



Efficiency in Recruitment Process

Candidate Registration Process Made Easy with Automation



Agenda

- Introduction of Porters Corporation
- Regular Recruitment Process
- Automation of Candidate Data Registration
- Automation in Practice: Clients' Review

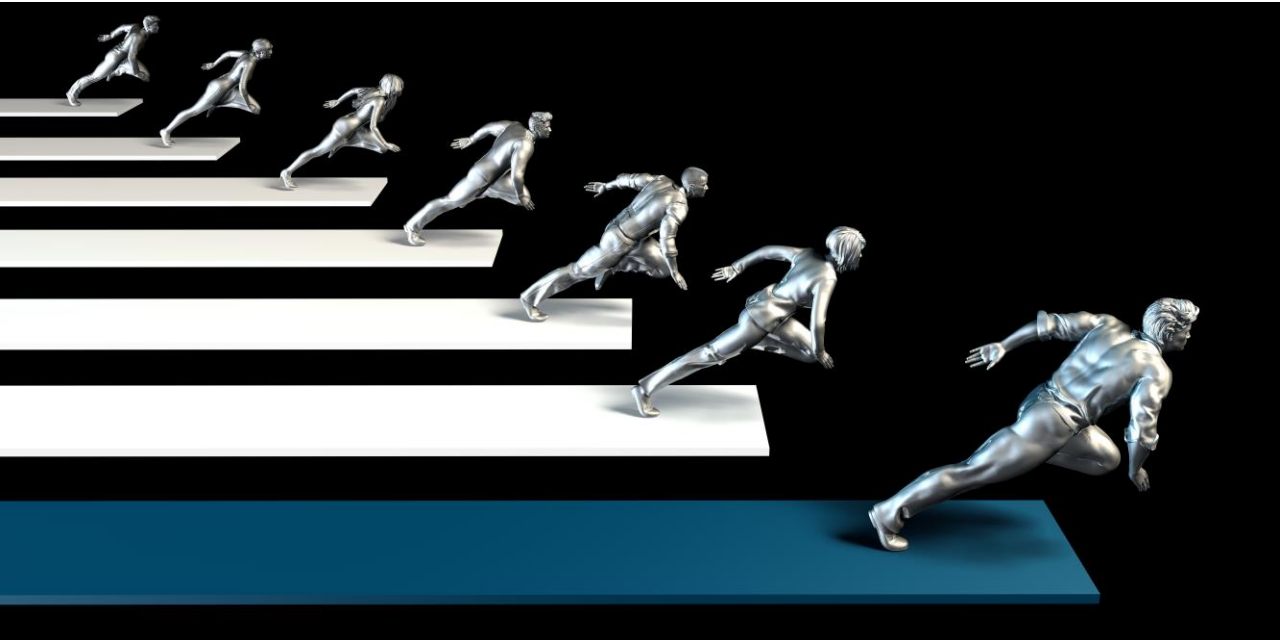
Porters Corporation

- Japanese software company
- Main product is **HR-Business Cloud**
Data management solutions to recruitment agencies to maximize efficiency and increase productivity
- HR-Business Cloud is characterized as a high customizable ATS/CRM to streamline recruitment process



○ Porters Clients' Presence





What is Important in Recruitment

It is high paced and therefore **SPEED** is key

Competition is high in the market with more roles than skilled talents

What some consultants say

It's all about time!

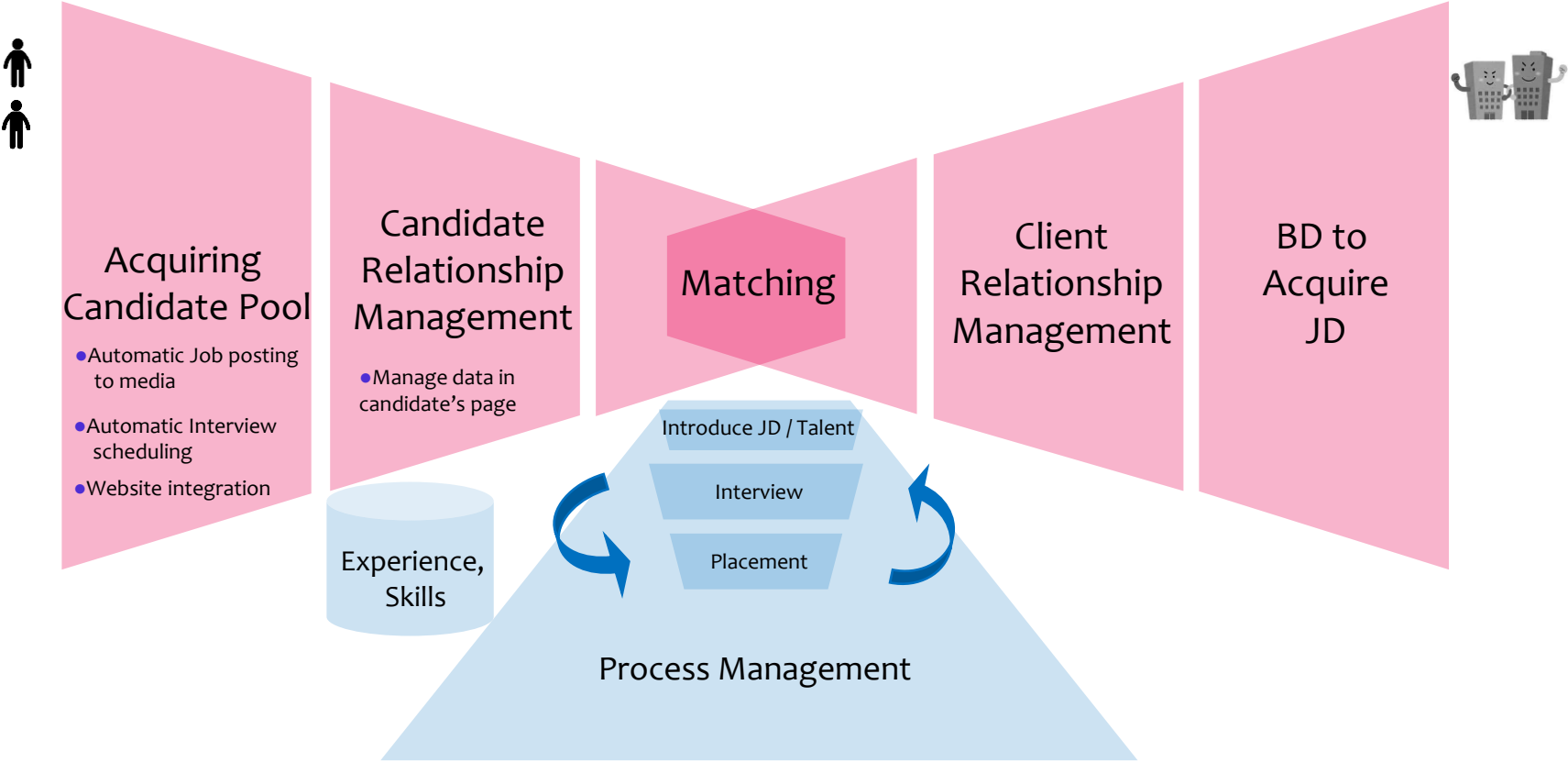
Recruitment is fast-paced

Time is of the essence

There are never enough hours in a day

About 50% of the time is spent on candidates

A day in recruitment

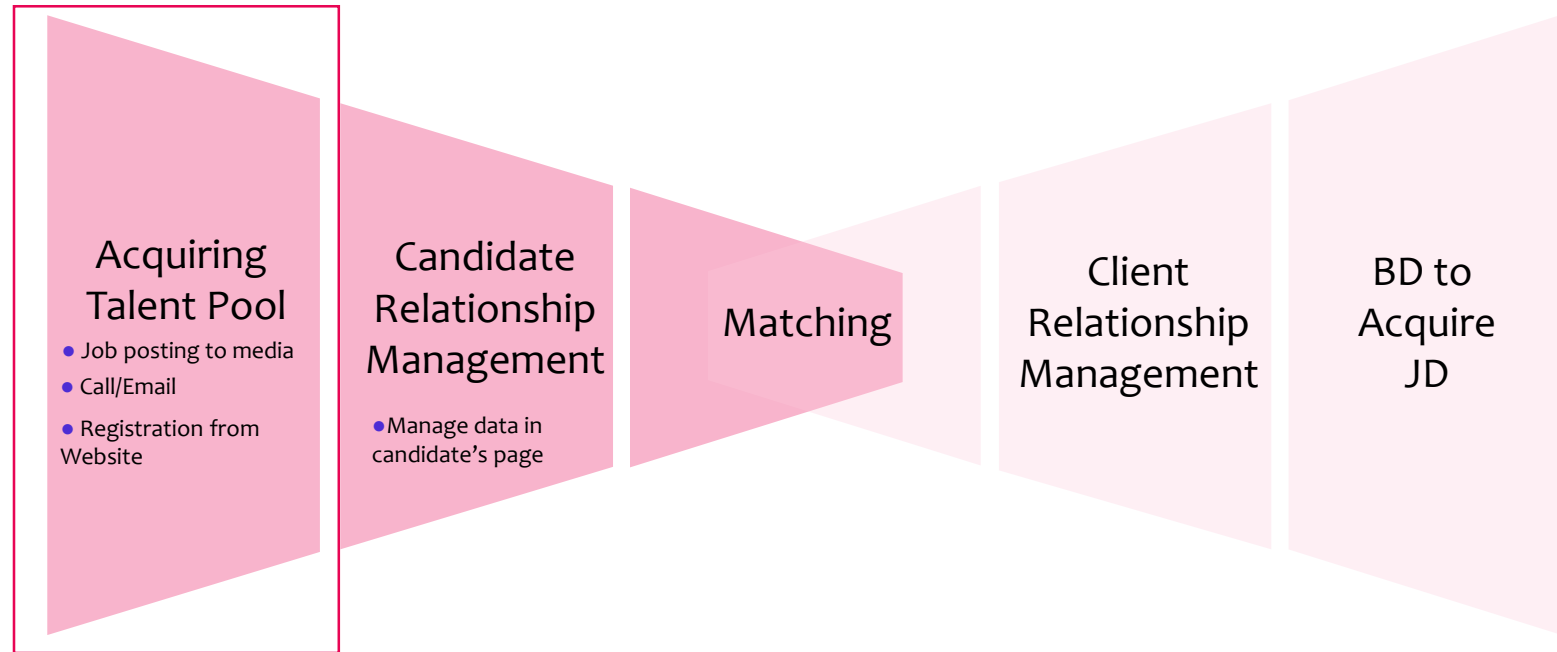


Regular New Candidate Registration Process

How much time is spent here?

1. Receive candidate info by email, job boards, website, hardcopy CV
2. Scan and keep soft copy of CV, consultant/administrator inputs data by hand

What if these steps are automated?





CANDIDATE DATA ENTRY

Candidate Registration Process Made Easy with Automation



Porters IMEX

Automatic Registration
of candidate data from
Job portals

Job Board A (Ex. JobsDB)

Job Board B (Ex. Jobstreet)

Job Board C (Ex. Monster)

Regular candidate registration
operations

15 mins/Job board
3 Job Boards = 45 mins!

Job Board Log in
Time

→0 min

CV download time from
various Job boards

→0 min

Porters
IMEX

Import to Database

→0 min

Manual
operations to
register
candidate
information is
reduced to ZERO!

HRBC-
Database

DON'T MISS OUT ON THE BEST CANDIDATES



You have the BEST candidates in:

- ① Email inbox
- ② Local folder
- ③ Shared folder
- ④ Online shared file

How easily can you pick them out?

5 minutes is spent on finding 1 CV



10 CVs to compare with?



50 minutes
(appx. 12.5% of work time)
is spent on finding THE ONE

Porters CV-Parsing



10 files at once

Parsing and data capturing by AI and machine learning

Import to Database

→ 1 min

HRBC Candidate page

CV-PARSING
CV-PARSING is a product to parse a resume

LYNNET PORTERS
Address: Tokyo, Minato-ku, Akasaka8-5-34
Tel: 123456789
Email: email@porters.jp

Objective
Maximize my communication skills, cultural diversity, and business knowledge to create new value.

Skills
Communication, Adaptable, Dependable, Ability to work in a team as well as independently

Certifications

- Certified Public Accountant, Section 1
- English Technical Writing Test, Level 3
- TOEIC 955 points
- J-CAT (Japanese Computerized Adaptive Test) 242 points (Equivalent to JLPT N2)

Language Proficiency

- English – Native Level
- Swahili – Native
- Japanese – Business Level

Professional Experience

- **NHK World, Tokyo, Japan – Multi-lingual Department**
Radio News Anchor and Presenter, June 2015 to present (Part time)
Responsibilities:
 - Translating news, live news broadcast
 - Attending conferences, seminars and events in Japan to collect data
 - Interviewing foreigners residing in Japan for radio programs
- **Government of Japan, Ministry of Foreign Affairs, Tokyo, Japan – Foreign Service Training Institute**
Language Instructor, April 2014 to July 2016 (Part time)

EDITABLE HRBC FIELDS

Name: Lynnet Porters

Profile Photo (1 Results):

Gender: Female

Date of Birth: YYYY - MM - DD

Marital Status: Single

Postal Code: _____

Address: 8-5-34 Akasaka, Minato-ku Tokyo

SAVE

AUTOMATIC

Basic Information	
Candidate ID	10591
Candidate Title	Phase (Current) ▶ Entry
Recommend Reason	Phase Date (Current)
Resume Owner	Global Div Lynnet
Photo	Person Lynnet Porters
Internal Management	
Referral ▶	Desired Contact Method
Candidate Evaluation ▶	Desired Job Change Date ▶
Insurance Cert. ▶	TEST1
Interview Feedback	
Candidate Profile	
Candidate Rank ▶	Telephone (Candidate Contact)
Date of birth	Mobile Number (Candidate Contact) +81-123456789
Country of Origin ▶	E-mail (Candidate Contact) email@porters.jp
Gender ▶	Female
Marital Status ▶	Single
Address (Candidate Contact)	Address: 8-5-34 Akasaka, Minato-ku Tokyo
Reasons for Job Change	
Experience&Preferences	
Experienced Job Category ▶	Preferred Job Category ▶
Experienced Industry Category ▶	Preferred Industry Category ▶
Current Annual Salary	Preferred career level ▶
Current Employment Status ▶	Expected Annual Salary
Current /Most Recent Company Name	Preferred Employment Type ▶
Number of Job Changes	Preferred Work Location ▶
Current Salary Details	Preferred Work Conditions
Work History	
Professional History	Work Experience: 2015-06 ~ Present Multi-lingual Department Tokyo Presenter Responsibilities: * Translating news, live news broadcast * Attending conferences, seminars and events in Japan to collect data * Interviewing foreigners residing in Japan for radio programs
	2014-04 ~ 2016-07 Government of Japan, Ministry of Foreign Affairs, Tokyo, Japan - Foreign Service Training Institute Language Instructor Responsibilities: Teaching staff at the Ministry of Foreign Affairs who will be posted to various countries on diplomatic mission. Focus on listening, speaking, writing, reading, analyzing and giving opinion. Preparation of teaching materials includes tests. Teaching the cultural, political, social and economic aspects of various countries.

Porters Webparts

Online Registration Form for Job Seekers

*Please complete

Full Name✖

Nickname

Gender✖

Male Female

Mobile Number✖

Hours Available for

✖ We may contact you directly regarding

Contact

your account.

E-mail✖

(Confirmation)

Others

Desired Job Type/Position :
Expected Salary :
Others :

* Maximum size 3.0MB is available.

Attached_file1

Choose File

No file chosen

Attached_file2

Choose File

No file chosen

Attached_file3

Choose File

No file chosen

Attached_file4

Choose File

No file chosen

Attached_file5

Choose File

No file chosen

CONFIRM

- ✓ Design the form and style as preferred
- ✓ Create all the necessary fields of the required information
- ✓ Place the form on your website
- ✓ Attach the link to your job advertisements
- ✓ Have candidates register from the form

Registration time
reduced to **0** min!

Automation in Practice

Without Automation

- Time spent on any form of candidate registration process takes

5~60 minutes!

(depending on the person's speed and experience)

Client's voice about Porters Webparts

We used to fill in resume information by hand, but now candidates can directly input the resume information on our website and since that information is automatically reflected into HR-Business Cloud, the process takes much less time and has improved efficiency of operations.

Thailand

With Automation

- Time spent on any form of candidate registration process is reduced to

0~2 minutes!

Client's voice about Porters CV-Parsing

The manual work of copy & pasting resume information is eliminated and consultants can focus on core tasks. Even though in the end it may be necessary to physically check the registered information, about 10 minutes is saved on the registration of each candidate.

Singapore

Question & Answer



Ayaka

Lynnet

Girish

**Contact us for Free Demo /
Other Inquiries**

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Web : <https://hrbc.porters.jp/en/>