

# staffITpro Success Story

A business reference regarding the daily business of GECO AG, Hamburg, Germany.



## The GECO Company assigns projects quickly and efficiently with staffITpro and the IT portal Resoom.

The GECO-Group positions itself in the area of Expert-Leasing, IT-Services, Skill-Management, and HR-Consulting.

The GECO Group rapidly provides skilled personnel on a project basis for all IT demands.

The ideal coordination among the associates provides our customers with the ideal value. The GECO Group operates throughout Germany and in other parts of Europe. The GECO Group has established itself within the Information Technology community.

### The requirement

In 2006, the decision was made to replace the existing software being used for the recruitment of IT professionals. The previous system stored the contact information and the corresponding IT skills of independent contractors in a database, while the matching resumes including the working experience were saved in a structured data file in MS Word format. The demands for the new system were defined as follows:

- Concentrate all relevant data in one application to provide users with complete information.

- Implement a local database to ensure independence from external resume databases.
- Maintain established processes; the new software should simply concentrate and accelerate the approved workflow.
- Bundle and simplify all technical processes in the consulting business to reduce the processing time to a minimum.
- Have a seamless transfer from the old to the new system; do not affect day-to-day business.

### The decision

Proprietary development of new software was one option considered for the design and development of the new system. Another option was purchasing specialized recruiting and HR software. The proprietary development alternative eventually failed due to expense factors and the option of specialized software was finalized. A demo version of staffITpro was provided by audeoSoft and put through extensive testing. It was quickly determined; the product fulfilled the entire main criteria and covered more than 85% of the ideal image of a proprietary development. Final questions were discussed via online demo and solved to GECO's satisfaction in dialog with audeoSoft. The implementation of staffITpro was decided.

### The migration

GECO provided database structures and anonymous data of their existing system to enable audeoSoft to implement automated transfer of previous data and develop scripts for automatic transfer of the entire relevant information into the new database without revealing internal company data. After a quick fine-tuning, the migration script was ready to use. It took one conversion run over night and the

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"With staffITpro we are always one step ahead of our competitors."

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company data had been fully converted into the new staffITpro database and was ready to use the next morning. Any questions and problems were promptly answered and solved by the experienced audeoSoft support team. The system was entirely functional the first day.

## The daily business

Since implementing the new system, in 2006, the internal process of IT recruiting was working considerably faster. The process of entering projects, publishing them in the internet and finding matching IT professionals had been reduced significantly. Another goal was to minimize the daily amount of time spent on importing incoming resumes. The complete import process as reduced from 45 minutes to only seconds by using a standardized XML resume format. One innovative feature is the option to generate resumes in different formats to accommodate customers and thus ease their workflow.

## The branches

To connect their different company branches, GECO is simply using the Windows® built-in remote desktop feature to access their central server using standard LAN/WAN Connectivity.

## The advantages

Due to the intuitive feel of staffITpro, no one is missing the previous software system. The processing of incoming resumes is more efficient and comfortable.

The quality of applicant data is improved. The increased speed of processing time and lower personnel cost for each resume offer a considerable advantage over our competitors.

As an added bonus, staffITpro ensures independence from third party databases by providing a fast and completely automated import function for resumes. Through smartCV, a new web based module of staffITpro, IT professionals can apply online using their existing Word resume. This innovation was embraced by applicants thereby increasing the acceptance of GECO's internet job market.

## The conclusion

The migration of the previous GECO system to staffITpro went smoothly and efficiently. From the beginning, the configuration and integration of staffITpro was handled by GECO employees. Defects were promptly corrected by audeoSoft and the first list of requested improvements was integrated into the new release of staffITpro. With staffITpro, GECO found a product which completely covers the requirements of their recruiting business. Employees receive tremendous support in their daily work and that helps the company to increase their productivity remarkably. Now GECO is able to concentrate on their main business, instead of focusing on the implementation and maintenance of self-developed software. In the long run, and the short, staffITpro is a real advantage!

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"staffITpro is supporting our customers significantly in their daily work. It helps them to be competitive and to handle more requests in a shorter time."