



IHRE KI-HR-STORY – Avira als Nutzer antwort wie folgt

Danke, dass Sie uns Ihre Geschichte erzählen. Als kleine Hilfestellung haben wir hier ein paar Fragen für Sie vorbereitet, anhand derer Sie Ihre Geschichte strukturieren können.

1) Um welche Software geht es? (konkrete Lösung oder noch offen)

Changing the Applicant Tracking System (ATS) from Umantis to Softgarden

2) Welches Problem soll gelöst werden? (z.B. Verbesserung des Recruiting-Prozess)

User Interface (UI)/User Experience (UX) is bad

No one click application

Mobile and Application Programming Interfac (API) first does not exist

Integration is limited: E-Mail, calendar, Calendly, Codility (Developer Assessment Platform), MS Teams, LinkedIn, Tableau (Software for data visualization and reporting)

Reliability of the system

Reporting and funnel analysis is challenging and not native to Umantis

No Active Directory (AD) integration

Talent pool and Customer Relationship Management (CRM) functionality is limited

No Software as a Service (SaaS)

No marketplace approaches

3) Wie sind Sie vorgegangen? (z.B. Demoversion, Analyse, ...)

Scan market based on key requirements and collect information on requirements.

Asking the “Bundesverband der Personalmanager” group which ATS they use and receiving their feedback.

Choose 3 ATS for testing with different personas (Hiring Manager, Recruiter/HR Business Partner).

Comparing the results and choosing one ATS

4) Wie ist der aktuelle Stand?

Final phase of implementation

Successfully integrated office 360 calendar

Active directory integration done

Recruiter training done

Hiring manager training scheduled

5) Fazit/Key Learnings?

We have taken a closer look at many different systems. Hence, it is very important that different personas are involved in the testing phase (e.g. Recruiter, Hiring Manager, Candidate). Moreover, when it comes to reporting to have a closer look at analytics in the respective tool is key. We have decided for a German provider due to GDPR reasons. In the end, no matter how intensive the testing phase is, some aspects emerge once going live and need to be tackled then.

Über Sie als Autor/Autorin: Lena Komarek, Senior Recruiter @Avira.

I am a passionate HR person with focus on Recruitment in different industries such as automotive, pharmaceutical, IT and many more. I am passionate about individual psychology which is a great asset when it comes to interviewing. With high quality, short answering times and being the Single Point Of Contact (SPOC) during the recruitment process I ensure great candidate experience.