

A Smart Hiring App - findAjob

Architected, Built & Deployed by Aritha

findAjob



Intelligent, Quick, Relevant job - talent match on your mobile

Executive Summary

An entrepreneur from US was keen to bring to market a simple, easy to use hiring app to facilitate employers find the right talent and prospective employees find jobs, in a safe and secure environment.

It was conceptualised with a mission to help the growing number of unemployed professionals in the US find gainful employment in the shortest timeframe, and facilitate small and mid-sized employers find the right and willing talent.

Aritha Consulting with over 10+ years of experience of successfully delivering solutions for a wide range of business process, was delighted to be a mission partner and decided to leverage its expertise in emerging technologies of mobile, AI to meet the client's go-to-market expectations.

Business Situation

Online hiring platforms have been around for over a decade. However, the process of engaging with them are often tedious for employers and employees alike. Cumbersome forms and resume update processes while intimidating the job seeker, the poor skill-job competency matching, lack of verification of authenticity of the resumes have led to these platforms becoming expensive and time-consuming for the employer. This is accentuated for employers seeking to hire staff with vocational skills such as electricians, plumbers, drivers, shop floor attendants etc., for job-works or temporary hires.



The Challenges

To ensure the stated mission's success, it was imperative for this solution to have some highly creative and intelligent differentiators that would provide it with a sustained competitive advantage.

Few of the key issues to be addressed were:

01

Ensuring job seekers and employers are matched by location proximity, availability, and profile

02

Provide one platform from search – shortlist-interview-offer-onboard, all on a virtual and a single platform

The Solution

Given the critical developments in the US employment market, there clearly was an immediate requirement for this solution.

An innovative product development methodology had to be adopted that would allow for testing and enhancements while the product is made available to the market. Aritha's capabilities in adopting Agile development methodologies for product development was indeed ideal for this project!

The solution delivered is an app (mobile & browser based) that offers a safe and secure way to hire in the age of social distancing, facilitating the entire process virtually – it includes a unique embedded video interviewing feature. The solution is designed to delight the user with easy, intuitive, and simple UI's, while providing powerful functionalities such as:



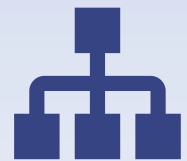
Going beyond being a simple hiring app, employers can now also track timesheets, invoice, interview through chat and video chat

The proprietary logic embedded allows for job seekers-employers match to be done on multiple parameters



Job seekers get more accurate and relevant search results and alerts based on geolocation

The application manages the full cycle of hiring process and guides the employers and seekers through the workflow



The challenges of cumbersome registration, online applications, resume updates have been eliminated with a simple, one-time profile that takes less than 10 minutes to complete/update.

This solution, designed, developed and delivered by a team of just 10 qualified professionals overcame the challenges of developing a geo-location based search and integrating with multiple third party solutions (*Twilio for mail, SMS, video chat and chat & Firebase for push notifications*) reflects the rich experience and skills of Team Aritha.

Multiple environments of Development, UAT and production was efficiently managed by different DevOps pipelines.



Build & Release

To ensure sustenance and future relevance of this solution, this has been developed through building a DevOps pipeline and deploying components on AWS, thus allowing for scale.

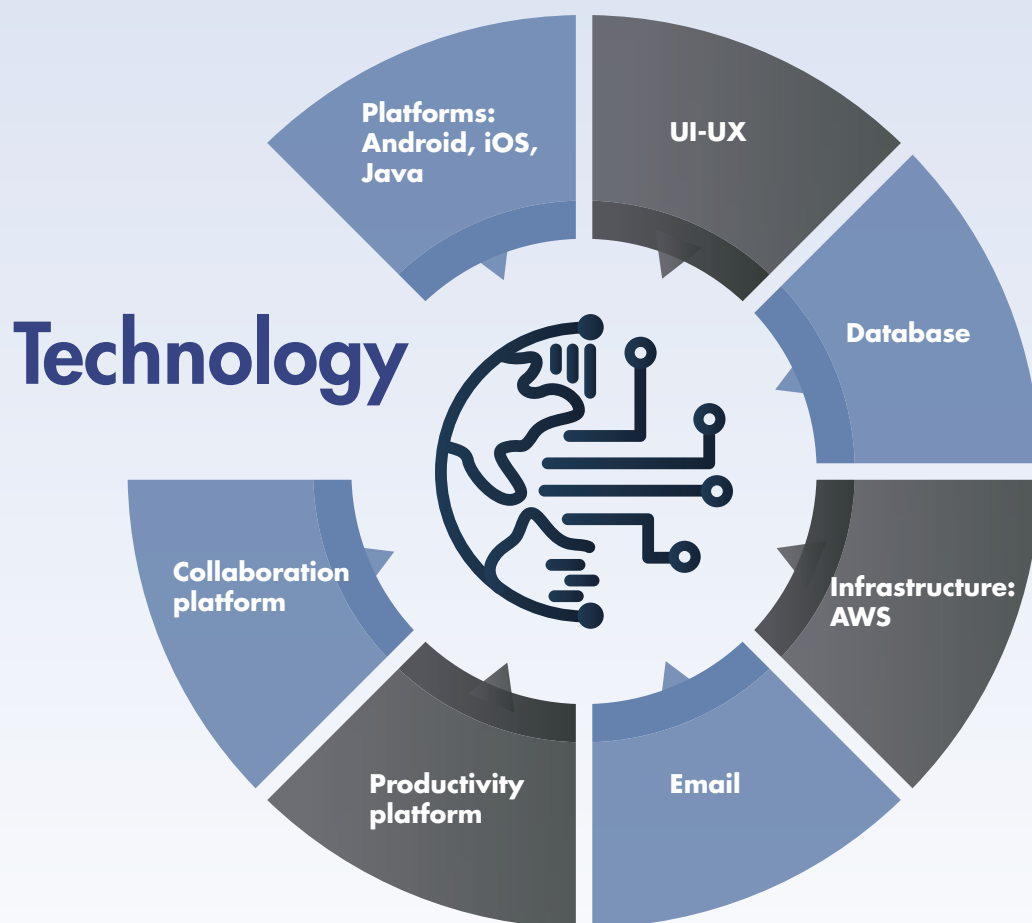
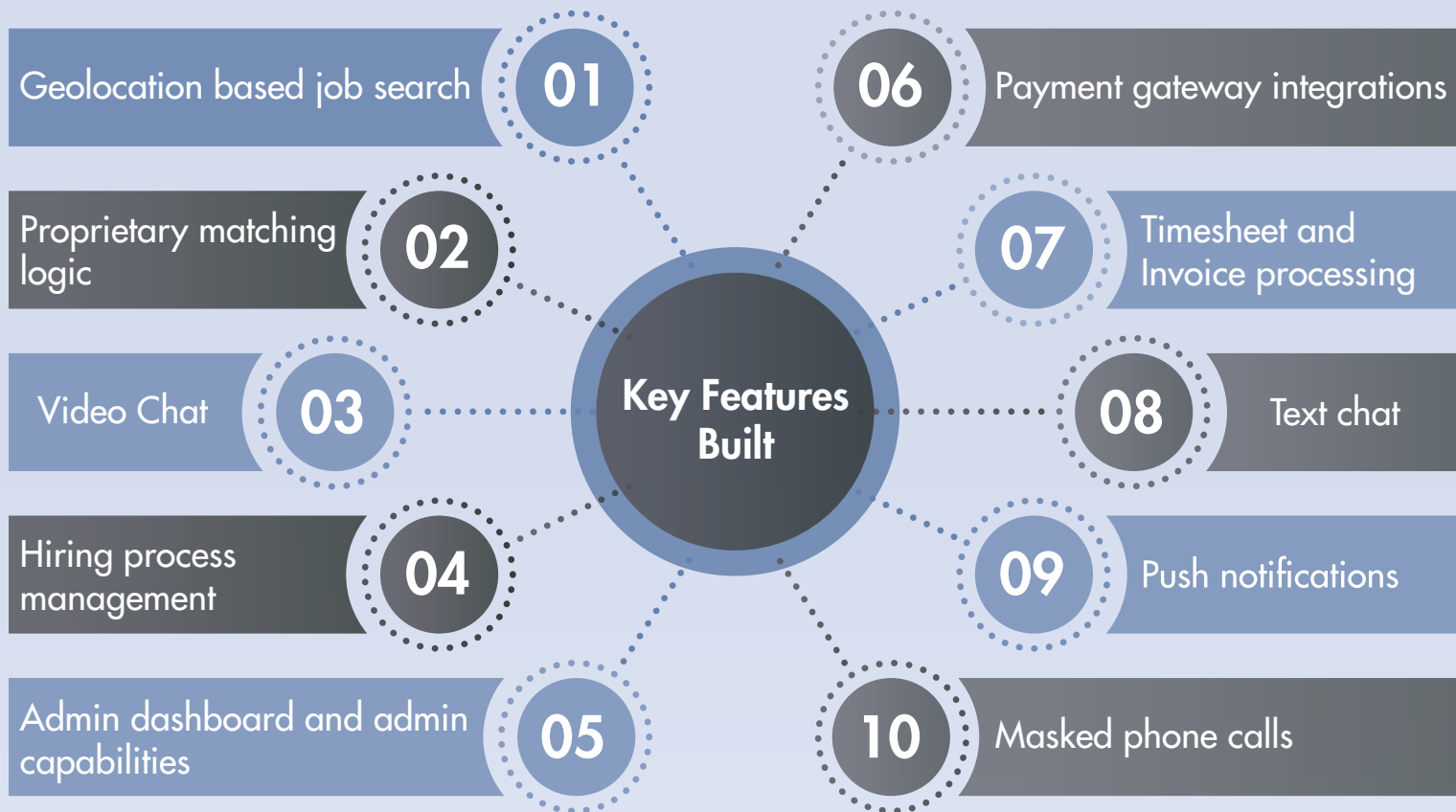
A unique engine was built to automate and facilitate the build and seamless release of features across multiple environments of development – integration-UAT – Production.

Given that the releases were being implemented in real-time it was imperative that a robust testing framework was established to meet the pre-defined quality parameters. Leveraging the vast in-house product design and testing experience, Aritha ensured high-quality releases by pre-determining the critical paths and consistent testing of the critical path for all releases.

The ability to roll back releases if situation warrants, is enabled by the design and technology adopted by Aritha for this solution. This helps safeguard data integrity, minimises data loss and provides for consistent user experience.

Manual testing on iOS, android devices and the web too was undertaken based on the customers preference.





The Value Proposition

Aritha's capabilities of delivering the complete Product development lifecycle services from design, technology (*consulting, coding & testing*), UI-UX development, project management to trained resources makes them an Ideal partner. Their immense experience of bringing products to markets offer invaluable insights for Innovators and entrepreneurs seeking market success for their ideas



About Aritha Consulting

Aritha Consulting, is a technology firm offering services and solutions in emerging technologies of Mobile, AI, IoT, Data Analytics and Machine Learning. With a charter to challenge the status-quo, Aritha has in its decade of operations delivered solutions to varied industries such as Automotive, Retail, Pharmaceuticals, Ecommerce, & Telecom.

With a global footprint, expertise in DevOps and Agile methodologies, Aritha promises to truly partner its customers for their sustained growth.

Aritha Consulting with its rich and diverse experience of making Innovators and Enterprises technology product ideas a reality, it has emerged as the destination of choice for all driven to leverage technology for solutions to make a better world.

