

CASE STUDY

Applying new technologies to enhance usability for niche recruiting website

The client, an American startup running a recruitment website for ERP and SAP professionals, needed a flexible platform to streamline the recruiting process, by successfully connecting consultants with the companies who wanted their services. The solution we have designed turned the website into a success, by attracting a vast number of users, who can finalize the application and recruitment processes in a very flexible manner.

The Client

ERP-Consulting.com Inc. is a U.S. based company in the high-level ERP staffing, recruitment and networking space. Their primary service offerings include an ERP-centric membership community, a job board, and an innovative automated delivery mechanism that is brand new to the market. The site was originally launched in 2001, but was rebuilt and relaunched in 2007. Now ERP-Consulting.com Inc. leads the ERP job industry in services and innovation.

The Idea

ERP-Consulting.com is a web-based job network that provides an exclusive outlet for a high-end niche community of ERP, CRM and BI consultants and recruiters. The site allows its consultant membership to easily create a profile, post a resume, and apply to the ERP industry's top jobs through a powerful yet user-friendly interface. It offers recruiters the ability to post jobs and search for pre-vetted consultants in an exclusive and niche ERP environment. As a unique startup in this field, ERP-Consulting had to prove itself to the professionals of this industry as a valuable tool for accessing the resources they needed. Flexibility and functionality were two major requirements that the OSF Global Services team had to comply with in this project.

The Challenge

The OSF Global Services team of programmers had to pick up where it had been left off by another team of developers who had performed only the preliminary phases of the project. In the initial audit of the site OSF Global Services found that the site was not built in a way that could provide the flexibility, functionality, and stability the client demanded. The entire platform had to be transferred from HTML to ASPX. OSF converted the entire project with the same structure, but using the ideal technologies. The project team was diligent in finding and resolving technical bugs in the system to strengthen the product. They worked closely with the client to develop innovative ways of improving the website, and continue to help the client grow as a leader in their industry.

The Solution

A team consisting of programmers and a tester worked to migrate the entire project to the .NET 2.0 framework. All the pages were rewritten and improved, and new tasks and functionalities were developed. The OSF Global Services team was successful in discovering and fixing all existing bugs, and coming up with new ideas to improve the website's functionality. The increasing database, consisting in approximately 8,700 ERP consultants and 860 companies, is now extremely easy to access and manage.

Technologies

- ASP.NET 2.0
- Microsoft Sql Server
- ASP.NET 2.0 AJAX Extensions 1.0

The Results

New functionalities are being developed by the OSF Global Services programmers to constantly improve ERP-Consulting.com. The latest improvement was the development of the **ReverseAuction**™. This tool allows Fortune 500 companies to post jobs as auctions so top consultants can bid on active positions. This tool is revolutionizing the ERP job market, and altering the way top US companies recruit talent.

Building this tool required a great deal of skill and attention to negotiate the functional and technical difficulties involved in creating something so unique and innovative. The result is a revolutionary tool for a high-level niche industry and an interface that is both dynamic and user-friendly.