

Sr No.	Suggestion - Change required	Description	Comments	Action on Recruitment Team	ETA	Phase	Complexity	
1	Email triggers required stage wise	Upon changing to the particular stage, email trigger option needs to be added for update notification for relevant members. For example, A candidate is shortlisted by Ops - Email trigger sent to HR about the same.	Not Implemented	Need to provide Email Trigger Templates by HR for various stages	2 Days	Phase -1	Medium	
2	Calendar integration in ATS	A calendar implementation in the ATS would help in tracking the invite to go through interviewing Panel and HR, which could be modified by both with proper notification updates. Additionally it could be for Panelist to update their slot, and the same can be shown to the Interviewed/Shortlisted Candidates - which could be shared to them by the email, one click select would block the calendar for Panelist and HR is notified about the same.	Completed	Need Email Template for Scheduling Interview to Panelist email candidate	28th August 2024	Phase -1	High	
3	Email Notifications of the candidates	Whenever a candidate update, the direct response should come to the inbox and email and trigger to be sent to HR for further processing.	Completed	Need to provide Email Trigger Templates by HR	27th August 2024	Phase -1	Medium	
4	Recruiter Scorecard	Recruiter who reviews of the Interviewed/Shortlisted/Joiners/Backout Candidates, that would help the Leads with a clear view on the Recruiter's progress.	Completed	Similar with Status options to be given by HR Team	1 Day	Phase -1	Medium	
5	Customized Excel Dump options	Option to download custom Excel Dump for a particular skillset/location etc	Completed		1 Day	Phase -1	Medium	
6	Interviewing Panel Manager's Feedback	HR Feedbacks coming to the L1 Interviewing Manager along with the Notes following to HR Feedback - L1 Manager's Feedback flowing to the L2 Interviewing Manager	Completed		2 Days	Phase -1	Medium	
7	CV Parsing required for maximum auto capturing of details	All the Data is auto captured from CV and through the ATS, and auto populate into the relevant required fields	Need R&D	Need CV's to do R&D atleast of 5 variations	-	Phase -2	High	
8	Automation of Employee Onboarding	Upon an employee accepting the offer, status changed by the HR, the ATS would provide option to fill out the details in the respective field for example PAN Card and Aadhar Card number auto captured and using AYS, Bio to be linked JSSDC	Can capture all personal details from Candidate like PAN, Aadhar, selection details etc from candidate / HR in the ATS. Not sure if you can	On Hold- Phase -2	-	Phase -2	High	
9	Automated Job Postings on Social Media and other sites	Whenever a new position is created, it gets auto posted with a creative that a machine can edit filling out the required details and capturing the important candidates information for further processing	Need R&D		On Hold- Phase -2	-	Phase -2	High
10	Chatbot implementation	Implementing a chatbot which would be able to fetch basic questions or a quick view to all the Admin or the Required Panelist for their easy access, which can be further modified and made more robust by adding AI technology which can filter out previously rejected CV's due to lack of atleast 1 out of that particular requirement but fits the current requirement.  This would also be helpful for rather than storing the CV's and sorting them, Skillset wise folders can be created	We can add some FAQ kind of Questions in Database for quick & Initial response. HR can use on forward if it respective dedicated HR person email. They can take it further		On Hold - Need more clarity on if proceed further	Phase -2	High	
11	AI Resume Scoring	AI can be implemented over in the same ATS CV Parser, and a score can be defined based on the requirement vs candidate skills, resulting in providing proper score rating for the CV. CV Shortlisting based on an enabled shortlisting feature that would scan if the CV does have the required skills and if it's a good match, then stored into database for further application process	Cannot be done with AI	On Hold- Phase -2	-	Phase -2	High	