

servicenow™

Deloitte.



Applicant Tracking and Lifecycle Analysis Solution

Applicant Tracking and Lifecycle Analysis Solution (ATLAS) brings transparency to the end-to-end hiring process. Built as a configurable ServiceNow accelerator, it allows agencies to redesign and optimize their recruiting and hiring workflows for various hiring authorities to solve the toughest hiring and recruitment challenges.

Challenges

Common challenges faced by organizations in the end-to-end hiring process:

- Lengthy and complex recruitment and hiring processes
- Staffing gaps for mission and critical occupations
- Difficulty tracking recruiting and hiring process
- Dissatisfaction from agency employees as well as applicants

Overview

Solving tough hiring and recruitment challenges requires a flexible application that allows agencies to redesign and optimize their recruiting and hiring workflows to improve transparency and accountability

ATLAS enables organizations to effectively manage their hiring and recruitment life cycle through dashboards and reports.

ATLAS drives streamlined user communication and standardized, data-driven processes that increase task efficiency and reduce the overall time to hire.

Currently, ATLAS includes Title 5 Merit Promotion, 21st Century Cures, Delegated Examining, Title 38, and Title 42 automated hiring authority workflows. SES and Named Actions will be added soon.

The application is highly configurable to support an organization's specific hiring and recruiting needs (e.g., specific frameworks and workflows).

Benefits

- **Personalizes vacancy and task views** that increase organization efficiency and provide a common operating picture
- **Integrates data from external hiring systems**, including USA Staffing, that drive an automated workflow and reduce manual activities
- **Streamlines communication between users** that supports a standardized process and reduces inefficiencies
- **Offers comprehensive reporting** that increases transparency and provides valuable insight into the hiring process
- **Enables workload balancing that allows** HR supervisors to easily view and manage HR specialist workloads using Key Performance Indicators (KPIs) and reassignment functions

Contacts

Yanni Pelekanos

Principal
GPS Workforce Transformation
ypelekanos@deloitte.com
Deloitte Consulting LLP

Roopa Sanwardeker

Senior Manager
GPS Workforce Transformation
rsanwardeker@deloitte.com
Deloitte Consulting LLP

Rhodri Morgan

Specialist Leader
GPS HR Transformation
rmorgan@deloitte.com
Deloitte Consulting LLP

Joe Mills

Sales Executive
jomills@deloitte.com
Deloitte Services LLP

Learn how we can help:
deloitte.com/us/ServiceNow

My ATLAS dashboard

- Central view of all tool components
- Simplifies user experience

Metrics and reporting

- Displays all vacancies and metrics
- Personalizes reports

Data and integration

- Integrates data from external hiring systems including USA Staffing

ATLAS capabilities

Solve the toughest hiring and recruitment challenges

Workload management

- Personalizes vacancies and tasks
- Ability for supervisor to view and manage personnel workload

My knowledge base

- All tools and resources to aid user with navigating the tool
- Self-Service to enable immediate resolution and reduced support needs

Automation of HR tasks

- Import and track documents
- Collect and update data
- Currently process Title 5 Merit Promotion and Delegated Examining, 21st Century Cures,, Title 38, and Title 42 automated hiring authority workflows with SES and Named Actions coming soon

Cross functional collaboration

- Streamlines workflow between users
- Includes shared certificates functionality

Why Deloitte and ServiceNow?

Deloitte helps our clients enhance business outcomes by leveraging ServiceNow as an end-to-end digital workflow platform. We don't just leverage ServiceNow to automate your current processes: We reimagine how work gets done, delivering material improvements in revenue and cost reduction with higher job satisfaction.

As a leading Global Systems Integrator and ServiceNow's Global Transformation Partner of the Year, Deloitte applies its breadth of industry and technology experience to help clients extract value from this powerful technology to create a united workflow with one platform.

As used in this document, "Deloitte" means Deloitte Consulting LLP, a subsidiary of Deloitte LLP. Please see www.deloitte.com/us/about for a detailed description of our legal structure. Certain services may not be available to attest clients under the rules and regulations of public accounting.

This publication contains general information only and Deloitte is not, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your business. Before making any decision or taking any action that may affect your business, you should consult a qualified professional advisor. Deloitte shall not be responsible for any loss sustained by any person who relies on this publication.

Copyright © 2021 Deloitte Development LLC. All rights reserved.