

What if... you could reach the best candidates in new and more effective ways, increasing your speed and effectiveness as a recruiter while reducing costs?

## ActiveRecruiter

**ActiveRecruiter is a comprehensive solution for managing complex corporate recruitment activities, as well as supporting internal mobility.**

It can power multiple corporate recruitment websites and enhance employer branding. Full of collaborative features, it is managed with an easy-to-use, multi-lingual administration interface.

Processes and functionality are highly customisable; ActiveRecruiter has been successfully adapted to meet very different workflow requirements in large, demanding organisations such as Carrefour, Nike, State Street Bank and Xerox. Today, Jobpartners has deployed ActiveRecruiter for its customers in over 40 countries worldwide.

### The benefits

#### Cost savings

Building a CV database of prospective candidates means they can be leveraged to fill new positions. This reduces expenditure on external recruitment channels.

Central control allows costs for recruitment campaign expenditure to be controlled and measured.

Overloaded recruitment departments can effectively manage more simultaneous recruitment processes without increasing staff.

On average, our customers have reduced their recruitment costs by over 50% within the first year of using ActiveRecruiter.

#### Reduce time-to-hire

Process automation, such as libraries of job templates and emails, cuts hours out of each and every recruitment process.

Collaborative tools make communications fluid and mean that everyone involved in each process knows what they need to do.

Campaign management features mean that positions can be pushed out as soon as they are signed off, fewer delays and quicker candidate response.

#### Better hires

Reducing the time recruiters spend on administration means they can concentrate on the value-adding part of their job – selecting the best candidates.

Effective candidate management means a lower rate of loss for the best candidates and an enhanced employer brand.

Better collaboration between managers and recruiters with a managed specification process gives a higher success-rate for short-listed candidates, so less interviews.

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**ActiveRecruiter** is part of the **Jobpartner ActiveSuite** of enterprise solutions for people management.

Combining software and services, ActiveSuite helps organisations attract, develop and retain the right people, rapidly adding value to the organisation and its HR processes.

**Jobpartners** is Europe's leading provider of solutions that help organisations develop, execute and evolve effective people management strategies.

Hire the right people  
at the right time, at  
the right cost:

ActiveRecruiter is a  
single source solution  
for recruiters and line  
managers to support  
the entire recruitment  
process: from initial  
need through the  
creation of candidate  
relationships to hire.

## How does it work?

The first step in any recruitment process is working out the profile you need to hire. Libraries of job templates for standardised positions can be created to make the process easier. Managers collaborate to define, draft and agree on a clear, final job specification.

### Campaign Management

Once you know what you are looking for, the next choice is where to look. ActiveRecruiter allows you to run recruitment like a sales and marketing campaign. A job advertisement can be launched into different channels such as your own corporate website & intranet internal mobility, recruitment & communication agencies, print media, universities, community portals, newsgroups and jobsites such as Monster.

### Candidate Gateways

Today, many organisations know some of their best candidates will apply through their own website. ActiveRecruiter can power the jobs sections of multiple sites in different languages. Internal and external candidates can create and update their profile, search for positions and create email alerts for positions matching their criteria. They can monitor the progress of their application online, so candidate enquiries are reduced. ActiveRecruiter gives the careers section of a corporate website the same level of useful functionality as the best job-sites, matching the requirements of increasingly demanding candidates and enhancing the organisations' employer brand.

### Candidate Management

Recruiters get a process-driven work area where they can efficiently manage large numbers of candidates and positions to fill. Suitable CVs can be searched for from multiple sources, new profiles uploaded, candidates can be short-listed and interview schedules. Correspondence is semi-automated using templates and stored along with notes on each candidate.

### Built for complex organisations

Today, many businesses operate with different brands, in different geographical territories and in different languages. This means some organisations may operate many corporate websites. ActiveRecruiter has the ability to adapt to complex organisations with its parent/child functionality that enables the solutions work in complex environments while having the advantages of consolidation, such as a centralised store of applicants. This maximises the number of candidates available to the group, while retaining the autonomy of different units.

**Jobpartners** is a unique supplier of software and services for people management: no other company can match our expertise in delivering rapid, workable & effective solutions to real business challenges. We are recognized as the market leader in Europe.

HR processes we cover include:

- Recruitment
- Internal Mobility
- Annual review
- Compensation review
- Career Development
- Personal Development Plans
- Key People Management
- Executives Management

### Contact us

We would like to talk to you about how Jobpartners could help evolve your organisation, please call:

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