



## SOURCING SUCCESS STORY

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AmazingHiring helps ABBYY decrease sourcing time by 50%!

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ABBYY is one of the world's leading developers of automation software solutions. Technologies developed in ABBYY help 40 million users and thousands of corporate clients around the world save time and increase efficiency of business. Today ABBYY owns 16 offices around the globe and employs 1300 professionals inclusive of developers, linguists and engineers.

### Business Need

In ABBYY we have around 30 vacant positions mostly in IT which include software developers, QA engineers, UI/UX designers. Most of our positions are not standardized as we are looking for specialists with unique skill sets and specific knowledge.

The recruitment process in ABBYY always starts with talent mapping which helps us understand how many specialists there are on the market, where they work and where they've studied etc.

The majority of candidates whom we contact are passive so they are not currently looking for a job. Our recruiters had to source their accounts on social networks and professional websites to find the relevant contacts and hints for successful personalized communication. Searching for this data was very time-consuming which resulted in less time spent on actual communication and negotiations.



Anastasia Ruzaeva  
IT Recruiter – ABBYY

### Customer Overview

# ABBYY®

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#### Location

Moscow, Russia  
Munich, Germany  
London, UK  
Milpitas, USA

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#### Industry

Software Solutions

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#### Web

[www.abbyy.com](http://www.abbyy.com)

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### Business Need

Decrease time on talent mapping and sourcing of relevant candidates

### Solution

New sourcing process based on AmazingHiring

### Results

- Fulfilment of sourcing KPIs (for some vacancies result was 40% above average)
- Streamlined talent mapping
- Time spent on sourcing decreased by 50%.

## Solution

ABBYY subscribed for AmazingHiring in December of 2016. Since then AmazingHiring has become our primary tool for sourcing IT professionals as other resources do not provide us with enough relevant candidates. Right now, our recruitment process looks like this: we run various search queries in the AmazingHiring search engine, then we collect the statistics on specific technologies, positions and contact details of the relevant candidates. Once we have all the information required, we contact the candidates via email or social media network accounts (links to Facebook are specifically useful, candidates react very enthusiastically to being messaged on this social network). The rest of the job is on our decision-making as recruiters.

The value of AmazingHiring's search engine for ABBYY can be broken down into two main benefits:

- With the help of filters and the feature called "Company Statistics" we found the data about technologies and other companies in the market. Specifically, AmazingHiring helped us create the talent map for C++ and Machine Learning technologies. We have detected potential donor companies and realized that the developers from the top ones are not interested in our projects. Thus, we managed to adjust our search strategy and saved significant amount of time.
- Implementation of AmazingHiring helped us hit our vacancy pipeline KPI's. Currently on average, we are able to contact 100-120 candidates, receive anywhere between 40-60 answers and schedule 10-15 interviews to select the best candidate. In the best cases, the vacancy pipeline result was 40% better. Overall, the time spent on sourcing of candidates' contacts decreased by half. As a result, we are able to dedicate our time to more strategic tasks.

Additionally, two other solutions that AmazingHiring develops are useful. AmazingHiring Chrome Extension is effective when a colleague sends us a profile of a prospective candidate on a social network. We can immediately see his/her contacts and evaluation of his/her skills. AmazingHiring ATS system allows us to create the vacancies and add comments in the system, thus tracking IT candidates without any other platforms or services.

## Prospects

As a result of successful cooperation with AmazingHiring, ABBYY North America and Europe Headquarters will start using this service in 2018.



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### Headquarters

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