How a Tech Innovator Reduced Recruitment Time by 60% with INTECH's RPA Solution

Summary

A rapidly growing technology firm needed to scale its hiring process without overwhelming its recruitment team. Manual sourcing and data entry slowed progress, introduced errors, and limited strategic engagement.

INTECH implemented a custom Robotic Process Automation (RPA) solution that automated profile sourcing, resume parsing, and candidate data management. As a result, the client reduced sourcing time by 60%, improved data accuracy, and reallocated recruiter time to higher-value interactions.

About the Client

The client is a fast-scaling technology firm headquartered in India, with a growing portfolio of digital products and services. As demand surged, they rapidly expanded their services, driven by new customer acquisitions and deeper engagements with existing clients.

To keep pace, they needed to scale their workforce quickly while maintaining high standards in recruitment quality and efficiency. However, their existing hiring processes relied on manual sourcing, which couldn't support the scale required.

The client saw that their hiring process was slowing down growth, so they partnered with INTECH for a faster and efficient solution.

Client Challenges: Manual Hiring & Slow Recruitment

The client's Talent Acquisition (TA) team found themselves bogged down by time-consuming, manual recruitment tasks that strained both productivity and morale.

To find qualified candidates, recruiters manually searched job portals like Naukri and LinkedIn, reviewed each profile individually, and then entered selected details into ION.This process, though functional, became increasingly unsustainable as hiring needs grew.

Key challenges included:

Time-consuming candidate search
Recruiters spent several hours a day switching between job portals, applying filters, and manually scanning through hundreds of profiles. This made it difficult to meet tight hiring deadlines and slowed down time-to-hire.

Error-prone data entry
Once a candidate was shortlisted, their information had to be manually entered into ION. This repetitive task introduced inconsistencies in the data and increased the risk of missing key candidate details.

Lack of automation
Highly skilled recruiters were spending the bulk of their time on low-value administrative work, such as copying and pasting resumes or tracking profile URLs.

Workflow misalignment
As hiring targets grew, the recruitment process failed to scale accordingly. Manual bottlenecks created friction between talent acquisition and business units, making it harder to align hiring velocity with project timelines and business growth.

The leadership team recognized that these challenges impacted recruiter efficiency and overall business agility.

That's when the client turned to INTECH.

INTECH's Solution: End-to-End Recruitment Automation with RPA

INTECH implemented a custom Robotic Process Automation (RPA) solution tailored to the client's recruitment pipeline. The goal was to eliminate manual tasks, improve accuracy, and free recruiters to focus on strategic hiring.

Key components of the solution:

Automated Data Entry into ION

- INTECH implemented RPA bots that automatically captured and entered candidate data into the client's internal HR system, ION. The bots captured and recorded each data field precisely, eliminating manual input and significantly reducing errors.

Integration with Job Portals

- The solution included seamless integration with leading job portals such as LinkedIn and Naukri. The RPA bots navigated these platforms, applied search filters, and identified relevant candidate profiles based on predefined hiring criteria. This automated process accelerated sourcing and reduced the dependency on manual searches.

AI-Powered Resume Parsing

- To streamline the review of candidate profiles, INTECH incorporated an AI-based resume parser powered by Natural Language Processing (NLP). The parser pulled key details like skills, experience, and education from resumes and formatted them for automated system entry.

Profile URL Extraction and Centralized Storage

- INTECH also automated the extraction and storage of candidate profile URLs from job portals. All links were compiled into a centralized, shareable database. This eliminated disorganized tracking and improved team collaboration across roles and regions.

With these capabilities, INTECH transformed the client's manual process into a unified, intelligent recruitment engine.

Implementation Process

INTECH followed a structured approach to ensure a smooth and effective transition from manual recruitment processes to intelligent automation.

Here is how we implemented the solution:

1. **Discovery and Workflow Mapping**
   INTECH began by working closely with the client's Talent Acquisition team to map their end-to-end recruitment workflow. Together, we identified high-friction tasks and repetitive steps that were consuming time and introducing risk.
2. **Custom Bot Development**
   Our automation experts designed and developed tailored RPA bots. Each bot was built to perform a specific task, such as sourcing candidates, parsing resumes, extracting profile URLs, and entering data into ION.
3. **System Integration**
   We ensured smooth integration between job portals like LinkedIn and Naukri and the client's internal systems. Bots pull relevant candidate information directly from external platforms and push structured data into the internal HR system without manual involvement.
4. **Testing and Optimization**
   We ran extensive testing across all automation flows. We validated data accuracy, tested edge cases, and fine-tuned bot performance based on real-world scenarios. The team ensured every automation step ran reliably and delivered consistent output.
5. **Deployment and User Enablement**
   Once tested, we deployed the solution in a phased manner to minimize disruption. We trained recruiters to use the system confidently, monitor bot performance, and troubleshoot minor issues. This hands-on enablement helped the team fully adopt the solution from day one.

Business Impact

INTECH's automation solution modernized the client's recruitment operations, reduced manual workload, and accelerated hiring timelines.

Here are the key outcomes:

60% reduction in recruitment time: RPA bots cut down the hours recruiters spend searching job portals, allowing them to identify qualified candidates much faster.

75% improvement in data accuracy: Automated data entry and AI-powered resume parsing ensure consistent, error-free candidate records.

40% boost in recruiter efficiency: Freed recruiters from repetitive admin work, they now dedicate more time to strategic activities.

Tools and Technologies Used

INTECH selected purpose-built technologies to support automation, enhance data quality, and ensure long-term scalability.

- **OpenRPA:** INTECH used OpenRPA to automate time-consuming recruitment tasks. OpenRPA bots perform routine, rule-based activities with speed and accuracy.
- **Digital Resume Parser (DRP):** Used to extract key candidate data such as skills, experience, and education. DRP enables structured, intelligent parsing of resumes, helping the recruitment team quickly identify qualified candidates and reduce manual screening effort.