

# Web Recruitment & Selection

IntegrateHR - Human Resource Consulting and Systems



## Recruiting via the Web

Web-based recruitment and selection says a lot about an organisation and its future. Advertising vacancies on employers' own websites is now one of the leading recruitment methods.

Delivering a combination of cost savings in the recruitment process, a higher quality of selection screening, increased ease and efficiency of the recruitment process for the employer as well as an improved experience for candidates has led to the recent growth of web-based recruitment and selection.

Web-based recruiting and selection enables employers to lessen their reliance on conventional print media whilst building a 'talent pool' of available and interested candidates. This pool can then substantially lessen the employer's dependence upon recruitment agencies, generating significant savings in the cost of recruiting.



## Why use the Web?

Using web-based recruitment and selection invariably leads to a reduced time-to-hire which has a positive impact – getting productive employees into roles quicker.

Cost savings can be significant also: organisations that use web-based recruitment and selection start saving between 25% and 75% of their annual recruitment costs within a short time of implementation.

Applicants gain a better perception of the organisation and the employer brand. This helps to attract the calibre of staff that can make an enormous difference to an organisation's future.



## Why IntegrateHR?

Our extensive experience of working with the media and maximising your internet exposure ensures potential candidates know of your vacancies.

Our Consultants have designed and implemented recruitment and selection systems for a wide range of organisations worldwide and are highly skilled in not only advising how to attract the best candidates but also on how to assess their potential to fit into your organisation. We can help you put in place the processes, systems and line management skills to ensure that you hire the best people possible.



## Why IntegrateRecruit?

**IntegrateRecruit** is IntegrateHR's proprietary web-based recruitment and selection screening tool. Providing secure and confidential access 24/7 from any internet-connected computer it has become a market leader for its functionality, versatility, reporting capabilities and ease of use.

Branded for your organisation and linking seamlessly to your own corporate website candidates can browse your vacancies and apply online whilst the embedded screening questionnaires, specific to your organisation, ensure that you only process quality candidates. The vacancy and candidate databases in the system, aligned with a high degree of functional automation, enable you to search, process and communicate with applicants quickly and efficiently.

Comprehensive reporting capabilities with results available in real-time allow you to have data reported in the way you need when you need it.



## Case Study

A leading UK financial services organisation recruiting 140 staff annually wanted to improve its selection process and reduce its reliance on agencies to provide candidates.

IntegrateHR implemented **IntegrateRecruit** branding it fully for the corporation and creating organisation specific screening questionnaires. We also provided behavioural interview training for hiring managers.

Within 12 months the company had built a qualified candidate pool of over 1,200 applicants, reduced its time-to-hire, increased its employee retention rate, recruited far less staff through agencies and gained almost 50% budget savings.

