

I am looking for the perfect candidate



**Talent One
Candidate Identification Service**



“My hiring teams have difficulty communicating skills that are must-have versus nice-to-have.”

“Job boards are expensive and even with advanced search tools net few qualified candidates.”

“Recruiters on my team are now expected to contact all candidates referred by an employee.”

“Leadership wants me to spend more time interviewing and evaluating candidates in person.”

“My goal to fill positions within 45 days and recruit five new employees per month.”

“We need to better leverage Twitter, Facebook and LinkedIn for identifying passive candidates.”

“It’s critical that we adhere to all OFCCP rules, including those that define internet candidates.”

“We want to identify candidates ahead of need in order to reduce our time to fill core positions.”

“Business leadership wants to hear from us on workforce planning and candidate supply.”

“Our recruiters are extremely busy and we need to effectively manage the workload.”



What is Intelligent Resume Indexing and Search (IRIS)?



CAREERS



(+200 global job boards)



(company website submissions)

Career opportunities

Talent Marketplace:

leverages easy-to-use Craigslist interface

The screenshot shows a 'demo talent marketplace' interface. It features a search bar at the top with 'Search Feeds' and 'Advanced Search' options. Below the search bar, there are several sections: 'vertical marketplaces' (listing New York Metro, Silicon Valley, etc.), 'popular position titles' (listing business analyst, architect, etc.), 'sourcing feeds' (listing Recruiter 1, 2, 3, 4 with various job titles like 'All Feeds', 'Net Developer', etc.), 'Competitors' (listing 'All Competitor Feeds' with companies like Adobe, AOL, etc.), 'Distressed' (listing 'All Distressed Companies' with companies like EDG, Hewlett Packard, etc.), 'Online' (listing 'All Online Companies' with companies like eBay, Google, etc.), and 'state navigator' (a map of the United States with state names). The interface is created by 'edm Logic'.

Candidate Map Navigator:

pushpin maps & heatmaps with links to resumes

The screenshot shows a 'Candidate Map Navigator' interface. It features a map of the United States with numerous blue pushpins indicating candidate locations across various states. Below the main map, there is a smaller 'heatmaps' view showing areas of high candidate density in red and orange. The interface includes state names and city names, and is designed to provide a visual overview of candidate distribution.

Recruiter Alerts:

periodic email alerts and/or full email integration (rss)

The screenshot shows a 'Recruiter Alerts' interface. It features a 'Talent Watch' section with a header 'Connecting You To Local Talent' and a date 'September 30'. Below this, there is a 'WEEKLY HIGHLIGHTS' section and an 'AUDIT: DIRECTOR LEVEL' section. The main part of the interface is a list of job alerts, including one for '08/08/09 - 7.8yr - Sharad Batli'. A detailed view of this alert is shown on the right, including the candidate's name, contact information, and a list of 'Key Technology Skills' such as 'Data Warehouse (7.7)', 'RUP (7.7)', 'SOA (7.7)', 'Rational (6.9)', and 'SAP (6.6)'. The interface also includes a 'Mail Folders' section on the left and a 'Sent Items' section at the bottom.

How does Intelligent Resume Indexing and Search (IRiS) identify candidates?

We parse client job descriptions for key skill concepts...

For example, user, interface, UI, interaction, usability, design, graphic, visual, information, concept, storyboard

We add concepts based on initial review of resumes...

behavior, user-centered, wireframe, navigation, interaction, human, factor, UX, experience, web, brand, mockup, prototype, diagram, pattern

All job board and applicant tracking systems search either by looking for all words, any words or boolean strings

*All words? Monster fails, because a single resume would need all 26 concepts
Any words? Any resume with any concept — term “web” returns thousands
Boolean? Would be impossible to nest and create string for 26 concepts*

IRiS uses patented “pattern matching” technology

*Simply put — find as many of the 26 concepts as possible
Concept terms found together, e.g. “design user interfaces” carry more weight
Concepts found in job titles carry more weight
Concepts at the top of the resume are more important than those at bottom
Finding more of the 26 concepts is more important than total terms found*

UX Director, Employer (January 2009-Present) - Managed a high energy **usability** team consisting of **visual designers** , **interaction designers** and **information architects**. Worked with **UX** team on **concepts** and processes around the Monster software suite. Worked on resource planning and scheduling. Worked as a mentor for team members.

UX Lead, Employer (January 2007-January 2009) - Lead a team of **designers** on project based work. Responsible for the overall **concepts** and success of the projects. Work with engineering, business development and product management to take **interaction designs** from conceptualization through **prototyping** to implementation. Document **design** intent for both business and technical audiences, using site maps, **wireframes** , **interaction flow diagrams** , and **storyboards** with appropriate functional and **behavioral** annotations.

Senior **User Experience (UX) Designer** (August 2004-January 2007) - **Design user workflow and interactions** for Monsters employer web-based applications. Analyze business requirements in conjunction with research findings, **user** needs and expectations and translate into compelling, coherent and satisfying **user interfaces** that are intuitive and easy for the target audience to use. Investigate ways to make the **user experience** easy and delightful. Talk with **users** and clients to gain a full knowledge of client needs and frustrations. Build good **user interfaces** using the latest technology, industry standards and proven good practice to achieve a **usable web** application.

Strong **visual design** , **prototyping** , and client-interaction skills; **experience** with development of **graphics** for **web** and applications. Solid understanding of **web design** , **navigation** , **information architecture**, content presentation, **usability** testing and implementation. Actively involved in requirement analysis, **information architecture**, **interaction design** , **storyboarding** , **screen design** , **user testing**, and documentation.

Lead product **design sessions**, deliver work-flows, **design specifications**, **prototypes** and **design mockups** .

Drive **interaction designs** from conceptualization through development to ensure successful implementation of **design** .

Develop guidelines and **patterns** for consistent and scalable **web** application development.

Help drive the **user-centered design** process.

Ensure optimum **usability** by incorporating **usability** findings into **designs**

Analyze requirements and **design user interfaces** , which most effectively implement requirements.

Prioritize **design tasks** and deliver projects on time

Keep abreast of industry trends in **human /computer interactions** so that where appropriate, new **UI** technology can be introduced.

Conduct **design reviews** and **usability** tests and provide consultation during various phases of the product development lifecycle

Translate abstract **concepts** /ideas - from users and **usability** methodologies- into **prototypes** .

Bacons **Information** , Inc. (previously MediaMap) September 2000 - August 2004

Senior **User Interface Designer** - Define and manage the **usability** definition, testing and implementation of our integrated **web** product suite **designed** to aid Public Relations professionals. Define **UI** standards and rules and development of all new products and product enhancements by developing **prototypes** that can be used to confirm product direction and to aid in product development. Work with engineering, business development and product management to take **interaction designs** from conceptualization through **prototyping** to implementation. Deliver detailed UML **diagrams** , **wireframes** , **storyboards** and **prototypes** to product and engineering to advance the MediaMap online software.

Lead product **design sessions**, deliver work-flows, **design specifications**, **prototypes** and **design mockups**

Partner with product management, product development and engineering teams to establish and communicate **UI** vision and strategy and to drive long-term **UI design** direction and decisions.

Establish **UI design** standards and lead Engineering in **UI** implementation.

Implement **user interface** guidelines and standards.

Use industry-standard best practices to analyze requirements and **design user interfaces** , which most effectively implement requirements.

Aid in new **concept** development through focus groups, **user** interviews, surveys and observational studies.

Assist in iterative **usability** testing of **prototypes** throughout the development cycle.

Understand how business strategy and business operations affect the structure and **design** of the **user experience** .

Analyze business requirements, technical constraints, research findings, and the audiences processes, tasks and goals. Translate into compelling, coherent **user interfaces** that are easy and a joy for the target audience to use.

Document **design** intent clearly for both business and technical audiences, using site maps, **wireframes** , **interaction flow diagrams** , with appropriate functional and **behavioral** annotations.

WebMessaging Technologies, Inc., April 1999 - September 2000

Design and Corporate Communications Director - Lead creative projects for print and web-based projects in a small start-up environment. Responsible for **design** , development and implementation of WMTI products with client sites.

Designed and implemented **user interface** including: **navigational** schemes, individual pages, **interactive prototypes** , **prototype user interfaces** and functional requirements.

Worked with engineers and programmers to define and realize features and work within project schedules.

Project management in all stages of creative process. (**Design** , development, testing and implementation.)

Client integration of **Web** Messagings products, using HTML, DHTML and ASP.

Design , development and maintenance of **Web** Messagings Corporate Site and associated product sites. (Developing **concepts** ; **information architecture**; **storyboarding** ; **user interfaces** ; **navigation** , and artwork; and content).

Visual design of both on-line (web-based) and off-line **design** (packaging, collateral, etc.).

“I spend more of my day talking to candidates and less trying to search for the right candidates.”

“Our division leaders are not only impressed with the candidates, but getting them in advance of need.”

“I am making my monthly goal and getting invited to more hiring team meetings earlier in the process.”

“Twitter has been a great source of passive candidates who tweet often about the core skills we are seeking.”

“We are filling positions in less than 45 days, thanks to our ability to identify great candidates within hours.”



“IRiS is a secret weapon for my team. We identify candidates before most people can log into Monster. All resumes scoring between 90 and 100 automatically go to the hiring teams. That’s how confident we are in IRiS.

I worked with Infornavitics on resume feeds three years ago that are still producing monthly hires to this day.

My relationship with hiring teams has become increasingly consultative and I always exceed their expectations.”



High Tech Skill Inventories

We have twenty years experience in the IT industry and have created hundreds of IT job descriptions and resume feeds.

Job Descriptions

Our strategic consulting services include: OFCCP compliance, description templates, optimizing descriptions for job boards and writing services.

Applicant Tracking Systems

We help organizations assess their recruiting system needs and evaluate current applicant tracking technologies.

Talent Acquisition

Workforce planning services include assessing new markets before company expansion, heat mapping and talent supply/demand issues.

Recruiting Event Support

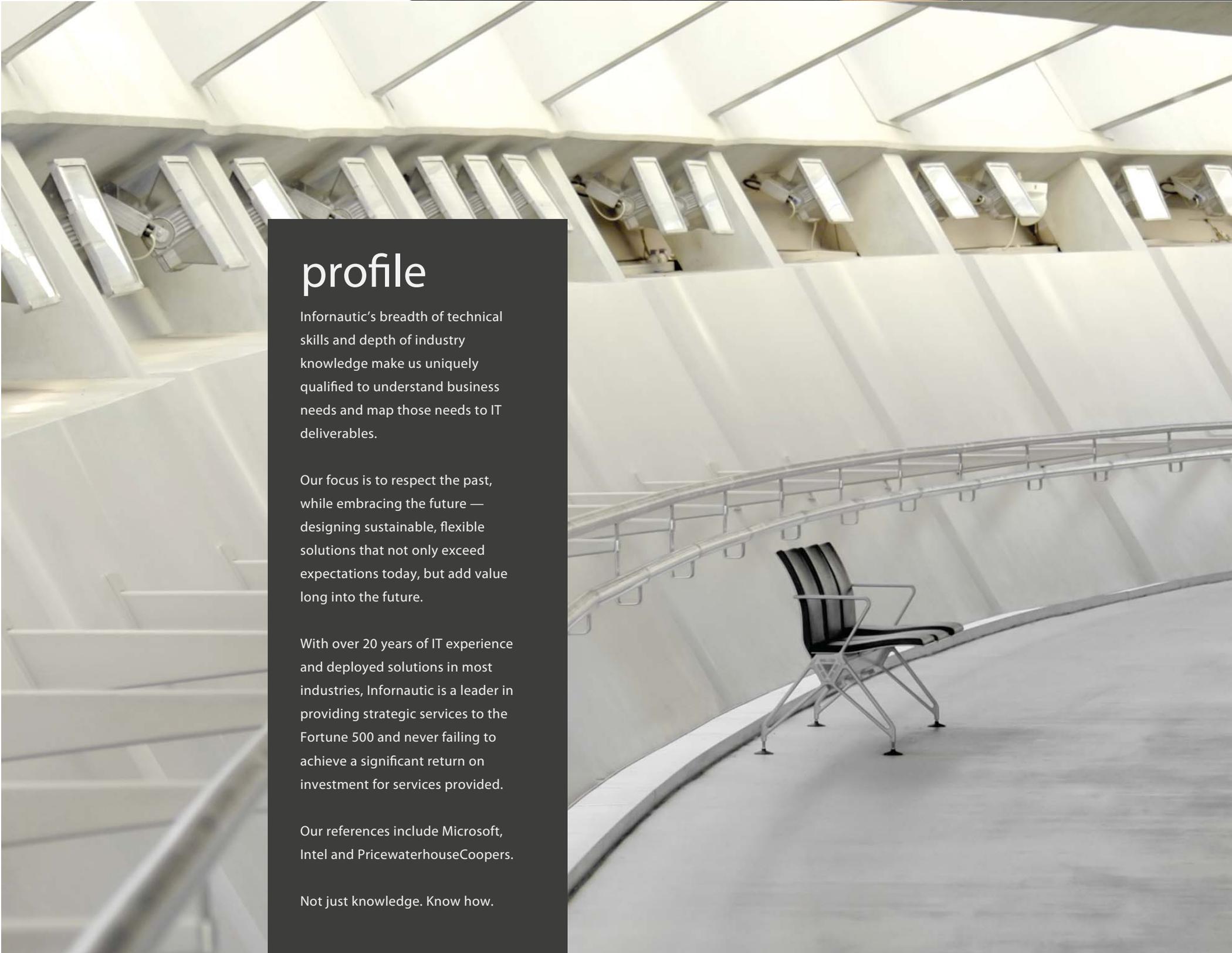
IRiS can pre-identify all candidates, by skillset, in a specific market, prior to a company event and send special access invites to VIP candidates.



sample

Below are sample resume high tech feeds we have created:

- .Net Developer
- Account Technician
- Digital Traffic Engineer
- Enterprise Architect
- Exchange Consultant
- Infrastructure Manager
- Mobile Technology Developer
- OEM Program Manager
- Online Advertising Operations
- Operating System Engineer
- Partner Account Manager
- Platform Strategy Consultant
- Product Evangelist
- Product Planning
- Professional Services
- Sales Engineer
- Sharepoint Developer
- Social Computing Consultant
- Software Development Engineer
- SQL Server DBA
- Support Escalation Engineer
- Technical Writer
- User Experience
- Visual Studio Support



profile

Infornautic's breadth of technical skills and depth of industry knowledge make us uniquely qualified to understand business needs and map those needs to IT deliverables.

Our focus is to respect the past, while embracing the future — designing sustainable, flexible solutions that not only exceed expectations today, but add value long into the future.

With over 20 years of IT experience and deployed solutions in most industries, Infornautic is a leader in providing strategic services to the Fortune 500 and never failing to achieve a significant return on investment for services provided.

Our references include Microsoft, Intel and PricewaterhouseCoopers.

Not just knowledge. Know how.