

## SODEXHO WORKS WITH JOBPARTNERS TO MOVE RECRUITMENT IN-HOUSE

### *Sodexo rolls out Jobpartners' online recruitment solution to enhance employer brand and increase internal mobility*

**London, 17 July 2007** – Jobpartners, the European leader of software solutions dedicated to the people relationship management (PRM) market, today announced that Sodexo, a leading food and facilities management services provider, has rolled out Jobpartners' e-recruitment solution, ActiveRecruiter, in order to bring all recruitment in-house.

Sodexo anticipates that the solution will greatly increase the efficiency of the recruitment process, help cut costs, and improve internal mobility. The solution is also expected to improve candidate communication and tracking, and therefore enhance employer brand.

"With over 48,000 employees across five different business sectors, managing recruitment can be a challenge," explained Tamsin O'Bryen, Resourcing Manager at Sodexo. "Prior to implementing ActiveRecruiter, the recruitment of junior managers was looked after by an outsource partner and other roles were managed in-house. Through the outsource partner it was difficult to keep track of the quality of communication with candidates, which could have been potentially damaging to our employer brand. In addition, because there was no set procedure for recruitment, different lines of business found it difficult to share talent, and the whole process lacked consistency. There was a real need to create a quicker and more efficient recruitment process, which would improve candidate communication and support our new branding. We also needed to become more proactive in our recruitment by building a talent pool."

The decision was made to bring all recruitment in-house with the introduction of Jobpartners' ActiveRecruiter. ActiveRecruiter is a single platform which supports the whole recruitment process, from the definition of a position, to candidate on-boarding, to internal mobility. The solution was implemented within just three months and is now being used by the Sodexo resourcing team with access for the HR teams across the UK and Republic of Ireland. Sodexo will ultimately be rolling out ActiveRecruiter to Northern Ireland over the summer. The company also plans to integrate the solution with SAP, and potentially roll the solution out to all hiring managers.

Expected benefits include cost savings as Sodexo hopes to reduce its reliance on agencies and print advertising. Further predicted benefits include enhancing the employer brand, improved communication and better protection from litigation due to improved candidate tracking. Sodexo also hopes to enhance internal mobility by ensuring greater visibility of all roles across the organisation and enabling employees to manage their career progression more effectively.

"Of the suppliers we met we felt that Jobpartners was the best fit and that the team would be able to work with us to meet the challenging timescales we had set ourselves," Tamsin concluded. "ActiveRecruiter is very simple to use, and Jobpartners has been very supportive and flexible during the implementation process, especially given the timeline we were working to."

"We're excited to be working with Sodexo and are very pleased with the success of the implementation process," commented Patrice Barbedette, founder of Jobpartners. "We very much

look forward to continuing our relationship with the company and helping it attract and retain the best talent.”

ActiveRecruiter is part of Jobpartners’ family of people relationship management solutions. It currently supports the recruitment activities for many multinational companies, such as Boots, Nike and Xerox. On average, Jobpartners’ customers experience around 50% savings on their recruitment costs within the first year of using ActiveRecruiter.

#### **About Sodexho**

In the UK and Ireland, Sodexho employs 48,000 employees, and provides food and facilities management services to clients at over 2,300 locations in the business and industry, education, healthcare, leisure and defence sectors. Many companies rely on Sodexho for cost-effective solutions to their employee or hospitality catering, or to deliver services such as cleaning, reception, switchboard and help desks, mailroom, reprographics and grounds maintenance. Sodexho is part of Sodexho Alliance the leading global provider of food and management services, with more than 332,000 employees at 28,300 sites in 80 countries.

#### **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 new job applicants and current employees. The company’s solutions address recruitment issues as well as internal mobility, performance management, executives and key people management, succession planning and career management. With four subsidiaries in Europe, Jobpartners has clients in 45 countries and across all industry sectors. Jobpartners has been ranked the tenth fastest growing private company by Real Business in its Hot 100 list of 2006, and the Sunday Times ranked Jobpartners in 44<sup>th</sup> place in its Tech Track 100 list of 2006. Also in 2006, Jobpartners was third in the Deloitte Fast 50 in the UK and Ireland, and 11<sup>th</sup> in the Deloitte Fast 500 in EMEA. For more information, please visit [www.jobpartners.com](http://www.jobpartners.com)