

R2Works



Ambrosia Consultants

R2Works

Feature Overview

Ambrosia - Overview

Ambrosia Consultants is a leading HR consulting company that offers wide-ranging HR services enabling our customers to acquire and retain high quality talent. Established in 2000 and headquartered in Mumbai, India, Ambrosia Consultants has its offices in Hyderabad-India, New Jersey - US and London - UK. With a global team of trained HR professionals serving our global customers, Ambrosia is one of the fastest growing HR consulting firms.

Ambrosia Consultants specializes in recruitment process outsourcing, managed recruitment services, search services, staffing services and support services. Ambrosia looks forward to work closely with clients who have specialized or time-specific talent needs. With each of its clients, Ambrosia has always played, and always seeks to play, an active and a more collaborative role in each engagement ensuring higher returns and enhanced value creation. Ambrosia has the right mix of expertise and experience to deliver consistent, high-quality and timely services on a continual and progressive basis.

Through its pursuit to continually deliver timely, cost-effective, and quality services, the company has been able to develop long-term client relationships. A big testament of this is that all of our clients have given us, and continue to give us, repeated business. These relationships form the basis through which the company continues to pursue new clients and projects. Our philosophy and efforts have helped us in progressively building a client-base of respected names, resulting in dynamic and consistent growth for the company and its people.

Mission

Our aim is to provide high quality, cost and time effective HR services enabling our customers to attract and retain quality talent.

Vision

Ambrosia endeavors to become a leading HR Services Company in the world through a strong focus on Customer Satisfaction, and through upholding our core values – passion, commitment and integrity.

Ambrosia

Overview



Ambrosia – R2Works

The way people recruit and hunt for jobs is changing rapidly with the changing technology. The web 2.0 revolution has opened immense opportunities for a business to create new relationships and actively maintain existing relationship. Ambrosia's R2Works is next generation solution for the recruitment world enabling it to leverage on the benefits of on the web 2.0 technologies like Blogs, podcasts, vodcasts opening up a two-way communication between a company and a prospective employee.

R2Works is a product which is quicker, more efficient and more targeted with the use of these new concepts and technologies like the use of RSS provides easy distribution of job ads, or creating a hot jobs widget available for your employees to put up on their profile pages across various social networking sites and integrating your referral program with these widgets to reward your employees and also to leverage on massive power of social networking. Companies can attract ideal employees by showcasing their company culture with the use of company's own videos and pictures by giving them a glimpse of the inner workings and presenting the human side of the company.

The main components of R2Works are

- Recruitment Portal
- Community
- Mobile Recruitment
- Collaboration and Communication
- Next Generation ATS
- Next Generation VMS
- Dashboard
- Candidate Management
- Work Management
- Campaign
- Reports
- Performance Monitoring

R2Works

Feature Overview



Recruitment Portal

- Create dynamic Recruitment Portals
- Map Domains and sub domains
- Ability to add videos on the portal
- Site Builder allows creation and management on site pages
- Interview builder allows creation of online tests which can be attached to a requirement to filter the candidates applying for the job
- Jobseekers can sign up and apply for jobs
- Advanced Job Search
- Jobseekers can monitor their status on applied jobs
- Answers section for Jobseekers
- Jobseekers can apply for jobs without registration
- RSS Feeds for new Jobs which can be subscribed
- RSS Feeds can be filtered by department/skills
- Hot Job/Latest Job widgets which can put up on user pages on other sites
- Widgets link back to recruitment portal, CV's can be directly uploaded from widget
- Widgets be integrated to referral program
- Projects/Departments Section with their own set of pages

Communities

- Create Communities within the company and external to company to engage potential employees in the field to know more about the company
- Run Referral Programs around the communities created
- Hot Job with for Social Networking Sites integrated with referral programs
- Integrate with existing social network allowing the job seeker to search people he knows in the company
- Reference check using community approach finding people in the company who know an applicant
- Group Chat, Chat Rooms, Video Chat
- Manage Blogs, Blog feeds, Feed Subscription, Latest Blog entries, Search Blog, Blog Comments

Feature Overview



Mobile Recruitment

- Run sms and wap-push campaigns to reach out to potential candidates
- Allow candidates to respond with interests on job openings from their mobiles
- Wap recruitment portal with current live jobs
- Detailed campaign reports
- Enable other campaigns to sms response

Collaboration and Communication

- Enable Video Chat for interviews with remote candidates
- Record interviews for later reviewing
- Enable Online test creation and conduct online tests
- Test Evaluation and feedback
- RSS feed generation for Hot jobs
- Rss Subscription
- Email/SMS Alerts to job seekers matching their profiles
- Hot Job Widgets

Vendor Management

- Online electronic requisition email to vendors based on category and priority
- Vendor Profile, tagging and comments by internal recruiters, managers
- Employee timesheets and billable rates
- Employment paperwork and documentation
- Emails Alerts and Reminders
- Consolidated single source invoicing
- Process and audit of vendor invoices
- Extensive reports of usage and cost
- Real-time measurements for temporary employees and preferred vendors
- Track and analyze current and future flexible workforce needs

Feature Overview



Application Tracking

- RIA based approach
- Integrated with the recruitment Micro site
- Automated Job requisitions approval process
- Automates Posting to Online Job Boards
- Tracks all Applicant Information
- Customize applicant life cycle
- Tracks the flow of the Application Process
- Interview Process Management
- Email Blasting to Groups of Applicants
- Extensive Reporting
- Resume Database with ability to tag and post comments about a candidate creating a knowledge repository of applicants
- Extensive Resume DB Search

Dashboard

- Performers of the Week (Top Closures, Top Offers, Top CV Target Achievers, Top Interview Target Achievers, Top Clients)
- Performance Monitoring (CV Target Snapshot, Interview Target Snapshot)
- Activities and Tasks
- New Candidates Added
- Active Candidates
- Active Requirements
- Interviews for the day
- Latest Blog Entries, Bookmarks and Activities on communities
- Profile, Avatar, Status,
- Calendar
- Watch list
- My documents
- Daily Call Report
- Target Tracker and Planner

Feature Overview



Candidate Management

- Search Candidate, Tag Search, Document Search
- Latest Candidates Added
- Bookmark Candidate
- Candidate Tag Cloud
- Candidate Profile
- Candidate Details (Word Profile, Video Profile, Certifications, Candidate Requirement History, Candidate Connections, Comments on Candidate, Bookmarks on Candidate, Candidate Tags)
- New Candidate RSS Feed Filter by technology, location, years of experience
- Candidate Views, Short listed Candidates (Further Filter by tags, skills, year of experience, location), Offered Candidates, Joined Candidates, Bookmarked Candidates

Work Management

- Manage Activities
- Invite people on an activity
- Manage Tasks, Assign Task, Monitor Task Progress
- Calendar view of Activities and Tasks
- Activity and Task Alerts
- Task Type
- Create Bookmark, Tag Bookmark, My Bookmarks, Candidate Bookmarks, Requirement Bookmarks, Community Bookmarks, Blog Bookmark, Popular Bookmark, Search Bookmark, Latest Bookmarks, Share Bookmarks
- Manage Wiki content, Content approval, Search Wiki, View article, Wiki Comments

Feature Overview



Campaign

- Manage Campaign
- Vendor Campaign, Candidate Campaign
- Candidate Template, Vendor Template
- Vendor Pool, Candidate Pool
- Email/SMS Campaign
- Campaign Response Tracker
- Response Parsers

Reports

- Recruiter Reports: Target Report, DCR Report, Conversion Report, Sourcing Report, Interview Report
- Client Reports: Requirement Report, Feedback Report, Billing Report, Vendor Reports, Requirement Report, Conversion Report
- Team Reports: Target Report, DCR Report, Conversion Report, Sourcing Report, Interview Report,
- Sourcing Reports: Campaign Report, Calling Report, Reference Report

Performance Monitoring

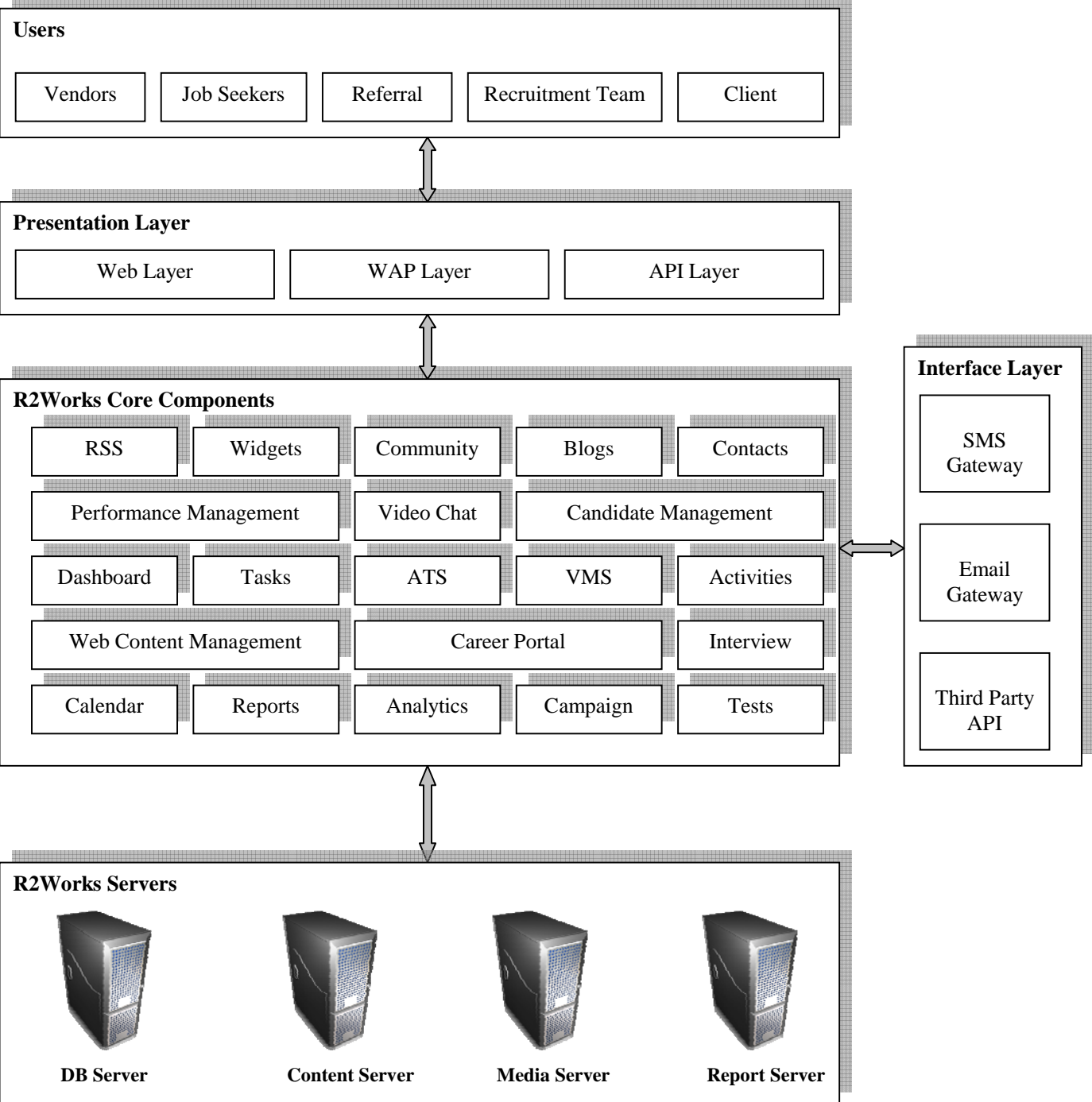
- Client Performance: Requirement Value Flow, CV conversion ratios, Average TAT (Time for feedback, Time to offer), Requirement Diversity ratio, Average Hike/Margin Ratio, Billing Potential Indicator
- Recruiter Performance: Target Monitor, CV Churn Rate, CV Conversion Ratio, Interview turn up ratio, DCR Performance (Number of calls/Conversion), CV Target Monitor
- Team Performance: Team Target Monitor, Team CV Churn Rate, Team CV Conversion Ratio, Team Interview turn up ratio, Team DCR Performance (Number of calls/Conversion), Team CV Target Monitor, Team Attendance
- Vendor Performance: CV Churn Rate, CV Conversion Ratio, Interview

Feature Overview



R2Works

System Diagram



Ambrosia – Why R2Works

Here are few our the key advantages of using R2Works

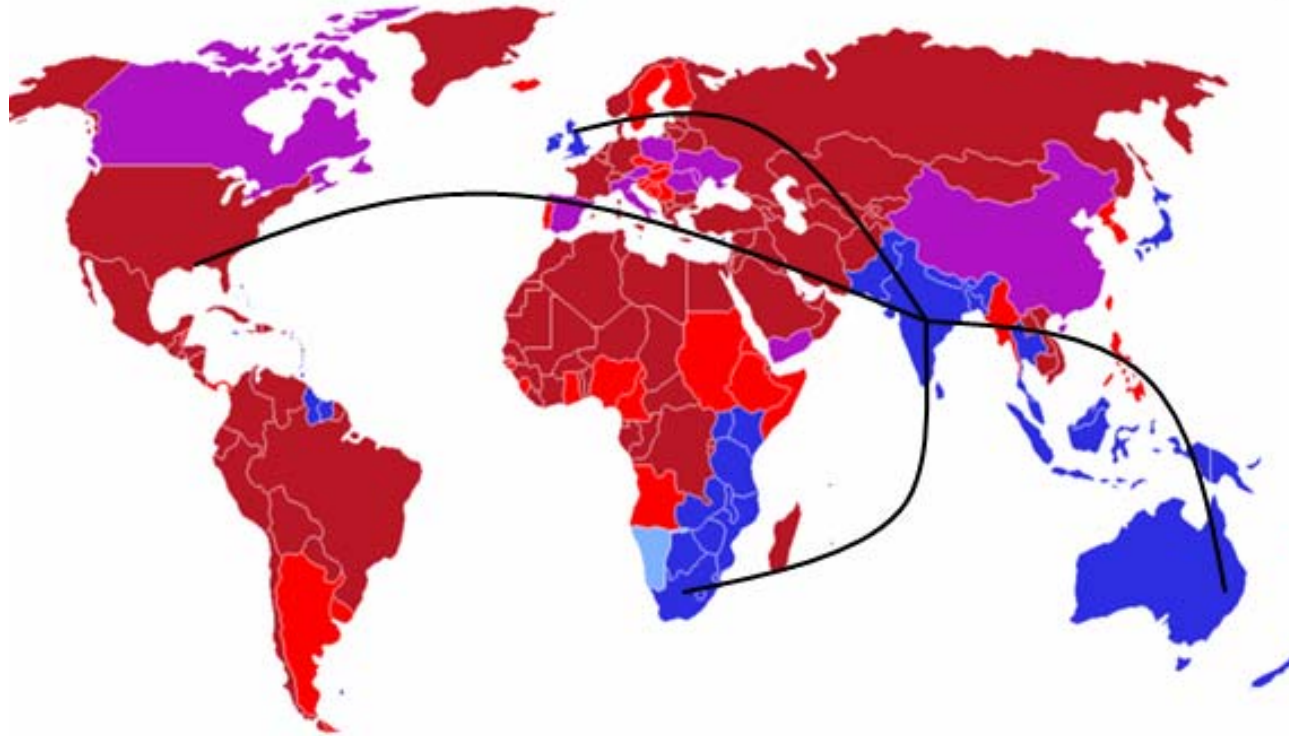
- Built using the J2EE stack of technologies
- Rich Internet Application
- Service Oriented Architecture
- Highly Configurable
- GUI customization through Themes
- Highly Scalability
- Software as a Service Model
- License Model with Customization as per requirements/SAAS/ PAAS
- Quick Turn Around Time
- 24/7 helpdesk and support
- Granular API's to integrate with existing business applications

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Why Ambrosia



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