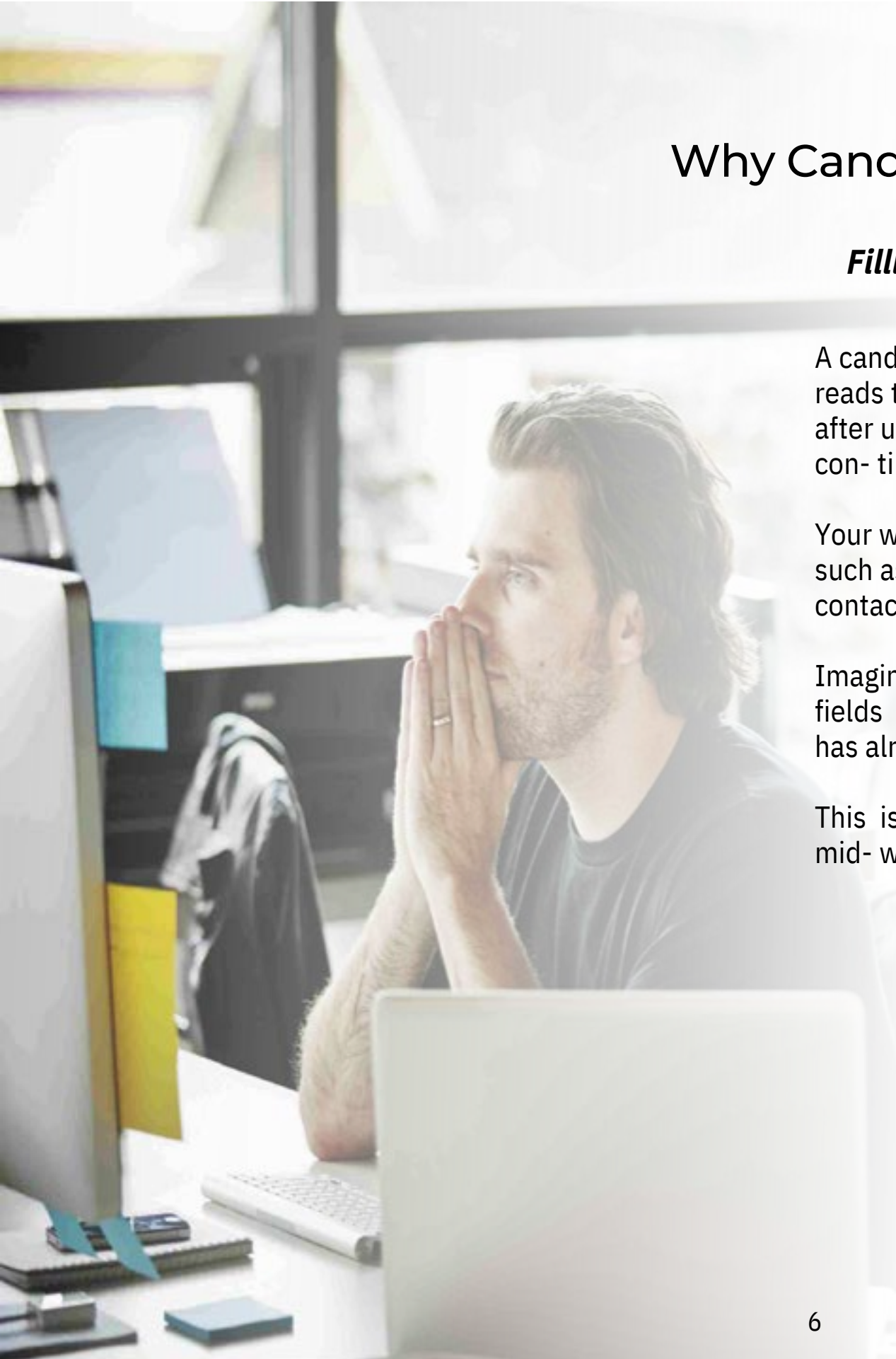
Why Candidates Leave Your Website?

Filling Up Job Application is Time-Consuming

A candidate comes to your website to apply for a job. He reads the job description and applies for the job. But even after uploading the resume, the job application process con- tinues.

Your website asks him to fill in the details from his resume such as info about education, experience, personal details, contact details, etc.

Imagine how annoying it is for the candidate as getting the fields filled doesn't make any sense when the candidate has already uploaded his resume.

This is the reason he leaves the job application process mid- way and exits your website.

26% *of candidates' top complaint is that the process took too long.*

Source: ideal

Is Technology the Solution?

The introduction of AI has simplified all our tasks.

So, which technology tool or solution can help candidates in applying for a job quickly as well as help you get the right information about them?

A [resume parser](#) helps you in providing a positive candidate experience. It brings automation into the system where candidates can simply upload their resume to apply for a job and that's it! There is no need to fill in the details separately.

"

'Optimize Your Candidate Experience to Make Higher Quality Hires'.

-Lou Adler

See How A Parser Improves Candidate Experience

A resume parser extracts candidate data from the resume and saves the same in data fields.

A candidate visits a website

⬇

chooses a job

⬇

uploads a resume

⬇

the fields are automatically populated

⬇

and his job application is submitted.

Also, a recruiter does not have to go through all the resumes one by one to shortlist candidates.

How Does a Resume Parser Help in Choosing the Right Talent?

Use a good resume parser which can extract the resume information into specific fields. For example,

1. **Get details about 'Experience' in the following fields:**

. Work Period
 - Total Experience in Months
 - Total Experience in Year
 - Total Experience Range

. Gap Period
. Average Stay
. Longest Stay

2. Get details about 'Projects.'

. Project
  - Used Skills
  - Project Name
  - Team Size

3. You can get the following details in 'Experience' field:

. Company Name
. Job Title
. Start Date
. End Date
. Description

4. If the candidate forgets to write his/her skills, a resume parser will not leave the 'Skills' column blank but will fill it with the help of taxonomies.

5. Other fields can be:

- Formatted Name
- Alias
- Last used
- Evidence
- Skill Type (Operational/Behavioral/Soft/Knowledge/Tool/Technology)
- Experience (in months)

About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.

RChilli Inc.	Call us	Visit website:
2603 Camino Ramon, Ste 272, San Ramon, CA, 94583, USA	+44 203 514-1181 +1-877-572-7737	www.rchilli.com