

## **DCN selects Jobpartner's ActiveRecruiter solution to restructure recruitment organization**

*Faced with the challenges of an ambitious recruiting program in a highly decentralized environment, DCN chooses Jobpartners to implement its e-recruitment platform*

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In an effort to respond to significant recruitment objectives – a volume of 1,500 new recruits in 3 years DCN needed to install an e-recruitment platform for use by its 30 recruiters located at 9 different sites. Faced with volume constraints, a decentralized human resources organization and short turnaround times, DCN selected Jobpartners' ActiveRecruiter in ASP mode. This solution is quickly implemented while at the same time, respecting the current and future processes at DCN. As well, the full range of applicants received – all property of the company – are hosted at Jobpartners.

The company completed the first ActiveRecruiter deployments in April 2004 with the first installation in June of this year.

In order to respect the existing environment, a "Candidate" area was completely integrated into the DCN website ([www.dcn.fr](http://www.dcn.fr)) to offer the full functionality of an actual online recruitment site, including: multi-criteria search engine, candidate database, personalized candidate area, etc.

"We implemented a new recruitment organization when the company changed status to a private company. We needed a solution that would be up and running – fast. ActiveRecruiter was the best solution on the market responding to our specific needs. It was crucial that we have flexibility in our usage and because we were able to rent the application, we were able to meet this objective," explained Michel Ollier, recruitment project manager at DCN.

For Patrice Barbedette, Deputy general manager and Founder of Jobpartners: "We were very motivated by the magnitude and richness of the DCN project. ActiveRecruiter met nearly all their constraints. Now, they are able to improve CV management, optimize administrative costs, and improve their reactivity in the recruitment process. We were able to supply them with a flexible and intuitive solution requiring only a few hours on training."

### **About DCN**

DCN is one of Europe's leading naval shipbuilders, prime contractors and system integrators. DCN offers the French national and foreign Marines with a full-range of warships, combat systems and equipment plus a variety of services, including assistance with definition of needs, technology transfers, through-life support and training. With 13,000 employees, the company has competencies and infrastructure spanning the entire naval defense chain, from design concept to decommissioning. For more information, please visit [www.dcn.fr](http://www.dcn.fr).

### **About Jobpartners**

Founded in 2000 and headquartered in London, Jobpartners provides software solutions for qualitative human resources management and People Relationship Management (PRM). The leader in the European market, the company's innovative and straightforward approach provides companies with strategic value by enabling them to establish privileged relationships with job applicants and line employees. The company's solutions address

recruitment as well as internal mobility, performance management, key people and executives management, succession planning, career management . With four subsidiaries in Europe, Jobpartners has clients in 41 countries and all sectors of activity. For more information, please visit [www.jobpartners.com](http://www.jobpartners.com).

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