



Current Talent Pool Updates and Search

with RChilli

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Purpose Statement

This document details integrating **Current Talent Pool Updates** use case leveraging Resume parsing.

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Introduction

RChilli's **automatic update of current talent pool details** is a strategic move that enhances the efficiency and effectiveness of HR functions. It enables organizations to maintain accurate, up-to-date information of candidates that is crucial for effective talent management, informed decision-making, and overall organizational success.

The **automated updates of current talent pool details** constantly reviews your talent pool for unprocessed candidates and updates information in them.

Automated updates of current talent pool details simplifies the updation of talent pool by:

1. **Scan Talent Pool:** Scan and find candidates that are not processed and their information is not up to date as per their resume.
2. **Enrich Candidate Profile:** Parse the resumes (of scanned candidates) using RChilli Resume Parser, then enrich and update the candidate information.
3. **Automation:** Repeat **Step 1** and **Step 2** based on the scheduler settings and ensure the talent pool is updated.



Key Components and Flow

1. Candidate Check:

- **Action:** RChilli will scan for candidates that are unprocessed in the HRIS/ATS system
- **Response:** RChilli finds the list of unprocessed candidates from the HRIS/ATS system

2. Resume Fetch:

- **Action:** RChilli will get the candidate resume file (PDF, DOCX, etc.), through API calls, from the HRIS/ATS system
- **Response:** The file is sent to the server for processing.

3. Resume Parsing:

- **Action:** The server calls the RChilli Resume Parser and parses the resume retrieved from the HRIS/ATS system.
- **Functionality:** The API processes the resume, extracting key information such as:
 - Personal details (name, contact information)
 - Professional summary
 - Employment history
 - Education
 - Skills
 - Certifications
- **Response:** The API returns this data in a structured JSON format.

4. Candidate Update inside HRIS/ATS system:

- **Action:** The system reads the JSON data and populates the candidate fields with the parsed information in the HRIS/ATS system.
- **Response:** Candidate profile(s) was successfully updated.

5. Automation:

- **Action:** Repeat Step 1 to Step 4 based on the scheduler settings
- **Response:** Talent pool is getting updated automatically based on the scheduler settings

Benefits

1. Enhanced Efficiency and Time Savings

- **Reduced Manual Work:** Automation eliminates the need for manual data entry and updates, freeing up HR professionals to focus on more strategic tasks.
- **Faster Updates:** Automated systems can update talent pool details in real-time or at scheduled intervals, ensuring that information is always current.

2. Improved Data Accuracy

- **Minimized Errors:** Automation reduces the risk of human error that can occur during manual data entry or updates.
- **Consistent Data Quality:** Regular and systematic updates help maintain the integrity and consistency of the data.

3. Better Talent Management

- **Up-to-Date Information:** Having the latest information about employees' skills, experiences, and career aspirations enables more effective talent management.
- **Improved Succession Planning:** Current data helps identify potential candidates for leadership roles and critical positions, facilitating better succession planning.

4. Enhanced Recruitment Processes

- **Streamlined Hiring:** Accurate and updated talent pool details help recruiters quickly identify and reach out to potential candidates for open positions.
- **Targeted Recruitment:** Knowing the existing skills within the organization allows recruiters to focus on filling skill gaps with new hires.



5. Informed Decision-Making

- **Data-Driven Insights:** Access to up-to-date talent data supports strategic decisions regarding workforce planning, training, and development needs.
- **Trend Analysis:** Automated updates provide historical data that can be analyzed for trends, helping organizations anticipate future talent needs.

6. Improved Employee Engagement and Development

- **Personalized Development Plans:** Accurate data on employees' skills and career goals allows for the creation of personalized development plans.

7. Enhanced Compliance and Reporting

- **Regulatory Compliance:** Automated updates ensure that the organization's records are always up-to-date and compliant with relevant employment laws and regulations.
- **Accurate Reporting:** Provides accurate and timely reports for internal use and external audits.

8. Cost Savings

- **Reduced Administrative Costs:** Automation decreases the need for extensive administrative support, leading to cost savings.
- **Optimized Resource Allocation:** Better understanding of the talent pool allows for more efficient allocation of training and development resources.

9. Scalability

- **Handling Growth:** Automated systems can easily scale to handle growing volumes of talent data as the organization expands.
- **Adaptability:** Automated systems can be quickly adapted to accommodate changes in the organization's structure or strategic direction.



User Stories

1. Unprocessed Candidates

- **As a system,** I need to fetch unprocessed candidates inside HRIS/ATS.

2. Parse Resume

- **As a system,** I need to parse the resumes of fetched candidates using RChilli Resume Parser.

3. Update Candidate Information

- **As a system,** I need to update the candidate information as received from RChilli Resume Parser.

4. Automation

- **As a system,** I need to repeat step 1 to step 3 based on the scheduler settings and ensure talent pool is updated.

Example Scenario

1. **Scenario:** A recruiter received candidate applications with resume files attached to them in HRIS/ATS.
2. **Action:** Randy waits for the RChilli Recruitment AI and Data Hygiene to process the candidates.
3. **Response:** RChilli Recruitment AI and Data Hygiene processes all the unprocessed candidates and updates information in HRIS/ATS as per Resume.
4. **Outcome:** Randy reviews the updated candidate profiles and verifies the candidates have all the information as per candidate resumes.



User Acceptance Testing (UAT)

UAT Scenarios

UAT Scenario 1: Application checks for unprocessed candidate

- **Objective:** To ensure the application detects and updates candidate profiles which are unprocessed.
- **Preconditions:**
 1. Unprocessed Candidate/Resume is in the HRIS/ATS.
- **Steps:**
 1. Wait for the RChilli Recruitment AI and Data Hygiene to process the candidate automatically.
 2. Go to the HRIS/ATS.
 3. Verify the candidate profile.
- **Expected Result:** The RChilli Recruitment AI and Data Hygiene processed the candidate and updated its complete information.
- **Acceptance Criteria:**
 1. Candidate profile should have all the fields updated as given in the resume.

UAT Scenario 2: Application ignores already processed candidate

- **Objective:** To ensure that the application is ignoring already processed candidate to avoid updating the candidate information again.
- **Preconditions:** Candidate is in the HRIS/ATS with complete information.
- **Steps:**
 1. Wait for the RChilli Recruitment AI and Data Hygiene to process the candidate automatically.
 2. Go to the HRIS/ATS.



3. Verify candidate profile.
- **Expected Result:** The RChilli Recruitment AI and Data Hygiene does not process the candidate as its information was already up to date.
 - **Acceptance Criteria:**
 1. The application should not update the candidate profile.

UAT Scenario 3: Error Handling for Unsupported File Formats

- **Objective:** Ensure the system handles unsupported file formats correctly.
- **Preconditions:** Candidate is in the HRIS/ATS with unsupported Resume file format (e.g. .csv)
- **Steps:**
 1. Wait for the RChilli Recruitment AI and Data Hygiene to process the candidate automatically.
 2. Go to the HRIS/ATS.
 3. Verify candidate profile.
- **Expected Result:** The application logs an error message indicating the file format is unsupported.
- **Acceptance Criteria:**
 1. Candidate profile is not updated.
 2. Error message is logged in logs.

UAT Scenario 4: Handling Bulk Candidates

- **Objective:** Ensure the system processes the bulk candidate profiles.
- **Preconditions:** Bulk unprocessed candidates are in the HRIS/ATS.
- **Steps:**



1. Wait for the RChilli Recruitment AI and Data Hygiene to process the bulk candidates automatically.
 2. Go to the HRIS/ATS.
 3. Verify candidate profiles.
- **Expected Result:** The RChilli Recruitment AI and Data Hygiene processed the bulk candidates and updated their complete information
 - **Acceptance Criteria:**
 1. All Candidate profiles should have all the fields updated as per their resumes.

UAT Scenario 5: Automation

- **Objective:** Ensure the system constantly scans and finds the unprocessed candidates and keeps the talent pool updated in the HRIS/ATS.
- **Preconditions:** HRIS/ATS constantly receives unprocessed candidates.
- **Steps:**
 1. Wait for the RChilli Recruitment AI and Data Hygiene to process the unprocessed candidates based on the scheduler settings.
 2. Go to the HRIS/ATS.
 3. Verify the talent pool.
- **Expected Result:** Ensure the talent pool is always updated
- **Acceptance Criteria:** There are no unprocessed candidates in the talent pool.



Test Cases

Test Case 1: Application Detection and Update of Unprocessed Candidate

- **Objective:** Ensure the application detects and updates the unprocessed candidate profile.
- **Preconditions:**
 1. An unprocessed candidate profile is present in the HRIS/ATS.
 2. The RChilli Recruitment AI and Data Hygiene service is active.
- **Steps:**
 1. Ensure an unprocessed candidate is present in the HRIS/ATS.
 2. Wait for the RChilli Recruitment AI and Data Hygiene process automatically.
 3. Access the HRIS/ATS and locate the candidate profile.
 4. Verify the candidate profile for updates.
- **Expected Result:** The candidate profile is processed, and all fields are updated with the information from the resume.
- **Pass Criteria:** All fields in the candidate profile are populated as per the resume details.

Test Case 2: Application Ignores Already Processed Candidate

- **Objective:** Ensure the application ignores candidates whose profiles are already up to date to avoid redundant processing.
- **Preconditions:** A candidate profile with complete information is present in the HRIS/ATS.
- **Steps:**
 1. Ensure an unprocessed candidate is present in the HRIS/ATS.
 2. Wait for the RChilli Recruitment AI and Data Hygiene process automatically.
 3. Access the HRIS/ATS and locate the candidate profile.
 4. Verify that no updates have been made to the candidate profile.
- **Expected Result:** The candidate profile is not reprocessed, and no changes are made.



- **Pass Criteria:** The application does not update the candidate profile.

Test Case 3: Error Handling for Unsupported File Formats

- **Objective:** Ensure the system correctly handles unsupported file formats.
- **Preconditions:** A candidate profile with an unsupported resume file format (e.g., .csv) is present in the HRIS/ATS.
- **Steps:**
 1. Ensure a candidate with an unsupported file format resume is present in the HRIS/ATS.
 2. Wait for the RChilli Recruitment AI and Data Hygiene process automatically.
 3. Access the HRIS/ATS and locate the candidate profile.
 4. Check for any changes in the candidate profile.
 5. Review the application logs for error messages.
- **Expected Result:** The candidate profile remains unchanged, and an error message is logged.
- **Pass Criteria:**
 1. The candidate profile is not updated.
 2. An error message indicating unsupported file format is recorded in the logs.

Test Case 4: Processing Bulk Candidate Profiles

- **Objective:** Ensure the system processes multiple candidate profiles in bulk efficiently.
- **Preconditions:** Multiple unprocessed candidate profiles are present in the HRIS/ATS.
- **Steps:**
 1. Ensure multiple unprocessed candidates are present in the HRIS/ATS.
 2. Wait for the RChilli Recruitment AI and Data Hygiene to process candidates automatically.
 3. Access the HRIS/ATS and verify the candidate profiles.
 4. Confirm that all candidate profiles have been updated.



- **Expected Result:** All candidate profiles are processed, and their information is updated according to their resumes.
- **Pass Criteria:** All candidate profiles should have their fields updated as per the resumes.

Test Case 5: Automatic Process

- **Objective:** Ensure the system constantly scans and finds the unprocessed candidates and keeps the talent pool updated in the HRIS/ATS.
- **Preconditions:**
 1. HRIS/ATS is receiving unprocessed candidates regularly.
 2. Scheduler settings for RChilli Recruitment AI and Data Hygiene are configured properly
- **Steps:**
 1. **Initial Verification:**
 - Log in to the HRIS/ATS system.
 - Navigate to the talent pool section.
 - Capture the current number of unprocessed candidates.
 2. **Trigger Processing:**
 - Wait for the RChilli Recruitment AI and Data Hygiene scheduler to run according to its settings.
 - Ensure that the scheduler triggers the processing of unprocessed candidates.
 3. **Post-Processing Verification:**
 - After the scheduler has run, log back into the HRIS/ATS system.
 - Navigate to the talent pool section again.
 - Capture the number of unprocessed candidates.
 4. **Verify Talent Pool:**



- Compare the number of unprocessed candidates before and after the scheduler run.
 - Ensure there are no unprocessed candidates remaining in the talent pool.
- **Expected Result:** The talent pool should be updated with no unprocessed candidates remaining after the scheduler run.
- **Pass Criteria:** The number of unprocessed candidates in the talent pool should be zero after the RChilli Recruitment AI and Data Hygiene process completes.

Test Case 6: Handling Candidate Profiles with Missing Information

- **Objective:** Ensure the application processes candidate profiles even when some mandatory fields are missing.
- **Preconditions:** Candidate profiles have missing information such as contact details or employment history.
- **Steps:**
 1. Add a new candidate profile with missing information in the HRIS/ATS.
 2. Attach a resume to the candidate profile.
 3. Wait for the application to run.
 4. Verify the candidate profile in the HRIS/ATS.
- **Expected Result:** The application processes the candidate profile and updates fields where information is available.
- **Test Data:** HRIS/ATS with candidate profiles missing certain mandatory fields.
- **Pass Criteria:**
 1. The candidate profile should have updated fields based on the resume.
 2. Missing information should not hinder the update process for other available fields.



Test Case 7: Verifying Data Consistency after Multiple Updates

- **Objective:** Ensure the data remains consistent after multiple updates to the same candidate profile.
- **Preconditions:** A candidate profile exists in the HRIS/ATS.
- **Steps:**
 1. Upload an updated resume for an existing candidate profile.
 2. Wait for the application to parse and update the profile.
 3. Upload another updated resume for the same candidate profile.
 4. Wait for the application to parse and update the profile.
 5. Verify the candidate profile in the HRIS/ATS.
- **Expected Result:** The candidate profile reflects the latest information from the most recent resume upload.
- **Test Data:** An existing candidate profile with multiple resume updates.
- **Pass Criteria:**
 1. The profile should accurately reflect the latest resume information.
 2. No data from previous updates should overwrite the new information.

Test Case 8: Performance Testing for High Volume of Candidates

- **Objective:** Assess the application's performance when processing a high volume of candidate profiles simultaneously.
- **Preconditions:** Many new candidate profiles are ready to be added to the HRIS/ATS.
- **Steps:**
 1. Add many new candidate profiles to the HRIS/ATS.
 2. Attach resumes to each new candidate profile.
 3. Monitor the application's performance during the update process.
 4. Verify the updated candidate profiles in the HRIS/ATS.
- **Expected Result:** The application efficiently processes all candidate profiles without performance degradation.



- **Test Data:** HRIS/ATS with a high volume of newly added candidate profiles.
- **Pass Criteria:**
 1. All candidate profiles should be updated within an acceptable time frame.
 2. System performance (e.g., CPU usage, memory usage) should remain within normal operating limits.

Test Case 9: Security Testing for Data Privacy

- **Objective:** Ensure the application adheres to data privacy and security standards when processing candidate information.
- **Preconditions:** Candidate profiles contain sensitive information such as personal and contact details.
- **Steps:**
 1. Run the application to process candidate profiles with sensitive information.
 2. Monitor the data flow to ensure no sensitive information is leaked.
 3. Verify that access to candidate data is restricted to authorized users only.
- **Expected Result:** The application should securely process and update candidate information without data leaks.
- **Test Data:** HRIS/ATS with candidate profiles containing sensitive information.
- **Pass Criteria:**
 1. No unauthorized access to candidate information.
 2. All data processing should be compliant with data privacy regulations (e.g., GDPR, CCPA).



Miscellaneous

The integration depends on your application workflow. There might be different steps involved in your integration which may vary from application to application.

This document indicates basic steps which are involved, you can review your application and add other UAT, and test cases based upon your needs.

Integration Estimation

Disclaimer: This estimation is based on a sample application with simple workflow. This may vary depending on the complexity of your application and the skill set/experience of the team involved in the integration.

1. Development (32hr – 35hr)

- ATS APIs Integration - 16hr
- Parse using RChilli AI – 1hr
- Read Json and create models for ATS APIs – 6hr
- Update Candidates – 2-3h
- Unit Test cases – 4-5hr
- Bug fixing and optimization – 3-4hr

2. QA – (5hr -7hr)

- UAT – 1-1.5hr
- Executing Test cases – 4-5.5hr