



Connecting Data to Better Run the Business of Recruitment Process Outsourcing

THE CLIENT

Alexander Mann Solutions (AMS) leads the Recruitment Process Outsourcing (RPO) industry in Europe, performing hosted, white-labeled recruiting and staffing services reaching clients in over 60 countries.

THE CHALLENGES

AMS uses various disparate systems and processes involving data stores to run the business of Recruitment Process Outsourcing. Those systems need to merge to give a complete view of how the company is tracking financially related to budgets and forecasts, and how the placement and hiring business activities are performing. Reporting on business performance had become an arduous task for business users because the data across silo areas was manually compiled and integrated in MS Excel. AMS looked for a scalable solution to increase consistency and reduce the manual effort required for meaningful reporting. AMS also wanted to use ad-hoc reporting and interactive dashboards for the end users.

THE SOLUTION

The AMS project team identified Birst as a leader in on-demand BI solutions. Cervello used Birst to create a framework connecting the disparate data sources and provide flexibility in data loading schedules. Our team then constructed a metadata model scalable and extensible to AMS clients. The project team also built ten dashboards and ad hoc analysis capabilities for 15 senior executives and the BI team of 12. Lastly, our team provided a detailed knowledge transfer of the Birst platform and AMS solution to key users in the AMS BI team for future development and support.

THE BENEFITS

Alex Mann moved away from time-intensive Excel-based reporting and can now quickly and easily produce executive dashboards using the Birst platform. This increases the consistency and reduces the manual effort

for creating the reports monthly. The AMS team also had access to an integrated overview of the AMS business using data from their HR, ATS and VMS which they did not have prior to the project. The new system also provided end users the ability to have Ad-hoc report development, slice-and-dice capabilities of the data, and faultless data quality assurance.

ABOUT CERVELLO

Cervello Inc., is a leading professional services and solutions provider focused on helping companies solve complex data challenges, improve business analytics and optimize business performance. We focus on transformative cloud-based technologies in enterprise performance management, data management and business intelligence and customer relationship management. Cervello works with some of the leading on-premise and cloud software providers such as Oracle, Host Analytics, Salesforce.com and Birst. Our core services include advisory and consulting, solution implementation, custom application development, cloud integration and managed services. For more information, visit us at www.mycervello.com or contact us at info@mycervello.com.