**New ATS (iRecruit on iTalent) implementation**

**Executive Summary**

The iRecruit project aims to implement Phenom ATS to transform IDFC First Bank’s talent acquisition process. It focuses on enhancing candidate experience, reducing drop-offs, automating manual workflows, integrating with digital public infrastructure, and enabling AI-driven recruitment.

**Business Objectives and Goals**

* **Background:** Current recruitment processes are fragmented and manual, leading to inefficiencies and poor candidate engagement.
* **Goals:**
  + Deliver a customer-grade digital experience.
  + Reduce application stage drop-offs.
  + Automate workflows and integrate with DPI.
  + Improve governance, analytics, and recruiter productivity.
  + Enable AI-powered screening and centralized tracking.

**Scope of the Project**

* **In-Scope:**
  + End-to-end ATS implementation using Phenom.
  + Integration with Oracle Fusion, EDP, ServiceNow, DPI, and job boards.
  + Modules for requisition, application, screening, interview, offer, and analytics.
  + Campus and lateral hiring workflows.
* **Out-of-Scope:**
  + Manual validation of invoices or non-recruitment processes.
  + Legacy systems not integrated via Mulesoft.

**Stakeholders**

* **Business Owners:** Talent Acquisition Team
* **Users:** Recruiters, Hiring Managers, Candidates
* **Technical Teams:** IT, Integration, Security
* **Personas:**
  + Initiators: Hiring Managers
  + Approvers: Department Heads
  + Troubleshooters: TA Ops and IT Support

**Functional and Non-Functional Requirements**

* **Functional:**
  + Requisition management, job posting, candidate screening, interview scheduling, offer generation.
  + Campus recruitment workflows, recruiter dashboards, analytics.
* **Non-Functional:**
  + Scalability (1000 requisitions/day), mobile optimization, data security, accessibility (WCAG), uptime, disaster recovery, audit trails.

**Assumptions and Constraints**

* **Assumptions:**
  + All integrations (Fusion, DPI, job boards) will be API-enabled.
  + Users will be trained on new workflows.
* **Constraints:**
  + Legacy systems may limit full automation.
  + Data privacy and compliance requirements must be met.

**Success Criteria**

* **Measurement:**
  + Reduction in drop-offs, time-to-fill, and manual tasks.
  + Improved candidate satisfaction scores.
* **Deliverables:**
  + Fully integrated ATS, dashboards, automated workflows, and analytics reports.

**Risks and Mitigation**

* **Risks:**
  + Integration delays with external systems.
  + User resistance to new workflows.
  + Data migration issues.
* **Mitigation:**
  + Early testing and phased rollout.
  + Training and change management.
  + Backup and recovery plans.