

Nomination: 9235

Talent AcquisitionTech Innovation Team of the Year- Program ELEVATE

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Apexon
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Additional Contacts I would also like to have others receive emails about the disposition of our entries.
Page: Entry Information
Entry Title Talent AcquisitionTech Innovation Team of the Year- Program ELEVATE
Category E01 - E11 Team > E06 - HR Tech Innovation Team of the Year
Team Submission Format Written Answers
a. Briefly describe the nominated team: its history and past performance (up to 200 words). Required <p>By the end of 2023, Apexon successfully integrated five acquired entities—Technosoft, Saggezza, Gathi Analytics, Adapty, and Infostretch—under Goldman Sachs Asset Management. This expansion, while increasing Apexon's global footprint, revealed significant operational fragmentation within Talent Acquisition (TA) and Vendor Management (VM).</p> <p>The legacy system included 288 vendors with no centralized governance, inconsistent payment terms, fragmented documentation, and manual processes, resulting in financial inefficiencies, a poor vendor experience, and prolonged time-to-fill metrics. Concurrently, Talent Acquisition faced challenges with outdated ATS technology, manual referral processes, inconsistent candidate engagement, limited onboarding visibility, and disjointed Diversity, Equity, and Inclusion (DEI) practices.</p> <p>To address these challenges, Apexon's Talent Acquisition Team launched Program ELEVATE in January 2024 - a cross-functional innovation initiative designed to overhaul global recruitment operations. The team spearheaded the integration of AI-driven tools, implemented Oracle NetSuite P2P, automated GDPR workflows, streamlined onboarding, and centralized vendor governance.</p> <p>The results were transformative: vendor count was reduced by over 75%, strategic negotiations led to significant cost savings, and TA efficiency improved dramatically across regions. ELEVATE not only reshaped Apexon's talent acquisition strategy but also enabled scalable, compliant, and cost-effective growth in key markets, including North America, LATAM, UK & Europe.</p>

b. Outline the team's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Since early 2023, Apexon's Talent Acquisition and Vendor Management teams have led a bold transformation through PROGRAM ELEVATE—our strategic initiative designed to unify fragmented vendor ecosystems and modernize talent operations following the consolidation of five companies.

The team built a robust foundation based on six transformation pillars: ecosystem alignment, tech enablement, efficiency, vendor optimization, automation, and talent experience. This approach resulted in measurable impact across key regions (North America, LATAM, UK & Europe), including a 76% reduction in vendors and a 43% reduction in administrative time through the implementation of digital workflows.

Key innovations introduced include:

- Oracle NetSuite P2P with intelligent invoice matching, real-time dashboards, and a vendor self-service portal.
- AI-powered ATS with intelligent matching, bias detection, GDPR compliance, and gamified referral features.
- Structured onboarding with personalized digital portals and automated buddy assignments.
- AI-based interview excellence platforms such as MyAnatomy, CoderPad, and HackerRank, including certification and scorecards.
- Vendor tiering and diversity programs, which increased certified diverse vendor participation to 29%.

Cross-functional collaboration with Legal, IT, Procurement, and Finance ensured standardized SOPs and compliance frameworks across geographies. Additionally, Apexon's employer brand was activated through LinkedIn communities and employee advocacy programs, significantly boosting passive talent engagement.

By the end of 2024, the team successfully achieved all strategic objectives and redefined Apexon's talent operations as a competitive advantage—ensuring the delivery of quality talent, stronger vendor partnerships, and a scalable model primed for future growth.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's past performance (up to 250 words). Required

PROGRAM ELEVATE is a transformative force in talent acquisition, delivering strategic impact across financial, operational, and organizational dimensions. What sets it apart from traditional initiatives is its integrated approach, uniting Vendor Management Optimization (VMO) and Talent Operations into a cohesive ecosystem - an industry-first that resulted in exponential improvements.

The success of PROGRAM ELEVATE is evident in its quantifiable achievements:

- 68% reduction in the vendor base, standardized payment terms, and 100% Oracle NetSuite P2P integration—benchmark achievements that most industry peers are still working toward.
- Talent Operations saw 32% faster time-to-fill and 28% improvement in first-year performance for new hires, well above the industry average.
- Technology-driven innovations such as an AI-powered ATS, automated referrals, and structured interview frameworks delivered significant results, including \$594,760 in direct cost savings, 43% improvement in recruiter efficiency, and an 85% reduction in invoice discrepancies.

PROGRAM ELEVATE is unique because of its direct linkage to business outcomes, transforming Talent Acquisition from a traditional cost center into a strategic growth lever. While many companies treat DEI as a separate initiative, Apexon embedded it within the operational core, leading to 29% minority supplier participation and the use of bias-free hiring tools.

When compared to both legacy practices and peer organizations, Apexon's integrated, tech-enabled, and globally scalable model sets it far ahead of the curve. PROGRAM ELEVATE represents the future of HR innovation, creating a new benchmark not only for Apexon but for the industry as a whole.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Supporting documents attached

[REDACTED]

[REDACTED FOR PUBLICATION]

[REDACTED]

[REDACTED]

[REDACTED]

Would you like to add an additional supporting document?

Yes

[REDACTED]

[REDACTED]

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

No

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