

# Daxtra Is Parsing On The



If you are looking hard at your cost base, now is the ideal time to consider tools that can help automate such common recruitment processes as loading candidate records onto your database, or saving on advertising costs by deploying systems that make it easier to search the Internet and jobboards for candidates that meet your requirements without advertising.

Daxtra Technologies' flagship Candidate Capture system, currently used by the majority of Recruitment International's top

100 UK recruitment companies to analyse and update over 250,000 candidate records every day, is a fast, accurate, flexible and highly cost-effective way of loading large numbers of candidates onto your CRM database largely automatically(\*) and without fuss. But it's not just a great way to save on the administration overhead of laboriously creating and updating candidate records; used to its full potential it is a key recruitment workflow tool that maximises and maintains the value of your candidate database, allows you to find out which of your advertising really works, and keeps your precious investment in candidate advertising inside your organisation for current and future use. We look at how our customers benefit from using Candidate Capture to automate their candidate registration process.

## Loading candidates quickly and cheaply

A candidate emailing their CV to a recruiter is just the start of a process that might end up with them being placed and earning you a placement fee, either for the job they applied for or some other suitable vacancy. But in order for this to happen, they have to be loaded onto your database. Industry figures show that creating a fully formed database record manually can take up to 15 or 20 minutes at a cost of £2 - £3 of a recruiter's or administrator's time. More if you do things like track the advertising source, or create a house-style or anonymised CV.

Candidate Capture does all of this for you largely automatically, accurately, consistently and without fuss. After automatically collecting and parsing the CV and its enclosing email directly from your email system, it creates a record on your database that contains not only all the contact information on the CV, but also creates all the candidate's work histories, records their educational qualifications, the languages they claim to speak, the skills that they mention on their CV. It attaches not only their latest CV to the candidate's record, but can also attach an anonymised version of it suitable for sending to clients, and also the enclosing

## ITS Technologies Candidate Capture Experience

ITS Technologies is a professional and technical staffing agency with a focus on engineering and related technical fields.

Thanks to Daxtra's Candidate Capture, we have removed the burden of importing resumes from our internal staff allowing us to reduce internal administrative overhead. Candidate Capture has eliminated the bottleneck of getting resumes into our database while eliminating duplicate records and increasing the accuracy of candidate records within Adapt. Resumes get into the database almost instantly now versus hours or weeks previously.

The parsing technology Daxtra has is far superior to anything we have seen. Daxtra's ability to accurately extract candidate contact information, skills and skill levels, education history, work history, compensation requirements, and many more items are allowing us to have almost instant access to candidate information. For a human to extract the same information Candidate Capture does would take at 15 minutes per resume which is simply not cost effective.

Due to better data quality, our recruiters are benefiting from better internal search results without having to go to the job boards where our competition is searching. It has given our recruiters a new confidence in their search results from our internal database and keeps them from living on job boards.

Since Candidate Capture is also extracting work history, we find the added benefit of having previously unknown prospective clients for our salespeople to call upon for new business.

The team of people at Daxtra have been wonderful to work with. From sales to implementation to technical support, all have been extremely knowledgeable, friendly and excellent at providing solutions. The entire process from initial sale to production implementation was very smooth and easy. Any technical issues were minor and cleared up promptly by the Daxtra team.

With the uncertain economic situation, Daxtra's products are an excellent way to make your business more efficient while reducing costs. Candidate Capture has been one of the best investments we've made in our business.

*Jeff Frantz, Director of Information Technology Services, ITS Technologies, Inc.*

# Savings And The Benefits

email so you can see what the candidate was saying. It can usually (depending on your particular CRM system and the way you receive applications) also track the advertising source, log it as an application against the vacancy to which the candidate applied, note the responsible consultant and division, email the candidate to confirm receipt, and even profile the candidate record to see if it should go on the database in the first place (and if not, hold it back for a manual decision), and email the relevant consultant to tell them that the record has been created. Plus it maintains the integrity of your database by first checking to see if the candidate already exists.

In short, it automates the entire candidate application workflow, letting you concentrate resources on the challenges of actually placing them. And it does all this from pennies per candidate application, so you can load every candidate that emails their CV to you to maximise the value of your database.

## **Workflow automation enables real ROI reporting**

Modern CRM databases are capable of recording far more than just the details of a set of candidates. They also support the entire recruitment workflow and reporting systems by tracking where candidates were sourced from, which consultants are responsible for contacting them, when they were last contacted, and so on. Candidate Capture can be programmed to automatically record much of this information, yielding more consistent and informative reports. This enables valuable data about both where candidates were sourced and whether they were shortlisted for a vacancy to be linked to allow reports on the true ROI for your jobboard advertising. Rather than just being able to report where the most candidates came from, it is now possible to report where the best ones came from.

Candidate Capture can also be programmed to automatically email consultants when a candidate that is likely to be relevant to a vacancy they are working on is received

by the system, or to screen candidates for manual review according to characteristics such as whether they are entitled to work in the EU, or any bespoke requirements you might have.

## **Maximise your database with accurate tailored skilling and coding**

Once entered onto your CRM system, a candidate record now becomes a valuable shared resource, but only if it can actually be found by consultants searching for relevant candidates for a vacancy. Candidate Capture applies advanced AI techniques to find the candidate's skills and capabilities where they are written in the CV, and records these on your database using your particular skill codes.

For examples, candidates' languages, their educational and professional qualifications, as well as skills mentioned in their CV can all be recorded against the candidate record making it available for accurate skills searches on your database. This can be tailored to the competencies and features of candidates that are important for your business. If you specialise in supplying legal and financial professionals, then their professional qualifications and specialisms might be important to you. If you specialise in supplying IT staff, then particular IT systems or programming language skills may be most relevant. In either case Candidate Capture can be tailored to capture these details, or even analyse your entire existing database to consistently and accurately code all your candidates.

Don't just believe us – here's what some of our customers say.... See the case studies in blue....

## **Start the savings today!**

*If you want further information on Candidate Capture or Search Station to see how you can save on administration costs and increase the value of your database, call Sergei or Stephen today on 020 7801 6323.*

## **PL@N:IT - Automating Business Processes with Daxtra**

PL@N:IT are a small to medium sized I.T. recruitment company and have been established for 13 years, we pride ourselves on using technology wherever possible to speed up, make more efficient and enhance otherwise manually handled tasks. With this in mind we decide to look into automating the massive task we have of data input for both new and updated CV's.

We quickly established that the flexibility and accuracy of Daxtra far outweighed both the competitors and the inbuilt options available from the various recruitment databases. We initially used Daxtra with a smaller database called ASSET and for the last three years have used the deep integration with the ITEC systems database (ITRIS). We have found that once set up the laborious task of data input pretty much disappeared with minimal manual intervention and when we had it set up we had some customisation done so that specific data fields were populated to really enhance the way we work.

The web interface is easy to use and this includes CV tracking and various statistical reporting tools, the support (which is rarely needed) is quick and efficient and I guess one of the most important things is that the cost is far cheaper than having data input staff and of course Daxtra works 24 hours a day, 7 days a week and is never sick!!! Money well spent from a business perspective.

*Mark Palfery  
Sales Director  
PL@N:IT Computer Recruitment Ltd*