

Demonstrated capacity to deliver solutions that help our clients grow their business

Case Study

The Recruiter

Ergo delivers and supports a Hosted Application

The recruitment business in Australia is crowded and fiercely competitive. Companies that stand out are those that specialise and dominate a particular sector. One such emerging human resources and recruitment company, decided to publish an annual sector specific Salary Review, as a 'value add' to its clientele. The recruiter's annual report on remuneration in their niche business sector, would provide an accurate benchmark to compare salary and other benefits on offer across a wide range of roles. Ergo Consulting was engaged by the recruiter to develop, host and support the solution that would analyse and report on data gathered from over 135 companies, ranging from multinational conglomerates to small seed companies.

Ergo's team used leading edge technology and an Agile development methodology to ensure that the project was delivered on time and in line with the client's evolving business requirements. Ergo continues to host and support the web based application, so as to enable the client's resources and energies to be channelled into the core business focus, instead of building an IT department.

Ergo's solution transformed data to yield information that helped the client to bolster revenue streams, grow credibility and cement relationships across the sector. In addition to Melbourne, the client offers this specialised service through established offices in Brisbane, Sydney and Hamilton (New Zealand) with plans to expand into Europe, North America and Asia.

The Salary Review, currently in its sixth annual edition, continues to gain currency across the sector and has helped position the recruiter as a leading edge human resources provider. Building on the success of the Salary Review in their niche business sector, the client has recently expanded the offering to also serve another vertical market. The solution developed, supported and hosted by Ergo has helped the recruiter differentiate and dominate the original market and use the enhanced capacity as a competitive edge to enter a new sector.

Ergo's work with the recruiter is indicative of the company's ability to help clients grow their core business by delivering outcomes to a high standard and within defined timeframes.

Ask Yourself:

- Will my business evolve and be challenged?
- Will my business requirements change?
- Will my investment in technology stay aligned with my business?



“The key to successful software development is bridging the gap between understanding business requirements and the ability of developers to create applications. Business leaders know what their business needs to be successful. Traditional software development methods have often fallen short in their ability to deliver valuable software in time and on budget with only the functionality that’s valuable and all the functionality that’s needed.”

Agile Software Development



Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

Individuals and interactions over processes and tools

Working software over comprehensive documentation

Customer collaboration over contract negotiation

Responding to change over following a plan

Ergo’s highest priority is to satisfy our customers through timely and consistent delivery of valuable software. That’s why we invest substantial time to understand the required business outcome.

To help us deliver exceptional software solutions, Ergo embraces The Manifesto for Agile Software Development (www.agilemanifesto.org).

This means that we employ an Agile approach to the design, development and delivery of business applications. At their core, Agile methodologies are about values and culture and placing people at the centre of the solutions we develop. Our Agile approach means:

- Our highest priority is to satisfy the customer through delivery of valuable software.
- We deliver working software frequently, from a couple of weeks to a couple of months, with a preference to the shorter time scale.
- Working software is the primary measure of progress.
- Continuous attention to technical excellence and good design

Ergo recognises that the effective use of software is related to the empowerment of the people who depend on and use it. It doesn’t stop at the completion of the code. The need to facilitate training and education workshops involving the stakeholders and users is particularly important to ensure that applications are widely adopted and changes in behaviour are successfully facilitated.

The team of professionals at Ergo have the competencies and industry experience to design and deliver outcomes for a range of business needs.

Our speciality is delivering browser based business applications based on a central database. We frequently help our clients move away from a proliferation of spreadsheets and Access databases which have evolved to become business critical applications.

Ask Yourself:

Am I happy with the ROI I’m getting from software development projects?

Are my staff un-productive because of poor software usability?

Am I trying to manage my business through Spreadsheets and Access Databases?

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