



# Hire Fast, Hire Smart: An Insight Into Taggd's Enrichment Hiring Methodology



# Introduction

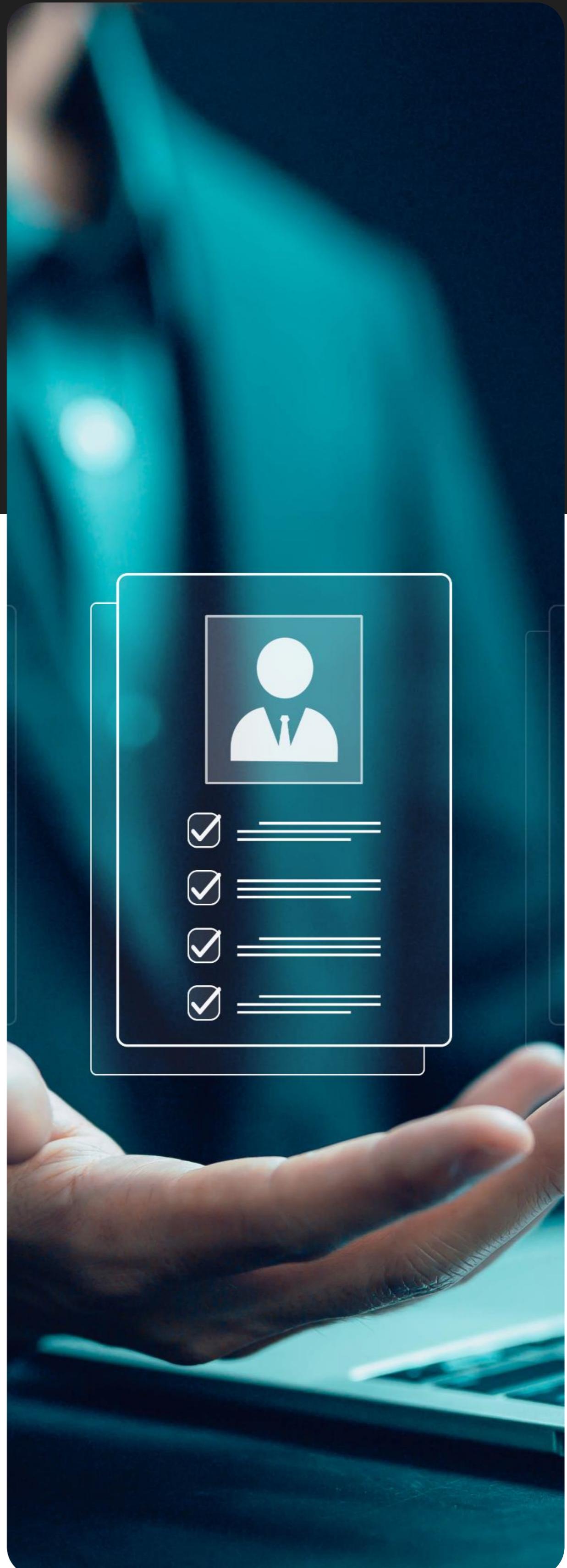
Recruitment processes were once dominated by traditional methods of manually scanning thousands of unsorted resumes and following up with candidates. However, in today's competitive job market, talent acquisition leaders seek more efficient and innovative ways to optimize their recruitment process to hire the best candidate to add value to their organization.

The shift in demand has simultaneously increased the need for digital recruitment platforms, such as Taggd, to facilitate the recruitment process and make it more streamlined and efficient.

## Why Do Companies Need a Streamlined Recruitment Process?

A streamlined recruitment process is essential for an organization to find the right talent and meet its goals and objectives. By utilizing technology, companies can quickly access a larger pool of candidates, allowing them to make informed hiring decisions more efficiently.

A streamlined recruitment process also helps employers save time and money by avoiding labor-intensive tasks, such as manually sorting through hundreds of resumes. Digital tools, such as automated tracking systems, make recruitment faster and easier. Furthermore, leveraging digital tools provides employers with valuable data and insights into the candidate's background and experiences for a more comprehensive understanding of potential hires.



# What We Do at Taggd?

Taggd understood the need for a time-efficient recruitment solution and carefully curated an enriched hiring process by bringing together the art and science of talent acquisition. Our hiring process uses an AI-powered proprietary tech stack that is hinged on maximizing the quality of hires while optimizing costs and time to hire.

It took several years of research to reach where we are today. We found certain interesting facts about recruitment:

- **96%** of candidates prefer companies that give them thorough updates throughout the recruitment process. This reveals the importance of candidate experience to keep them interested.
- Most companies worry that **80%** of candidates will drop off during application.
- A fast and efficient recruitment process **will attract** professionals belonging to the younger generation.



## How Is Taggd's Enrichment Process Different?

Traditional hiring methods can be time-consuming and laborious, often taking up to a month from job postings and candidate sourcing to background checks and offer roll-outs. Recruiters are responsible for conducting various assessments, collecting documents, and selecting candidates, adding to the strain of the entire process.

Taggd's enrichment process, utilizing our AI-powered platform, includes job postings, candidate profiles, various assessments, and document collection and verification resources. Recruiters do not have to spend 15 to 20 days going through all these processes and can directly screen candidate profiles without delay. This method allows recruiters to find suitable candidates, select them, and send offers in 3 to 4 days.

From spending almost a month in candidate sourcing, screening, assessment, and offer roll-out, the Taggd enrichment process has decreased the time to cover the entire by nearly 87%.

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## Advantages Of Taggd's Enrichment Process

- Our digital platform enhances the recruitment process and saves time.
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- We prioritize only the best candidates.
- Streamlines the entire recruitment process.
- Helps candidates avoid repeated interviews across companies.

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## Our Achievements In Numbers

Our enriched recruitment process has helped us fulfil the hiring needs of **100+ customers.**

We have created a talent pool of **100000+ candidates**

We have connected **100+ unique roles**

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## We Assess Candidates in an Innovative Way

Taggd offers an innovative recruitment solution that evaluates a candidate's employability traits — including cognitive, behavioral, technical, language, functional, and psychometric qualities — to create comprehensive Taggd Enriched Candidate Profiles that meet 90% of the data requirements for successful hiring.

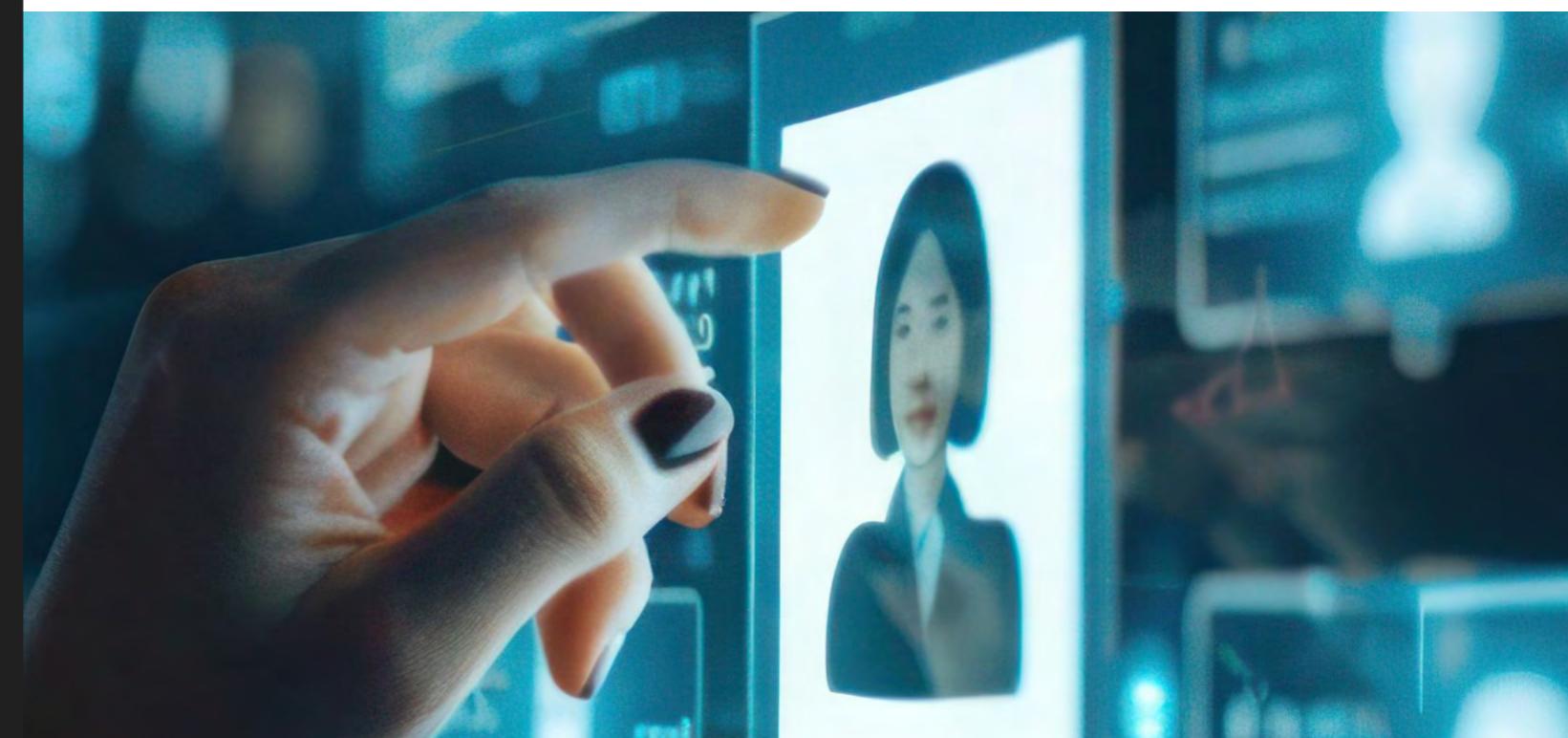
Utilizing our AI/ML-powered proprietary scoring model, the Taggd Score (t. score) helps recruiters identify and select the talent that best fits their company's needs. This means recruiters can avoid sifting through 1000s of profiles to find the right match.

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## Our Platform Is Seamless

Time is extremely crucial in recruitment for both talent acquisition leaders and candidates. A timely recruitment process reflects well on a company's brand value and culture. About 21% of candidates will accept a job due to a company's culture.

When we receive a job posting in the system, CVs from the candidate portal go through screening, assessment, interviews, and ID checks. These pre-assessed and interviewed candidate profiles are sent directly to the employer portal.



# Transforming Recruitment Experiences For All

Companies from across various industries are switching to Taggd's digitally-enriched recruitment process to connect with suitable candidates in a time-efficient manner. Taggd's enrichment process helps recruiters identify and select the right talent for their organization, saving time and money, which they can allocate to other core aspects of the business.

A multinational chemical company we worked with recently could improve their recruitment cycle by 25%. Moreover, we could reduce the time-to-fill 100 candidates by over 37%.

However, it is more than just saving time. Hiring managers can have expert interview feedback, assessment interpretation, and an enhanced conversion hit ratio. For recruiters, Taggd's enriched recruitment process has advanced search options, gives enhanced outputs due to increased efficiency, and contains attractive perks for achieving goals.

Not just hiring managers and recruiters, but even candidates benefit from a simplified application process to multiple companies, detailed profile analysis, and the ability to identify their strengths and weaknesses.

To make the recruitment process more efficient, we have two teams to ensure a balanced demand and supply of talent for companies.

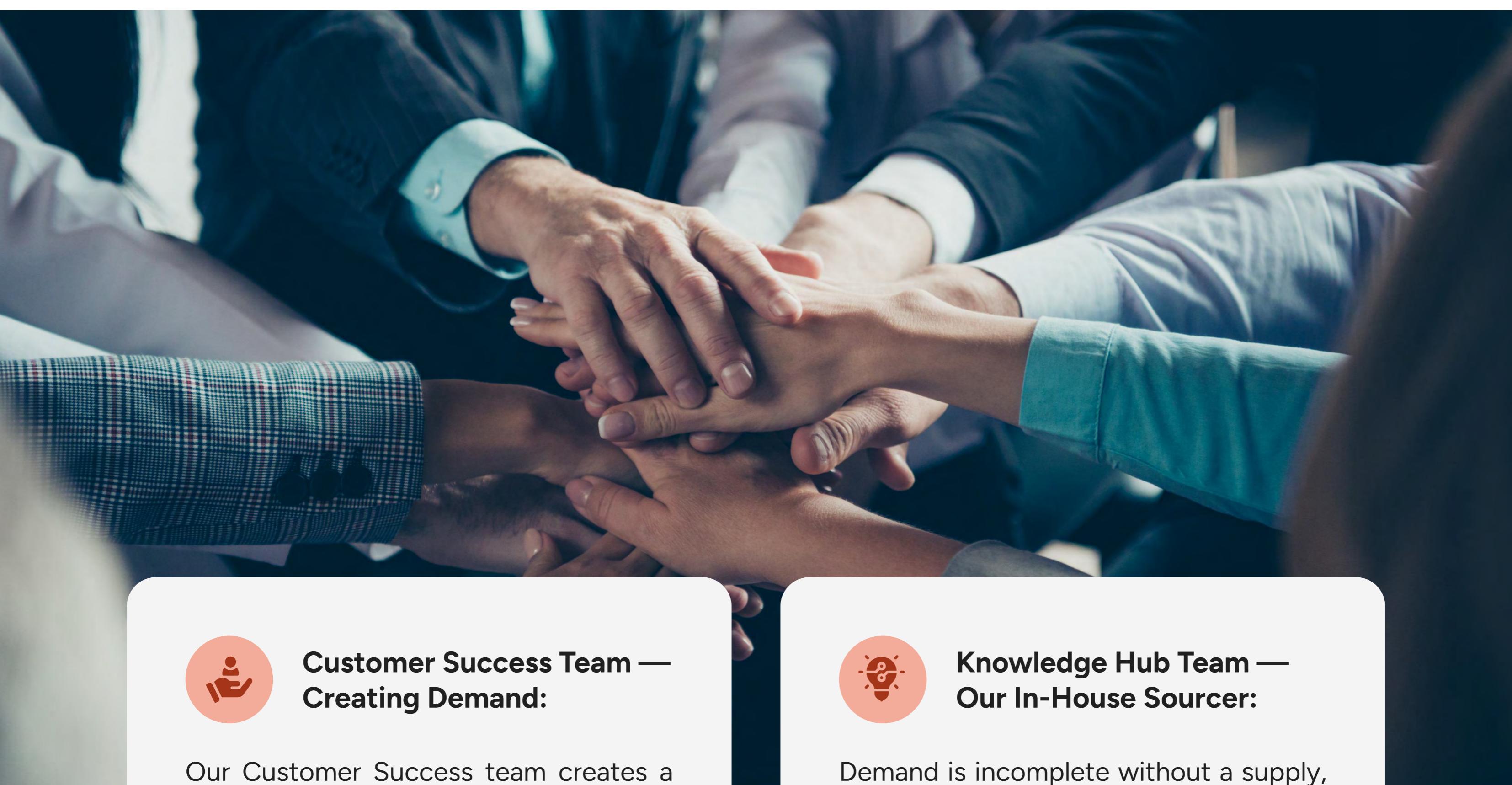


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## Teams That Create All The Difference

All of us are aware of the potential of teamwork in any workplace. 37% of employees think of teamwork as a crucial aspect of work. We can indeed say that teamwork has been a critical pillar in modern organizations, resulting in increased productivity. Teamwork requires members to be responsible for a unified goal and to rely on each other to achieve it.

We understand the value of teamwork and how it can impact our efforts in bringing comprehensive recruitment solutions to organizations.



### Customer Success Team — Creating Demand:

Our Customer Success team creates a demand for jobs in the market by thoroughly engaging with the stakeholders. The team utilizes stage gate movement on Taggd and customer platforms to enhance the process.

### Knowledge Hub Team — Our In-House Sourcer:

Demand is incomplete without a supply, which is precisely what our Knowledge Hub team fulfills. When the Customer Success team creates a need for jobs, the Knowledge Hub team provides candidates to fulfill the demand.

The team is always equipped with the latest market intel and engages with customers regularly. They also look after portal and project manpower optimization.

The Customer Success and Knowledge Hub teams can help companies recruit talent by providing efficient, streamlined processes for finding the right candidates. The Customer Success team creates a demand on customer platforms, while the Knowledge Hub team supplies candidates by utilizing market intel and optimizing their portals and projects.

# Know Our Enrichment Process

Our candidate enrichment methodology is as simple as it can get. Here's what recruiters can get from our enrichment process.



## 1 Assigned Job Tab

Recruiters can initiate Automatch Candidate for searching already existing Enriched Profiles in the database. However, recruiters can create a new candidate if the auto-match does not give the desired results.

They can also check other job-related details from this section, such as skills, job descriptions, CTC, and notice period.

## 2 Auto-match Candidate

Recruiters will get the facility to auto-match candidates based on the job requirements. There will be several candidate profiles. Recruiters can tag relevant candidates for the job directly. A crucial part of this process is that candidate profiles must have profile pictures.

Once the candidate is tagged to the job, they can return to the **My Jobs** tab to check the candidates they have selected for the respective job.

## 3 Critical to Quality Stage

Under this tab, recruiters can check the Tagged Candidates for a particular job. They can also compare different candidate profiles that come under Tagged Candidates. It is also possible to check if the candidate is CTQ-qualified, which has three stages — Experience, Education, and Stability — also called EES. The CTQ score will reflect on the Behavioral Assessment.

## 4 Behavioral Assessment

After the CTQ stage comes the Behavioral Assessment stage. Recruiters need to click on **Initiate Wheebox** to send the Behavioral Assessment. The assessment link can also be checked on this page. Clicking on the Go option will initiate the assessment.

An email template will appear on the screen. The candidate's name should go under the 'To' section, while recruiters need to put their names under the CC section along with other names.

The stage will turn green once the Behavioral Assessment is completed from the candidate's end.

Once the process is complete, Taggd will initiate the Subject Matter Evaluation stage, which is the last stage. Recruiters can schedule this round. The Wheebox-enabled recruitment enrichment process makes it easy for recruiters to quickly and effectively assess candidates.

## 5 SME Stage

A template will appear once we schedule the SME round. Recruiters have to send the invite via email. The mandatory sections need to be filled, and the interview list needs to be selected. The candidate's name should go under the 'To' section, while recruiters need to put their names under the CC section along with other names.

Once the candidate qualifies for the SME Round, recruiters can recheck the candidate's details and click **Qualify**. After the SME stage, it will be updated to "Enrichment Completed". Post that, the recruiter can easily share the candidate profile with their hiring manager through the employer portal.

## 6 Recruiters Portal

Recruiters can go back to My Job from the Screening tab to check the number of candidates there for the job and their status.



## Conclusion

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Every minute spent in recruitment is precious, and a lengthy recruitment process that takes days can damage businesses financially and in terms of candidate experience.

Taggd's enriched recruitment process helps companies source, screen, and onboard the best talent in a fraction of the time. This means businesses can quickly fill available roles and reduce their overall costs. Companies can save on costs and gain a competitive edge by quickly finding the best talent for high-demand positions.

This innovative approach to recruiting allows companies to better understand a candidate's skill set and increase their chances of selecting the right fit for their company. It's an effective way to build a strong team that is motivated and dedicated to meeting the organization's goals.

*Want to know more about Taggd's hiring solutions? Contact us on [marketing@taggd.in](mailto:marketing@taggd.in)*