SCRUM Project - Project Proposal

TEAM 1

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Company Name - Winformatica Inc.

Company Domain - Business Intelligence

Company Overview -

At Winformatica Inc., we drive digital transformation so that you can better predict costs and manage risks at your company with the help of our Analytics and Visualization tool. Whether you are a small or a large company, Winformatica Inc. meets you where you are and our product fits seamlessly into your workflows. Winformatica Inc. visualizes company data using D3 charts and recognizes potential initiatives where the company is overspending and provides solutions for savings. We are working on company expansion and thereby need a good recruitment strategy. We plan to use our internal analytics knowledge and algorithm design to implement an effective blind recruitment process for our company.

Problem Statement -

Fortifying human capital remains to be one of the key challenges for companies. A diverse and inclusive workplace is central to a company's ability to attract, develop, and retain the talent it needs to compete. Employees from diverse backgrounds bring individual talents and experiences in suggesting ideas that are flexible in adapting to fluctuating markets and customer demands. However, recent trends display gender and racial disparity in workplaces. This disparity is especially apparent in the world of tech jobs. One of the main barriers to increasing workplace diversity is lacking an official diversity recruitment policy or system. In order to aid diversity at our workplace, our company will chart out varied initiatives for the recruitment process.

Project Scope -

Research and determine the most promising methods for recruiting more diverse candidates. Recruiters and talent acquisition departments need organizational support to put into place a system that has shown itself to be effective at increasing workplace diversity. Research the domain of existing resume review algorithms and software. Consult with subject matter experts (HR Specialists, Recruiters, etc) to gain insights into existing recruitment processes.

Key Initiatives -

1. Sourcing Candidates

AI-powered recruiting tools can be used to find candidate resumes online or within an in-house database. The AI conducts its search based on keywords you specify, and it produces a list of candidates that fit the description. Such tools can also keep candidates engaged throughout the recruiting process with real-time

messages, updates, and notifications. More advanced versions of sourcing software can also start conversations with candidates via chatbot interface, thus eliminating the need to reach out to each individual in person.

2. Screening Candidates

Once we have a list of potential candidates, we can utilize automation for resume screening, allowing us to narrow down our list. Some tools use keyword analysis to determine the best candidates based on the content of their resume. Others use a variety of tests and quizzes to find the most promising candidates based on actual performance. Of the two methods, skill-based screening has been proven to be more accurate overall, with a higher success rate of finding the right person-job fit.

3. Interviewing Candidates

AI-powered tools can be used to conduct interviews with candidates. Some of the biggest players in IT such as Google and Facebook have started training AIs to recognize and understand facial expressions that candidates make during interviews. These are then used to infer certain personality traits about each candidate. Such AIs can also analyze interview transcripts in order to determine the candidates' interests and knowledge. This can help recruiters better assess the candidates' skills.

Personas -

Product Owner - The product owner is responsible for creating user stories for every release which goes into the Sprint backlog. Product Owner tracks the work done by analyzing the burn-up charts.

Scrum Master - The scrum master is responsible for pulling the EPIC user stories from the backlog and breaks it down during the Sprint planning meeting. Scrum Master also analyzes the burndown charts during Sprint retrospectives.

HR Specialist - HR Specialists perform the process of searching and screening for potential talent to be interviewed by hiring managers. They will serve as subject matter experts by providing insight into the existing tools and mechanisms used in the talent search. The specialist will also identify appropriate KPIs to measure the effectiveness of the new resume screening tool.

Research Analyst - The research analysts will perform market research on the different HR and Recruitment tools available currently in the market. After performing a comparative study they will present a report and a recommendation.

Sprint Consolidator - The sprint content consolidators will be responsible to collect sprint content from scrum team members and consolidate the final deck for sprint review. The documentation will include all events of scrum inspection and adaptation:
   a. Sprint Planning
   b. Daily Scrum
   c. Sprint Review
   d. Sprint Retrospective

References-

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