THE DIGITAL RESUME

AVANADE RECRUITMENT APP

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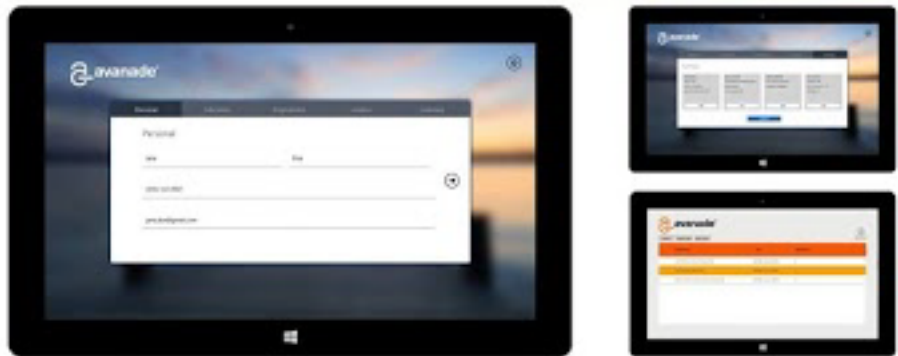Ursula Hardy   Anna Kong
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PROBLEM

Paper resumes are an expensive and inefficient process for collecting information from potential applicants.

1 Paper resumes had to be mailed

2 Lost information

3 Hard to sift through all the data

4 Manually enter in candidate info

5 Missing info from candidates

SOLUTION

We designed and developed a Windows 8 application for Avanade that electronically collects candidate information and aggregates the information into a format that can be easily shared between Avanade employees and systems. We successfully provided a convenient information management tool for recruiters, which creates a high quality first impression for Avanade candidates.

SYSTEM USABILITY SCALE

77.5 5 participants
Recruiter persona

86.4 7 participants
Candidate persona

- Application scores well with usability tests and follows Windows and Avanade guidelines
- Collecting information from the candidates digitally is now faster and more efficient
- Use of Avanade's recruitment application replaces the need to mail paper resumes back and forth
- Application replaces the need for recruiters to manually enter in candidate information, thus reducing any data entry errors

*http://www.measuringusability.com/sus.php
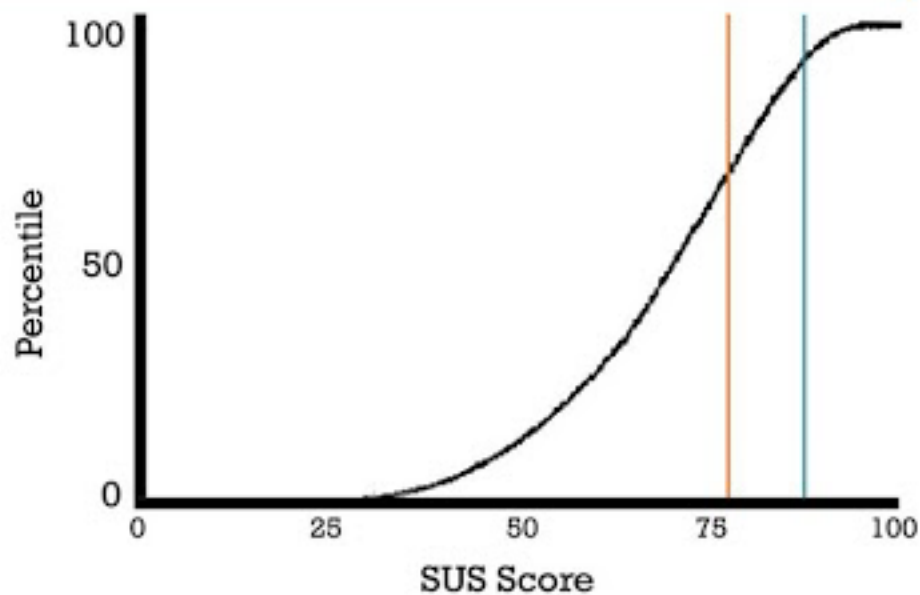
STORY OF AN AVANADE RECRUITER

1. Discovery of event

2. Arrives at event

3. Meet potential candidates

4. Candidate hands over resume

5. Collect candidate information

6. Access data from anywhere

NEXT STEPS

For Avanade, this application will serve as a launching point for further iteration to create a more robust version for future use.

1 Serve as Proof of Concept in the U.S.

2 Add connection to LinkedIn

3 Add email confirmation for candidates

4 Create mobile version of App

Information S