



# RMS

## (Resume Management System)

### Product Features Overview

# Recruitment Challenges

- Storing & Managing CVs/Resumes
- Identifying the Right Candidates
  - Search and Short-Listing
- Managing Applicants
- End-to-End Recruitment Time, Cost, and Quality

# Challenge: Storing & Managing CVs/Resumes

- For each job posting, your hiring manager receives a large number of resumes from multiple sources.
  - How are these CVs stored and managed for efficient application short-listing and future use?
  - Are you using a centralized online database system?
  - Are you able to setup different repositories for efficient grouping of resumes?
  - Are you able to efficiently search for resumes by repository, resume source, salary range, and so on?

# Challenge: Identifying the Right Candidates

- Your hiring manager receives a large number of CVs for a job posting.
  - What % of these CVs are really what you were looking for? You may receive 100+ CVs for a job posting out of which only a handful of CVs actually meet the minimum criteria.
  - How much time is spent on searching for the right candidate?
  - Are you able to use intelligent keyword search to narrow your search results?
  - Do you have a process or system that automatically ranks the job applications based on number of keyword matches and relevance?

# Challenge: Managing Job Applicants

- Managing job applicants is an integral part of your recruitment process.
  - How are you managing the job applicants and their information?
  - Are you able to manage individual applicant and different updated versions of their CVs?
  - Are you retaining the applicant information in an efficient manner and attracting top talents for future job vacancies?

# Challenge: End-To-End Recruitment Time, Cost, and Quality

- How efficient is your end-to-end recruitment process?
- Are you putting a lot of time reviewing the 100s of resumes that you get for each job posting?
- Are you able to quickly (and accurately) short-list the desired candidates?
- How efficient is your screening process?

# Solution: Periscope RMS

- Resume Management System (RMS) allows efficient and intelligent management of resumes and applicants.



- Collect, Categorize, and Store:

- Upload resumes in centralized DB (single file or zipped folder)
- Use tags, notes;
- Create repositories and store resumes in appropriate repository.



- Intelligent Search

- Finding the right resource is easy and accurate. Use ranking, weight, proximity search, etc. – all automated.



- Manage Applicants, Archive Resumes & More ...

- Create candidate profiles, manage applicants, Archive.

# RMS: Who Needs It?

- Large organizations with frequent recruitment activities
- Recruitment and placement services companies
- Job sites & portals
- HR firms
- Executive placement firms
- Consulting services companies



# Periscope RMS: Features

- Supported document types: doc, docx, PDF, html, xls, etc.
- Multiple repositories—create your own.
- Access control – role based security
- Resume Upload features:
  - Ability to support mass upload
  - Ability to add comment, tag, etc.
- Search:
  - By document type, repository, dates, etc.
  - By specific word/term and result set sorted based on number of hits, etc.
  - By location, salary requirements, etc.
- Ranked (based on number of hits and SQL-Server Full-Text intelligence) resumes for efficient search and find.
- Ability to maintain multiple versions of resumes
- Resume manager: for standard administrative tasks

# RMS Screenshot 1: Upload Resumes

[Home](#) | [Upload](#) | [Search](#) | [Manage Resumes](#) | [Delivery Source](#) | [Salary Range Setup](#) | [Repository Setup](#) | [Manage Users](#) | [Change Password](#)

Select Repository \*

Select Document \*

First Name \*  MI  Last Name \*

Job Title \*

City Of Residence

Resume Source \*

Salary Requirement \*

Received Date \*

Note

# RMS Screenshot 2: Search Resumes

[Home](#) | [Upload](#) | [Search](#) | [Manage Resumes](#) | [Delivery Source](#) | [Salary Range Setup](#) | [Repository Setup](#) | [Manage Users](#) | [Change Password](#)

## Select Repository \*

- ☐ ArchivedResume   ☐ GeneralResume   ☐ Internal\_Resumes   ☐ IT Resumes   ☐ PeopleSoft\_Resumes   ☐ PeriscopeResumes  
☐ SAP\_Resumes   ☐ TelophaseResume   ☐ Test1   ☐ All Repository

## Find resumes that have ...

All these words ☐ Please enter at least one keyword. ☐ Search partial word also

The Exact Term or Phrase

One or more of this words  Or  Or

## Use additional search criteria ...

City of Residence

Date Received From  Date Received To

First Name  Last Name

Salary Requirement

Resume Source   
BDJobs  
Internal  
masum

# RMS Screenshot 3: Resume Search Results

## Find resumes that have ...

All these words  ☐ Search partial word also

The Exact Term or Phrase

One or more of this words

Or

Or

## Use additional search criteria ...

City of Residence

Date Received From

Date Received To

First Name

Last Name

Salary Requirement

—please select salary range—

Resume Source

BDHires.com  
BDJobs  
Internal  
masum

Search

Date Recieved	Resume Source	Candidate Location	Salary Requirement	Job Title	File Name	Revision	Days in Database	Rank	Hits	Notes	Download	Edit
04/13/2011	BDJobs		5000 - 10000	asd	01Carlos Floren	1	57	4				
04/13/2011	BDJobs		5000 - 10000	asd	02John Huang	1	57	3				
04/13/2011	BDJobs		5000 - 10000	asd	07Larry Machin	1	57	3				
04/12/2011	Internal		500 - 600	asd	01Carlos Floren	2	57	4				
04/12/2011	Internal		500 - 600	asd	02John Huang	2	57	3				
04/12/2011	Internal		500 - 600	asd	07Larry Machin	2	57	3				

**Display Term**  
engineer 1  
microsoft 5

# RMS Screenshot 4: Manage Applicant

First Name *	<input type="text" value="Larry"/>	MI	<input type="text"/>	Last Name *	<input type="text" value="Machine"/>
Job Title *	<input type="text" value="Microsoft SharePoint Engineer"/>				
City Of Residence	<input type="text"/>				
Resume Source *	<input type="text" value="BDJobs"/>				
Salary Requirement *	<input type="text" value="40000 - 50000"/>				
Received Date *	<input type="text" value="04/13/2011"/>				
Note	<input type="text" value="Able to relocate. Salary negotiable."/>				

# RMS Technology:

- Microsoft .NET 3.5
- Microsoft SQL Server 2008 (with full-text search)
- IIS 6.0 or 7.0
- Inquire about our hosted solution

# RMS Summary: Value Proposition

- An online database to archive and store resumes received by your corporation
- Use of intelligent search techniques to accurately short-list candidates for a job posting – in “seconds”
- Ability to upload single resume files as well as mass upload using zip file
- Reduce overall time to search and short-list desired candidates.
- Increase quality of your search and recruit process
- Reduce cost of job applicant search
- Increase overall productivity of your hiring organization
- Manage candidate relations and acquire top talents in the industry in a timely and efficient manner
- Introductory low-cost offer for product licensing:
  - [sales@periscope-inc.com](mailto:sales@periscope-inc.com)
  - [sharifahmed@periscope-inc.com](mailto:sharifahmed@periscope-inc.com) (+88 01731 678927, +1 646 2679820)