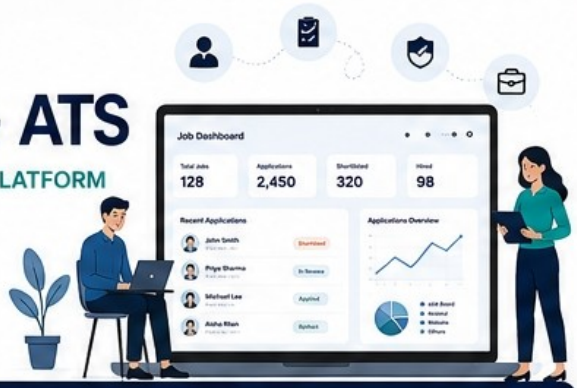
ZEROVAEGA TECHNOLOGIES

JOB PORTAL & ATS

AN ENTERPRISE APPLICANT TRACKING PLATFORM

POWERING DIVERSITY & INCLUSION HIRING FOR GLOBAL MNCS



CLIENT DOMAIN	PROJECT TYPE	ENGAGEMENT	TECHNOLOGY
HR & Staffing Partner for Global MNCs (DEI Mandates)	DEI Talent Acquisition | Job Portal & ATS	End-to-End Product Build	ProcessWire | MySQL

EXECUTIVE SUMMARY

The client runs an HR and staffing business that helps large multinational corporations meet Diversity & Inclusion (D&I) hiring quotas. Zerovaega Technologies designed and delivered the Job Portal & ATS – a unified, ProcessWire-based recruitment platform giving end clients such as Google, HSBC and JP Morgan direct access to a centralized, D&I-focused talent pipeline. Because marquee MNCs and their candidates demanded the highest standards of data protection, the platform was engineered security-first, with end-to-end encryption, unified single sign-on and role-based governance protecting every stakeholder – candidates, recruiters, end clients and admins alike.

BUSINESS CHALLENGE

- Resumes collected manually via email and multiple job boards
- D&I candidate screening fragmented across channels and spreadsheets
- No centralized tracking of profile sharing or access
- Each enterprise client needed separate logins across systems

STRATEGIC RESPONSE

- Single digital platform for candidates, end clients and admins
- Self-maintained, centralized D&I resume repository
- Structured job publishing, application and shortlisting workflow
- Unified SSO with integrations into client HR software

KEY BENEFITS

- End-to-End Digital Recruitment
- Centralized D&I Talent Repository
- Direct Enterprise Client Access
- Secure & Compliant
- Real-time Insights & Reporting
- Scalable for Global MNCs



TRANSFORM D&I RECRUITMENT

INTO A SECURE, SMART & SCALABLE EXPERIENCE

PLATFORM WORKFLOW

CANDIDATE
- Register
- Build Profile
- Apply for Jobs
- Track Status

→

RECRUITER / ADMIN
- Review Applications
- Shortlist Candidates
- Add Notes
- Track Pipeline

→

END CLIENT
- Post Jobs
- Search Candidates
- Unlock Profiles
- Manage Quotas

→

ADMIN
- Manage Clients
- Manage Quotas
- Reports & Analytics
- Platform Governance

KEY CAPABILITIES

Candidate Self-Service
Candidates register, build profiles and maintain live resumes.

Job Management
End clients publish, update and close D&I vacancies from a single console.

Application Tracking
Candidates apply and track status; recruiters review centrally.

Recruitment Dashboard
Shortlisting, notes and pipeline tracking for every opening.

Subscription-Based Access
Quota-controlled profile unlocking tied to end-client subscription plans.

Talent Search
Proactive discovery of D&I candidates beyond direct applicants.

Admin Governance
Centralized control of end-client organizations, quotas and activity.

Reports & Analytics
Registration, application, unlock and subscription utilization reporting.

Enterprise Integrations & SSO
Unified SSO and integration with client HR/software ecosystems.

Security & Data Protection
End-to-end encryption, role-based access and secure data handling.

TECHNOLOGY STACK

CMS Framework	ProcessWire
Language	PHP
Database	MySQL
Frontend	HTML5, CSS3, JS
APIs	REST APIs
Auth & Security	Unified SSO + Role-based + SSL
Data Protection	End-to-end encryption at rest & in transit
Deployment	Cloud-hosted

ARCHITECTURE OVERVIEW



SECURITY BUILT FOR EVERY STAKEHOLDER

Candidates & Users
Personal data and resumes encrypted end-to-end, in transit and at rest. Granular, consent-driven visibility into who can view a profile.

Administrators
Role-based access controls and full activity audit trails.

End Clients & Recruiters
Secure, quota-governed access to candidate data via SSO. Enterprise-grade encryption & SSL.

Platform-Wide
Security designed into every layer, protecting all four stakeholder groups.

IMPACT: BEFORE VS. AFTER

TRADITIONAL RECRUITMENT	WITH THE NEW PLATFORM
Email-based resume collection	Centralized resume repository
Manual screening in spreadsheets	Structured workflow & shortlisting
No visibility on profile access	Quota-controlled secure access
Multiple logins across systems	Unified SSO across systems
Limited analytics & reporting	Real-time dashboards & insights
High manual effort & delays	Faster, data-driven hiring

RESULTS & VALUE DELIVERED

Faster Hiring
Streamlined workflows reduce turnaround time.

Better Compliance
Meets DEI mandates with audit-ready data.

Transparency
End-to-end visibility for all stakeholders.

Enterprise Trust
Secure, scalable platform for global MNCs.

FUTURE ROADMAP

- AI-powered candidate matching
- Advanced analytics & forecasting
- Mobile app for candidates & recruiters
- More native HR system integrations

CONCLUSION

The Job Portal & ATS by Zerovaega Technologies empowers global MNCs to drive Diversity & Inclusion hiring with a secure, scalable and future-ready platform—delivering the right talent, faster.