



Harbinger Systems
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Enabling seamless integration between an Applicant Tracking System (ATS) and an assessment platform using serverless architecture.

Serverless integration to ensure auto-scaling and optimal use of resources and infrastructure.

About Client

US based company owns an innovative assessment platform based on its proprietary psychometric algorithm. It helps job seekers and organizational teams to identify their professional personas and suggests a fit score between them.

Business Situation

- Client wanted to enter into the recruitment market by providing their candidates a behavioral assessment platform as a solution to organizational customers who are already using the target ATS.
- Client wanted to provide the candidate assessment reports generated using the behavioral assessments to the ATS.
- The integration component should be independent of existing platform and should be scalable per additions of new customer(s) for given ATS.
- The integration should be flexible to support multiple end customers using the same ATS.

Harbinger Solution

- Harbinger developed an independent connector application based on AWS Function as a Service (FaaS) which connects the assessment platform with different ATSS.

- The FaaS connector along with SNS event based triggers were used to perform following activities-
 - Capture newly created assessment requests in the assessment platform from the ATS.
 - Submit the status of candidate assessment from the assessment platform to the ATS.
 - Fetch the candidate's assessment report from the assessment platform into the ATS.
 - Modular architecture ensures support for a variety of ATS workflows and data exchange scenarios with ease and minimal changes to underlying functions and APIs.

Benefits

- The ATS integration leveraged following core benefits of serverless services:
 - Flexible auto-scaling to handle quick bursts of requests.
 - Pay-per-use to have complete resource utilization and reduced the overall infrastructure cost.
- The ATS integration helped the client to gain new customers and increase their market share in recruitment space.
- Enabled faster integration with new ATS with minimum changes and at a reduced development cost.