■ Project Title: Smart Recruitment & Onboarding System – Salesforce-based Hiring & HR Automation

■ Industry: Human Resources / Talent Management
■ Project Type: B2B Salesforce CRM Implementation for HR Processes
■ Target Users: Recruiters, Hiring Managers, HR Teams, and Job Applicants

■ Problem Statement

A mid-to-large enterprise receives hundreds of job applications across multiple roles. However, candidate shortlisting is slow, approval processes are inconsistent, and onboarding tasks are often delayed. Manual tracking through spreadsheets and emails results in poor candidate experience, lack of transparency, and high administrative overhead.

To address this, the company wants to implement a Salesforce-based recruitment and onboarding solution to:

- Automate candidate application submission and status tracking
- Streamline interview scheduling and approval workflows
- Reduce delays in onboarding new hires
- Provide a self-service portal for candidates
- Enable real-time dashboards for HR managers to track recruitment KPIs

■ Project Overview / Solution Approach

The Smart Recruitment & Onboarding System leverages Salesforce CRM to provide a centralized, automated, and user-friendly platform for end-to-end hiring and onboarding.

- Candidate Application Portal (LWC): Applicants can submit resumes, fill in job details, and track application status.
- Application Processing (Apex): Automated logic for candidate shortlisting, duplicate checks, and role matching.
- Interview & Approval Workflow: Multi-level approvals with automated reminders.
- Onboarding Automation (Flows): Trigger onboarding steps—welcome email, document upload, IT setup, and training assignment.
- Async Processes (Batch/Scheduler): Bulk updates of candidate statuses, scheduled reminders for incomplete onboarding.
- Recruitment Analytics (Reports & Dashboards): Time-to-hire, onboarding completion rates, diversity metrics, and funnel reports.

■ Business Impact

- Reduce hiring time and manual effort
- Deliver a transparent and positive candidate experience
- Improve HR productivity with automation
- Enable data-driven recruitment decisions
- Scale easily across multiple departments and locations