



# ADITI®

## Profile

<b>Type of Firm:</b>	Technical Staffing, Project Consulting
<b>Location:</b>	Seattle, Boston
<b>Industry:</b>	Software Business and Financial Institutions
<b>Size of Team:</b>	40 recruiters

MaxHire is the easiest, simplest and most cost effective of any of the ATS vendors.

Santhosh Mukundan  
General Manager

Aditi Staffing, a division of Aditi Technologies, is a technology staffing vendor based in Bellevue, WA. Aditi caters to technology staffing needs for several Fortune 500 companies like Microsoft®, apart from a host of others.

Aditi was founded in 1994 by Microsoft veterans, with a mission to build software product development capabilities from India. With a decade-long, strong track record in software development, Aditi offers a unique value proposition in the technology space through their contingent staffing and offshore product development businesses.

## Challenge

### Growth Challenge Spurs Need for an Applicant Tracking System

Pankaj Jindal (Vice President) and Santhosh Mukundan (General Manager) at Aditi Staffing, were commissioned by Aditi to help grow the staffing division of Aditi. With a rich history in software development engineering, program management and consulting, Pankaj and Santhosh were in a good position to help Aditi Staffing grow.

They quickly realized that in order to build a strong local recruiting arm with strong recruiting workflow processes they would need an applicant tracking system (ATS). Santhosh noticed that the recruiters were managing a steadily growing volume of candidate and client communications. He states, "We were dealing with really large volumes of candidates from job boards, Google® and other social networking groups to fill staffing positions on an ongoing basis. Finding 200-300 qualified candidates often meant screening 2000-3000 candidates. It was not possible to manage this information using spreadsheets and an email client. We needed an ATS that would enable us to scale to meet our rapidly growing candidate and client base."

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### Solution

The Aditi team developed a list of ATS requirements that ultimately led them to choose MaxHire as their ATS solution.

#### Ease of Use and Smart Client Architectural Design

Aditi knew they needed an ATS with an easy-to-use interface and preferred that the application utilize Microsoft® .NET and Smart Client technology architecture. Santhosh explains, “We weren’t really interested in a browser-based application, because we knew our users would get bogged down by too many browser refreshes. It would take too long for file uploads and other related activities. We were pleased to learn that MaxHire was taking advantage of Smart Client architecture technology. As software development experts ourselves, we fully understood the end user benefits of using Microsoft .NET methodology.”

#### Real-time, Automated Integration with MS® Outlook Email

Like most businesses, Aditi uses Microsoft® Outlook as their email client, so they needed an ATS that integrated well with Outlook. Santhosh states, “We did not want to import emails into an ATS and use it as the actual email client. We prefer to use Outlook as the email client, because there is a lot of internal email and we want it located in just one place. MaxHire’s integration with Outlook is the clear leader in this category and ultimately saves our recruiters thousands of clicks a year.”

#### Need for Recruiting Workflow Automation

Santhosh noticed that as requisition volumes were increasing daily, recruiters were spending more and more of their time managing status of requisitions. Any new ATS implemented would still require manual entry of requisitions and offered no incremental value in terms of productivity. Santhosh explains,

“So when we started looking at ATS vendors, we soon realized we needed a company that would partner with us and customize the system, help integrate with client systems and help us further automate our recruiting workflow. For example, we needed the ATS to import all new requisitions and manage requisition status automatically for us in real time from structured XML feeds from various client systems. MaxHire gave us a simple, affordable and elegant solution that met our needs. Other ATS companies would have made a big project out of this custom work and would have charged us thousands of dollars more than what MaxHire did to do this work.”

#### Great Service

Santhosh states, “We needed an ATS vendor that was responsive and gave great service. MaxHire people are really great and easy to work with. Someone is always there to ensure we get the information we need.”

### Results

Since 2004, Aditi Staffing has experienced the benefits of using MaxHire. Santhosh exclaims, “MaxHire is the easiest, simplest and most cost effective of any of the ATS vendors. Our recruiters continually benefit from MaxHire’s feature innovations. As experts in software development ourselves, we can really appreciate a company like MaxHire who has designed and developed good software.”

Aditi Staffing has been one of the leading technical staffing vendors for Microsoft for over a decade, with several awards to its credit. Aditi also works with many other well known North American companies to provide contingent staffing resources in the technology and telecom space. Their single-minded focus on quality and customer satisfaction has quickly established them as a leading vendor for a number of new clients including Amazon, T-mobile and Nike.