INFOSYS TALENT ACQUISITION SERVICES

Digital and social technologies are disrupting talent acquisition like never before. Coupled with changing demographics, these technologies are rendering the traditional approach to talent acquisition ineffective in delivering the desired results. Infosys is working with several organizations towards developing a talent acquisition solution that is powered by artificial intelligence (AI), automation, and social insights.
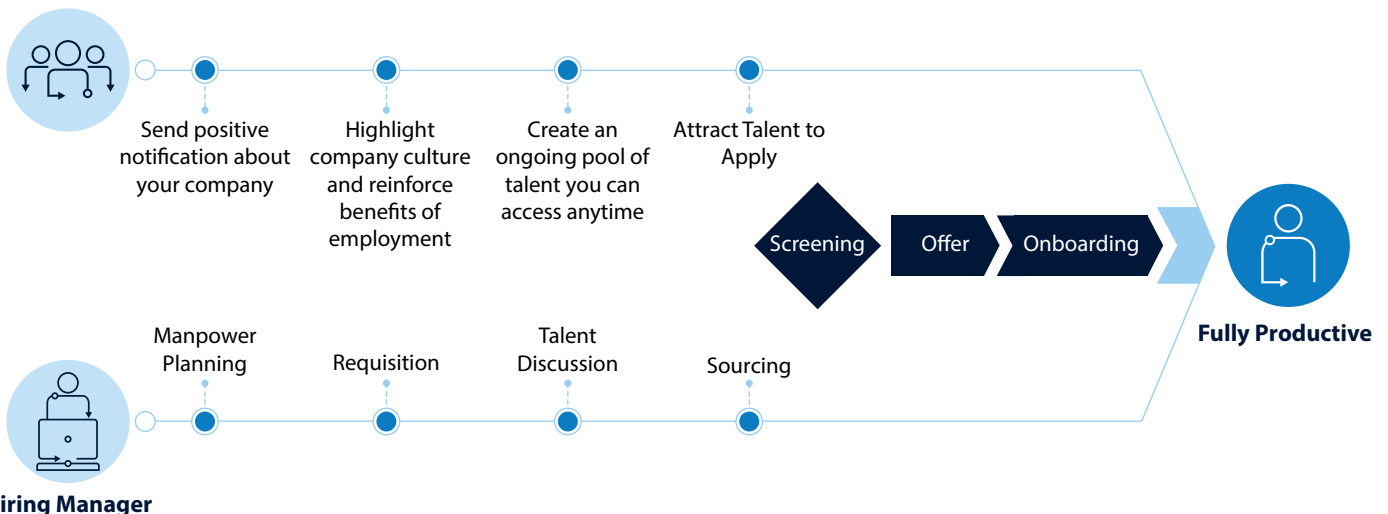
Overview

Infosys Talent Acquisition Services provides end-to-end service offerings for the entire talent supply chain. We enable you to overcome the challenges of reaching out to the target talent community and engaging with the hiring manager in a rich and meaningful manner. We also support our clients with planning and strategizing talent, sourcing top talent, screening objectively, and onboarding talent. Along with being efficient and effective, our process is custom designed to enhance the experience for all stakeholders at every stage of the recruiting lifecycle.

Talent Community

Send positive notification about your company

Highlight company culture and reinforce benefits of employment

Create an ongoing pool of talent you can access anytime

Attract Talent to Apply

Screening

Offer

Onboarding

Fully Productive

Manpower Planning

Requisition

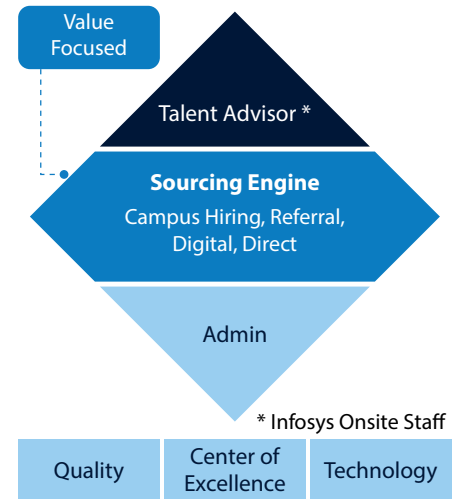Talent Discussion

Sourcing

Hiring Manager

Operating Model:

Our operating model consists of an onsite-offshore hybrid model that enables us to maintain proximity with business and offer advisory services while optimizing the operating cost. The model consists of three major parts:

- **Talent advisors (TA):** onsite roles with the responsibilities of driving forecasting & demand planning, managing confidential/critical talent search assignments, conducting talent mapping as required, and providing insights to the business that reinforce the brand. The TA are equipped with market data that Infosys subscribes to and also with insights drawn from your applicant tracking system (ATS).

- **Sourcing engine:** a team of expert recruiters who are accountable for meeting the talent needs raised by hiring managers. This team is augmented with AI powered technology that automates the process of identifying top talent from job boards and internal ATS. The team is highly focused on engaging with the talent community and helping them get an experience of your brand.

- **Administration team:** centralizes and operates all recruitment transactions. This team is equipped with robotics process automation (RPA) and decision accelerators to reduce manual operations.

Value Focused

Talent Advisor *

Sourcing Engine
Campus Hiring, Referral, Digital, Direct

Admin

* Infosys Onsite Staff

Quality	Center of Excellence	Technology

Infosys Value Proposition:

- **Reactive to proactive:** Infosys Talent Acquisition Services looks at recruitment supply chain analytics to predict requirements and create a proactive pipeline. The talent advisors' role is designed to proactively support and advise the hiring manager.

- **Order taker to trusted advisor:** we bring insights from the external market and internal systems to the hiring manager at the right time. These systems leverage platforms such as Candidate DNA, and HawkEye.

- **Talent conduit:** We see our role as a talent conduit and build a pipeline for meeting your talent demand. Our services are outward focused, delivering talent that meets your compliance requirements.

- **Flexible:** Talent needs are often seasonal and flexibility to increase or decrease capacity is a major competitive advantage, allowing companies to meet their business objectives without investing extra in capacity. This is managed seamlessly by cross skilling our existing staff.

- **Great experience by design:** By improving the quality of hire, the time to hire, and employee retention, we bring in a superlative experience for all our stakeholders – the candidate, the recruiter, and the hiring manager.

Case Study: Reducing time and improving "submission to hire" ratio

A large telecommunication client faced talent challenges as it greatly depended on vendors, had an unacceptable submission to hire ratio, and had hiring requirement across Australia. A few cities in Australia also had an unacceptable 'time to hire'. Infosys centralized the recruitment administration, automated manual transactions, hired local talent advisors, and implemented digital video interviewing and assessments. After nine months of operations, the client was no more dependent on its recruitment vendor thereby reducing 'time to hire' by 20% and also reducing cost of hire. The team is currently operating at best-in-class "submission to hire" ratio of 1:4.

Infosys®
Navigate your next

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