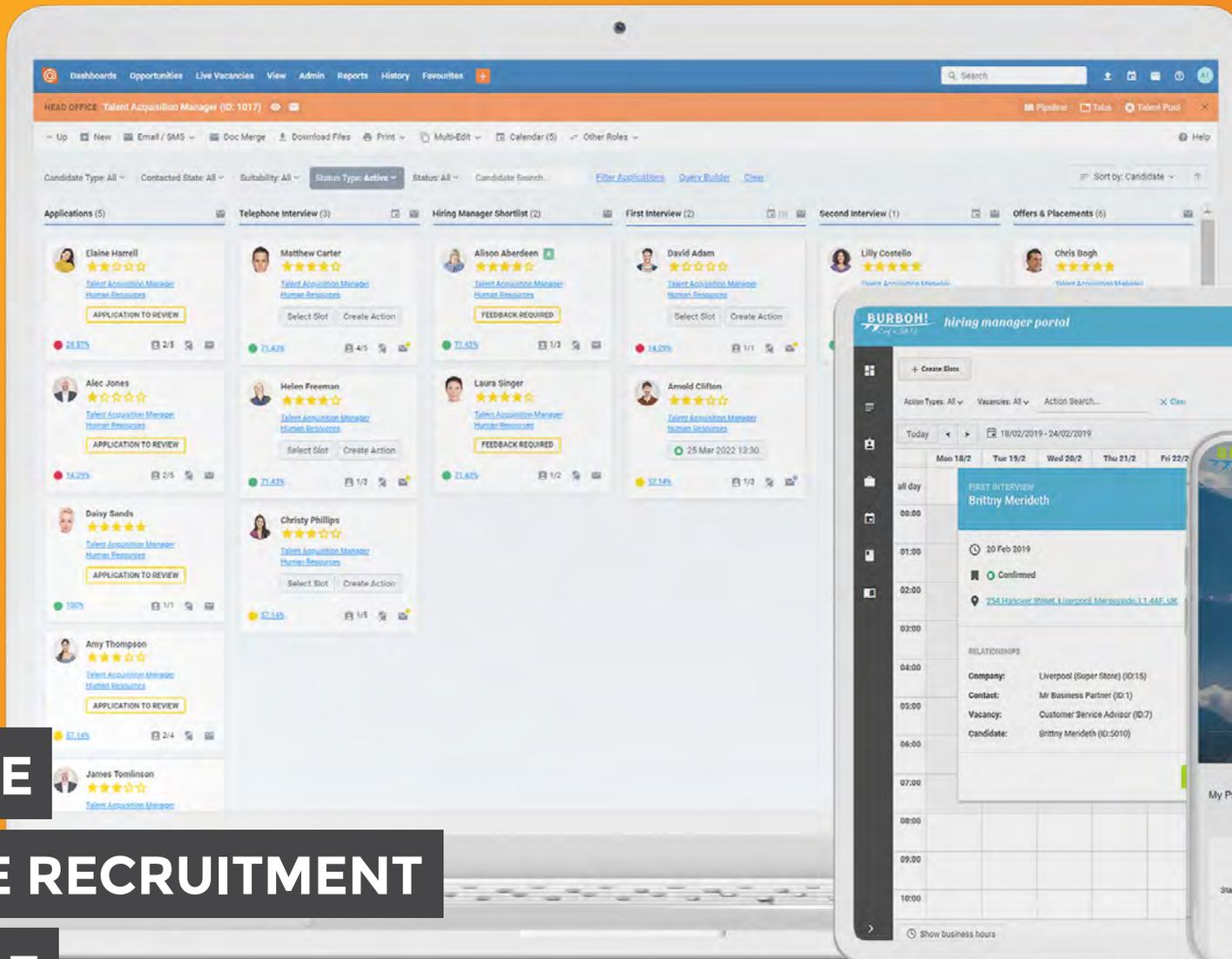




Faster, Smarter Recruitment Software



**COMPLETE
IN-HOUSE RECRUITMENT
SOFTWARE**

eploy.co.uk

Eploy is the complete cloud-based recruitment platform for modern in-house recruitment teams. Eploy combines Applicant Tracking, Recruitment CRM, Talent Pools and Analytics into a unified web-based platform integrated seamlessly with your careers site to provide an excellent candidate experience.

Finding and recruiting candidates who are the perfect fit for your roles is always challenging. Fortunately Eploy's world-class recruitment software makes it much easier.

Eploy is precision-engineered to work on every platform and add value to every stage of the recruitment journey. Eploy automates and simplifies recruitment processes to help you attract, engage, recruit and onboard candidates quickly. As Eploy is also your full talent engagement platform you can manage your relationships with candidates, departments and hiring managers better. With a high degree of measurability, you can track and analyse your recruitment performance, quality, costs and timescales accurately.

Our cloud-based recruitment platform is reinforced with market-leading mentoring and cross-sector expertise so you get the training and support you need to achieve a powerful commercial advantage.

**The perfect
recruitment journey,
for
recruiters, resourcers,
talent acquisition,
hiring managers,
candidates,
your PSL
and HR.**



"Our hiring managers never used an ATS as part of our process previously so quickly saw enhanced benefits with the new way of working and use of supporting systems. They are much more engaged in the recruitment process and can now screen their own candidates, view their pipelines on mobile, desktop and remotely when traveling across the country.."

Sally Bradbery, Group Resourcing Manager, Barratt Developments PLC

Welcome to **faster, smarter** recruitment software





JOB REQUISITIONS

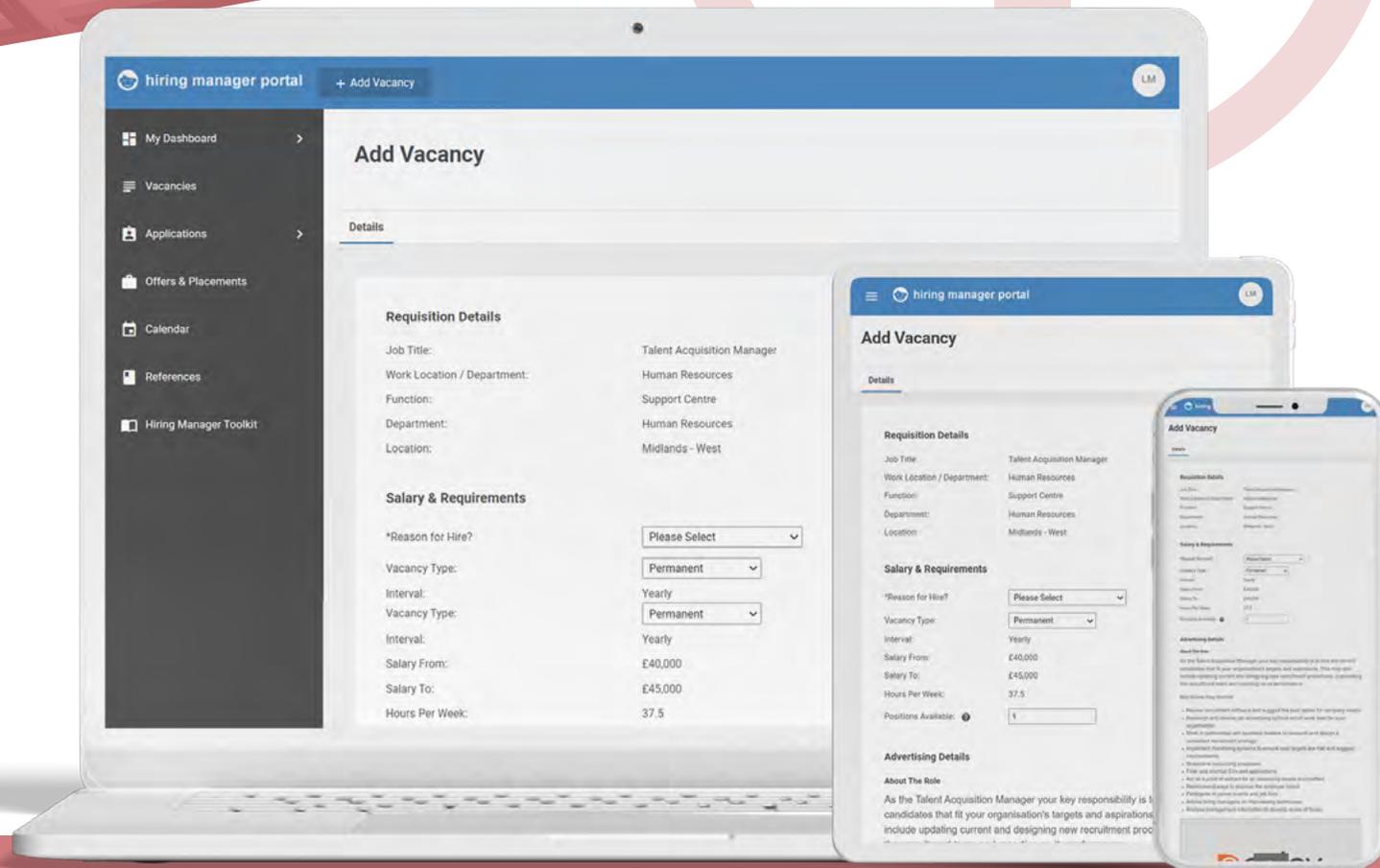
Get your recruitment campaigns off to a flying start and ensure your 'request to recruit' process is followed every time.

Raise jobs accurately, gain approval efficiently and kick-start your recruiting.

Raising a job should be simple and straightforward, but still ensure approval is gained before posting.

Eploy gives everyone the right tools to make requisitions a completely paperless process. Hiring managers can raise requests by selecting from your jobs library, or create new roles from scratch. Next, the requisition is sent to the right people for approval before your recruitment campaign kicks off.

Along the way you can gather more information, like timescales and reasons for recruiting. Eploy tracks every requisition at each stage and provides the checks and balances needed for successful workforce planning and hiring.



KEY FEATURES

Job raising • Jobs library • Hiring team assignment • Authorisation workflows • Notifications • Customisable forms • Requisition Workflow Builder



TALENT POOLING

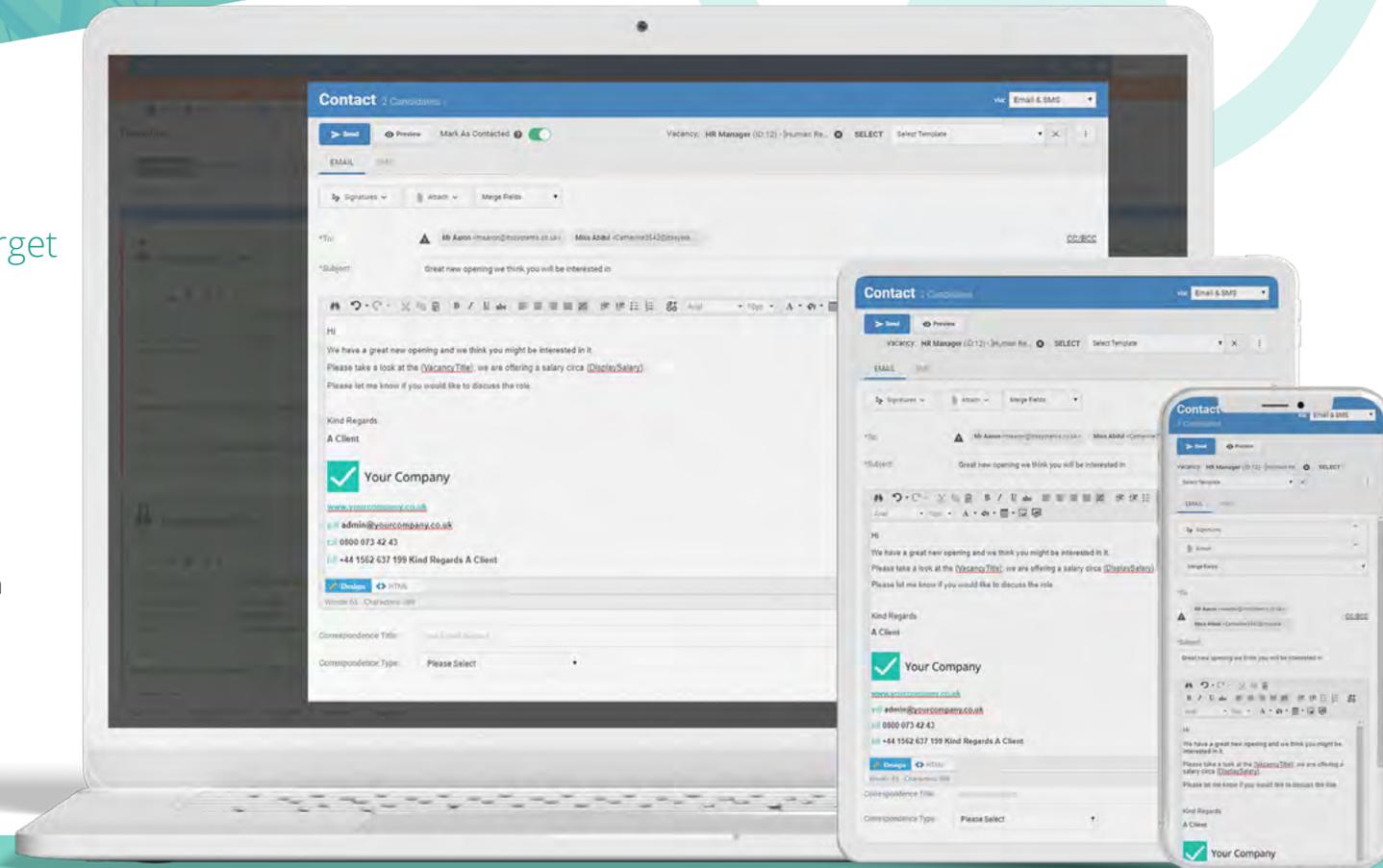
Talent Pools become second nature and easy to nurture with Eploy's Candidate Relationship Management for your passive and active candidates.

Start recruiting pro-actively. Organise, target and engage your ideal talent.

Ensuring you always have the right talent in the right place at the right time requires well-stocked, enthusiastically engaged pools of qualified candidates. So, when you can't rely on sufficient, qualified active candidates applying to your jobs you'll need a talent pipelining strategy.

With Eploy you can create talent pools of passive candidates and consistently and measurably engage with them. So, when that next job requisition hits your desk, you're ready to go. You'll already have a target list of pre-screened, engaged candidates ready for your approach.

Group talent by any criteria - like skills, experience, qualifications and location. With Eploy you can ensure you target the right talent with the right messages.



KEY FEATURES

Talent pools • Skills library • Auto-skilling • Auto skills match • Saved searches • Advanced search • Filtering • Full candidate CRM • Email & SMS marketing • Document merging



CANDIDATE ATTRACTION

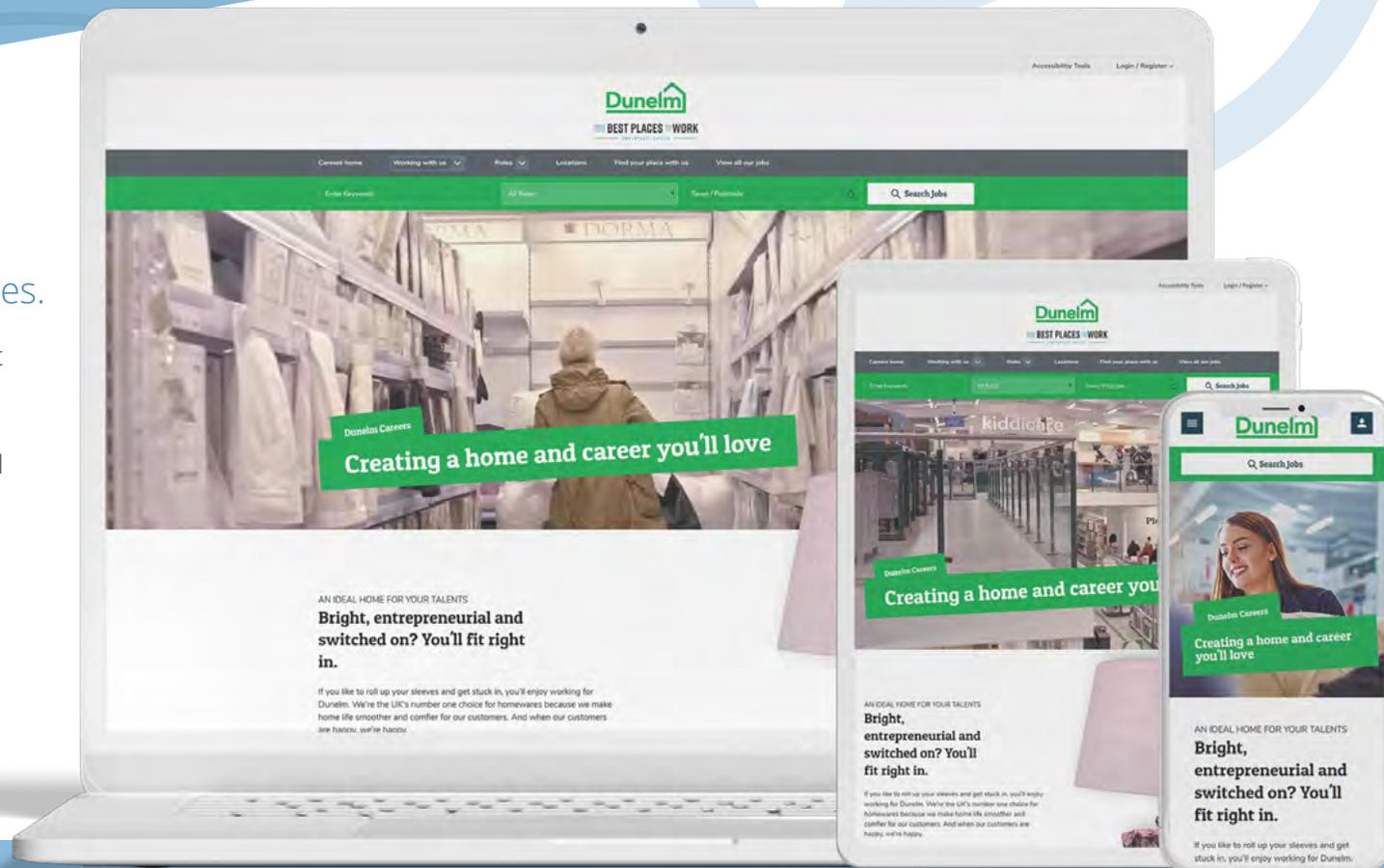
Deliver a stellar candidate experience that attracts and engages the right talent at the right time, on any device.

Seamless career site integration.
A first-class experience for your candidates.

Eploy is the ATS designed for modern websites. You don't need to settle for boring, standardised jobs pages - put yourself ahead of your competition instead.

Help your candidates find their ideal career with beautiful search engine optimised landing pages. Your job search and job pages are fully customisable to work for you and your candidates. With Eploy you get the smoothest candidate experience imaginable.

So, whether you're trying to pinpoint that hard-to-find and highly-skilled professional or running your volume recruitment campaigns, Eploy supports your recruitment function at every level - giving you the competitive edge.



KEY FEATURES

Job posting • Careers pages • Online applications • Mobile optimised • Vacancy search • Suggested jobs • Referrals • CV import • Email sync • Agency management • Social login • Rich media job pages • Internal Jobs • Indeed Integration (Indeed Apply & Sponsored Jobs) • Facebook Jobs Integration • Google for Jobs



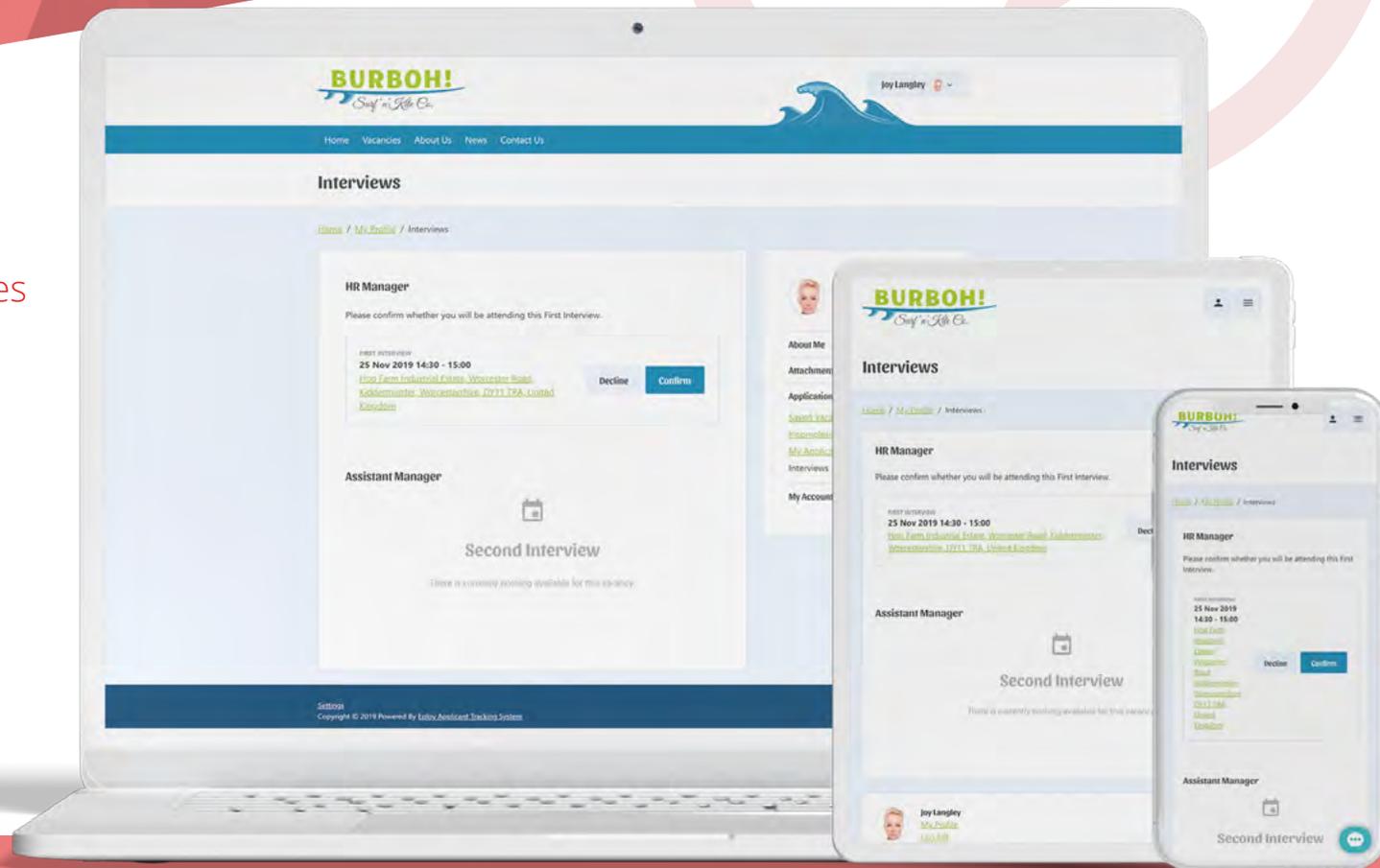
CANDIDATE ENGAGEMENT

Convince and convert candidates with Eploy's tools for improved candidate engagement.

Turn your careers site into the ultimate E-recruitment hub and convert candidates into your next great hires.

Eploy is designed to help you convince and convert both passive and active candidates. It's a complete Recruitment CRM for perfect Candidate Relationship Management. So, you'll have all the tools you need at your fingertips to nurture your talent relationships and make successful hires, every time.

As well as all the self-service features you'd expect from a modern ATS, like intelligent, automated job alerts and interview scheduling, Eploy includes an Email and SMS marketing suite – so you can craft and send compelling campaigns that promote your employer brand and engage your ideal talent.



KEY FEATURES

Recruitment CRM • Intelligent Job Alerts • Email & SMS Marketing • Self-service Candidate Portal • Document Creation and Management • Interview Scheduling



PROCESS OPTIMISATION

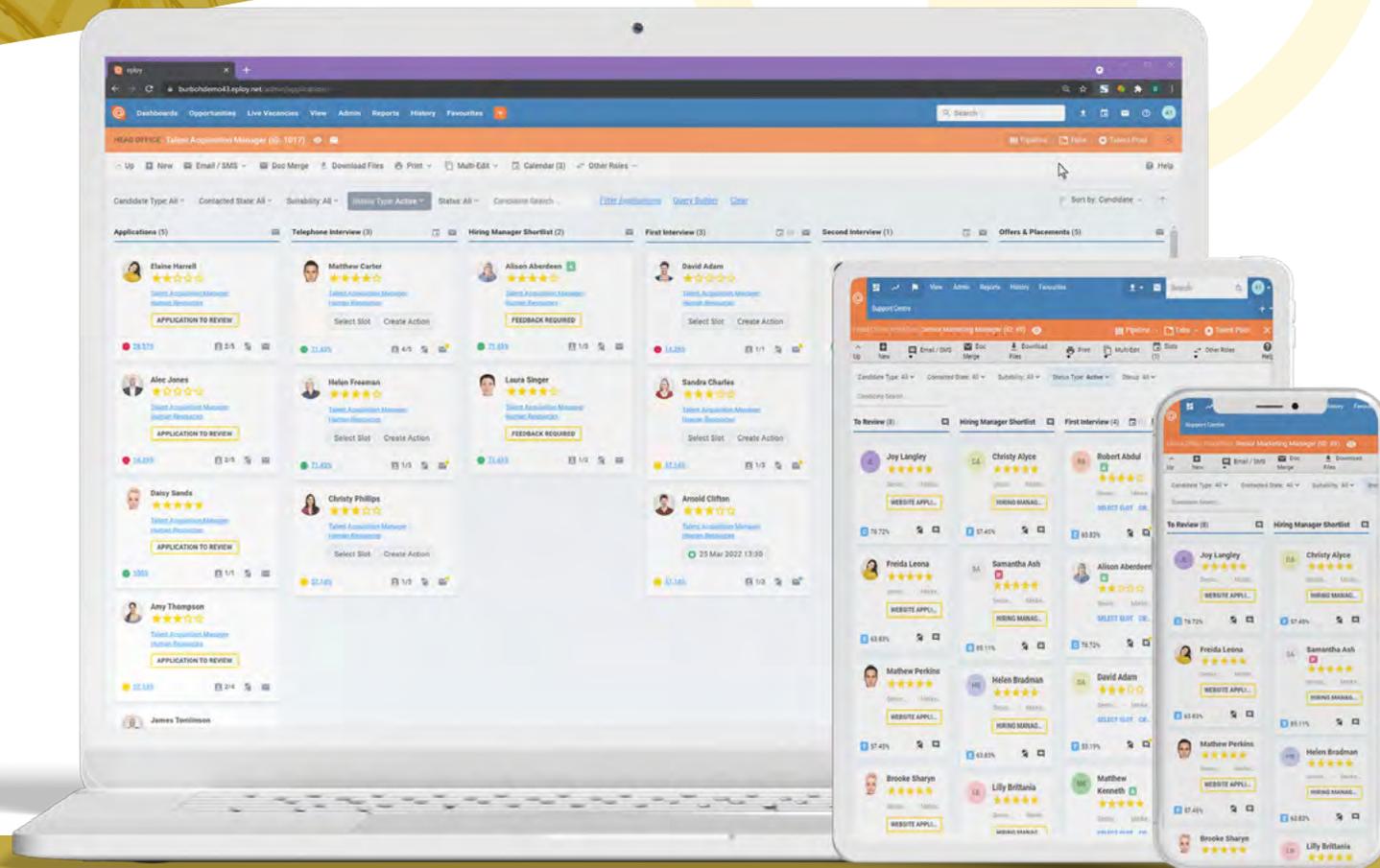
Optimise your recruitment and streamline your hiring workflow. Eploy maps perfectly to your recruiting processes, keeping everyone in sync.

Even your hiring managers and PSL get mobile-optimised portals for faster, smarter recruitment.

Eploy is flexible, so it can cater for your organisation's precise recruitment processes. Whether you need name blind applications or a multilingual solution - it's your recruitment process, so we can do things your way. And because Eploy is fully mobile responsive, recruiting on the go just became a whole lot easier.

Plus, Eploy is designed for everyone. So, your hiring managers and agency partners can sign-in to an intuitive, task-based portal on smartphone, tablet or desktop and start recruiting immediately.

Eploy manages all of your recruitment workflows, so whether recruiting hard-to-find specialists or volume roles you can take control of your campaigns with one, easy-to-use system.



KEY FEATURES

Drag-and-drop pipelines • Recruitment CRM • Configurable user interface • Task & time management • Audit trail • Process workflow • Candidate management • Hiring manager portal • Satisfaction Surveys • Agency/PSL management • Name-blind applications



CANDIDATE ASSESSMENT

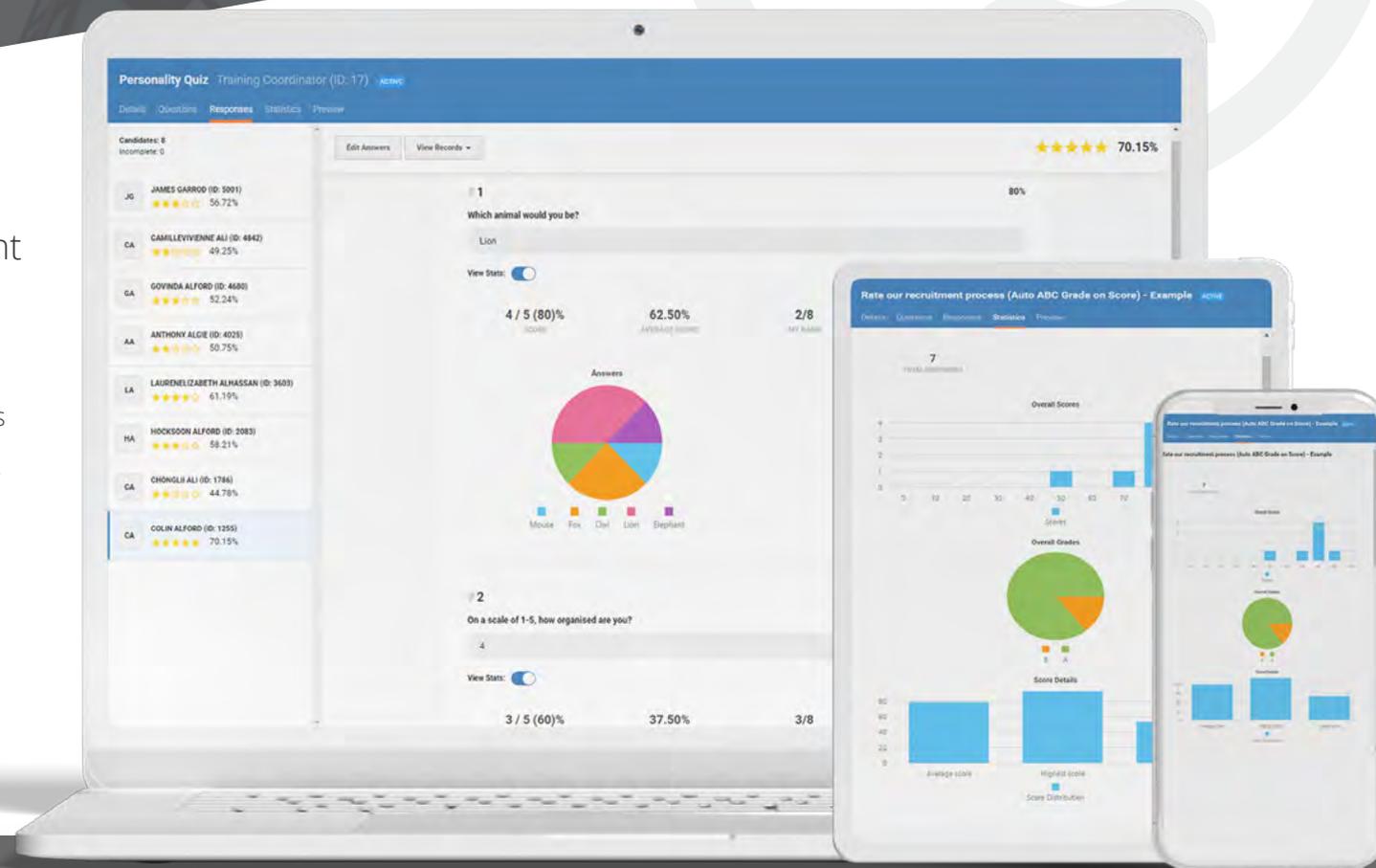
Ensure fair candidate assessments and work together to select and recruit your ideal talent.

Collaborate throughout every assessment stage and make great hires, every time.

Build online assessments into your hiring process. With Eploy Discover you can customise your application process with screening forms that grade your candidate's suitability. Create as many forms as you need - each one tailored to the requirements of the job and automatically progress or reject candidates based on their responses.

Eploy ensures you capture the right information at the right time. Now you can create forms for all stages of your recruitment process - like standardising your telephone interviews with a form that prompts recruiters and ensures consistency of assessment.

Plus, with online interview scheduling and collaboration tools, Eploy adds value and saves time for everyone throughout the recruitment journey.



KEY FEATURES

Interview scheduling • Email notifications • Longlisting & shortlisting • Assessment form builder • Scoring & grading • Application screening & Pre-screening
Integrations for: Video interviewing • Background checking • Testing & assessments



OFFERS & ONBOARDING

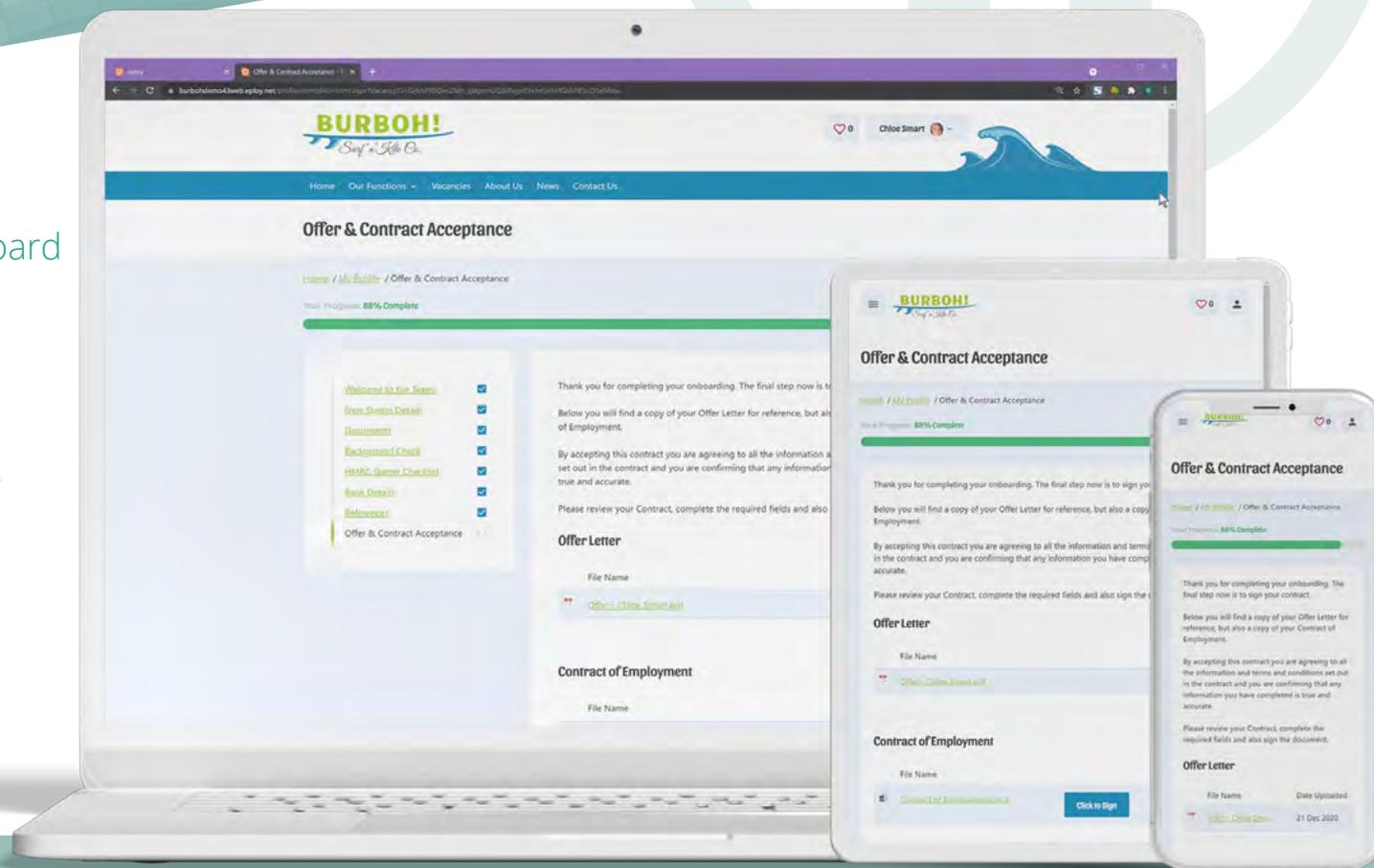
From making the offer to their first day on the job - Eploy Offers & Onboarding ensures a smooth start for every new hire.

Everything you need to successfully onboard your new hires.

You can manage your entire offer acceptance process online, ensuring contracts and offer documents are signed, Employee Handbooks are read, whatever you need to audit - Eploy manages it. And with electronic signatures included you can speed up your processes, so there's no more paper-chasing!

Whatever info you need to bring a new hire onboard - bank details, medical history and more - Eploy Onboarding automates the request and collection of vital candidate information, ensuring compliance and improving recruiter efficiency.

Eploy helps you keep your new hires 'warm' before they start and ensures they are prepared for their first day.



KEY FEATURES

Reference collection • Offer management • Contracts • Electronic Signatures • Notifications & alerts • Compliance documents • Contract packs • Accept & sign online • Customisable onboarding processes • Secure data collection



RECRUITMENT ANALYTICS

Measure what matters most to you.
Eploy dashboards are built-in not bolted on.

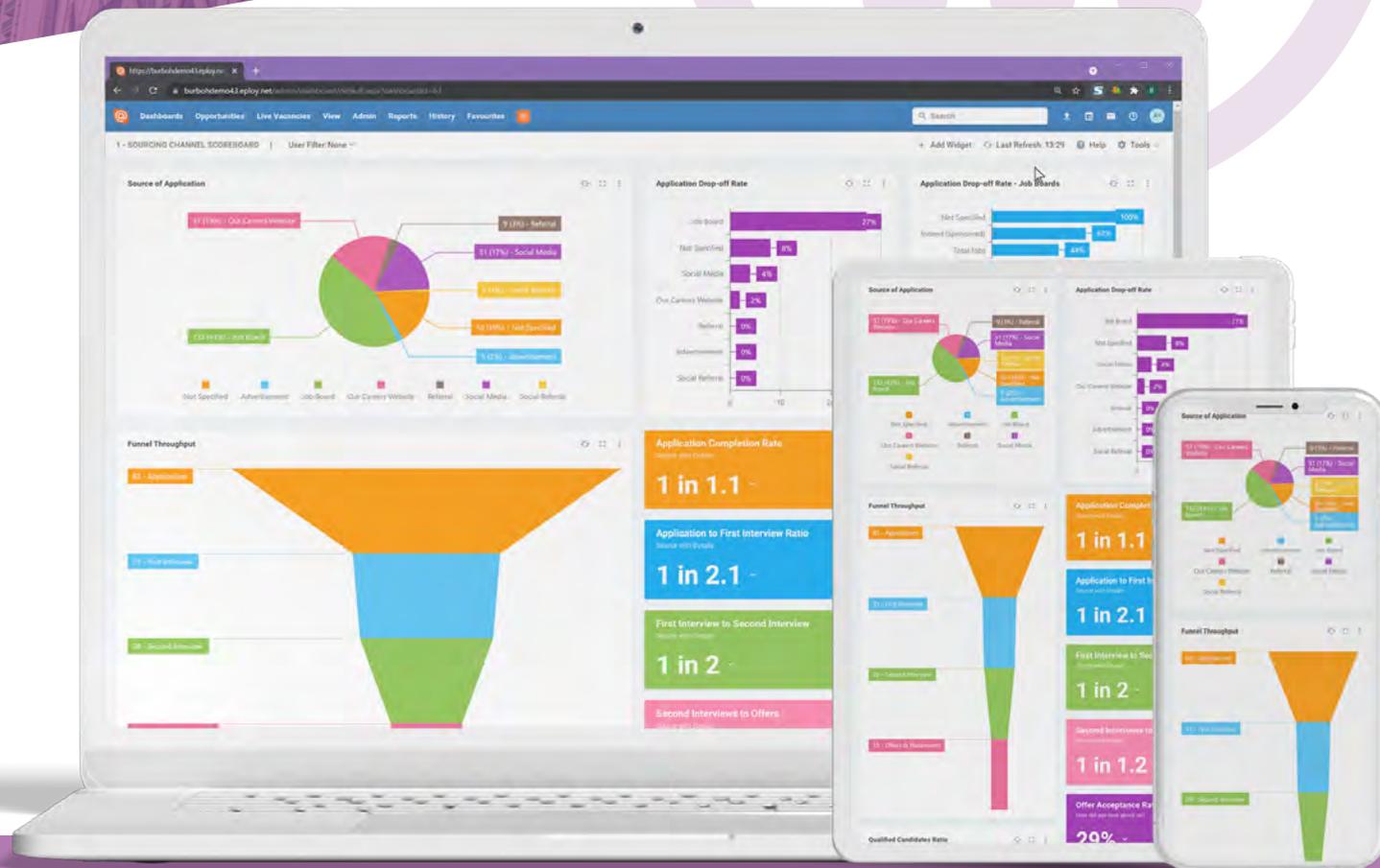
Simple to use, powerful, self-service recruitment analytics...as standard.

Eploy's award winning Dashboards measure the recruitment metrics that matter to you. Track engagement with an email campaign. Report on equal opportunities in real time. Whatever you want to measure- you can, with Eploy Dashboards.

Why get stuck with standard reports that don't adapt to your changing priorities?

Eploy's unique Metrics Engine gives you the power to define precisely WHAT needs to be measured, whilst Eploy Dashboards control HOW they are displayed.

Eploy Dashboards monitor the pulse of your recruitment - alerting you to the things that need to get done, inspiring your teams to success and much more.



KEY FEATURES

Unlimited Self-service Dashboards • KPIs & metrics • Feedback surveys • Multiple chart types • Drag-and-drop interface • Feeds & to-do lists • Leaderboards & gauges • Dashboard filters • Data drill-down • Export to CSV, XLS and B.I. tools • Standard and custom report builders • Dashboard sharing & team dashboards



EQUALITY, DIVERSITY & INCLUSION

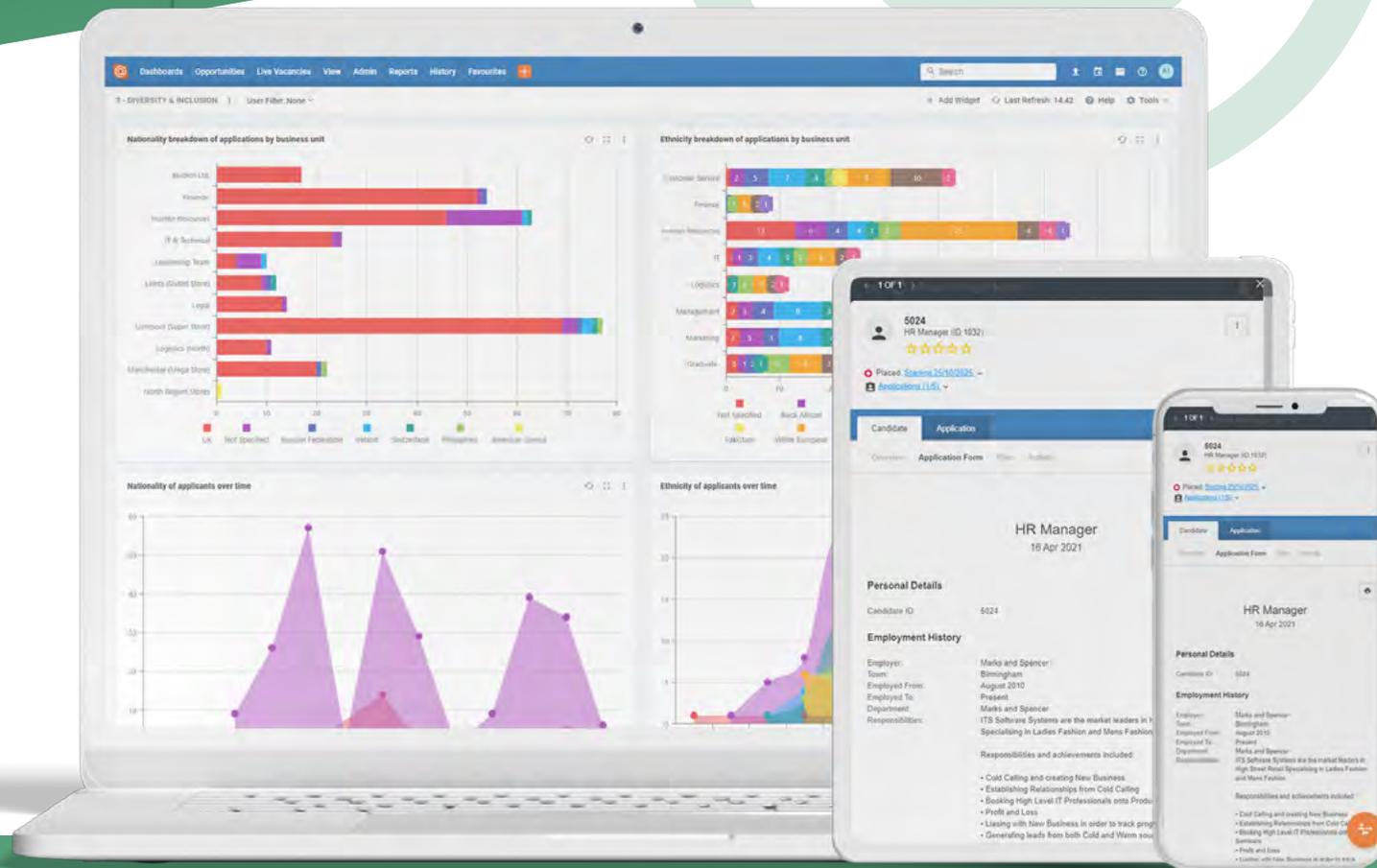
Deliver a fair and transparent recruitment process that eliminates bias.

Implement 'blind hiring' and build a diverse workforce.

Eploy's smart search tools can instantly match candidates to their best-fit vacancies, reducing the need for subjective manual reviews to build longlists.

And for 'name blind' recruitment, all sensitive personal information is removed from view for hiring and line managers, helping to eliminate any unconscious bias during review stages.

To help you chart your way to ED&I programme success you can securely collect ED&I data, ensure only the right members of your team can view it, and display your progress through dedicated dashboards. By identifying areas for improvement you'll be in a great position to take action and meet your diversity goals.



KEY FEATURES

Secure ED&I Data collection • ED&I Dashboards • Secure control over access to sensitive and personal information • Configurable name-blind hiring stages • AdTuner: content analysis for job descriptions & emails spots unconscious gender bias, candidate-centricity, readability and more.



ADAPTABILITY

It's recruitment - your way.

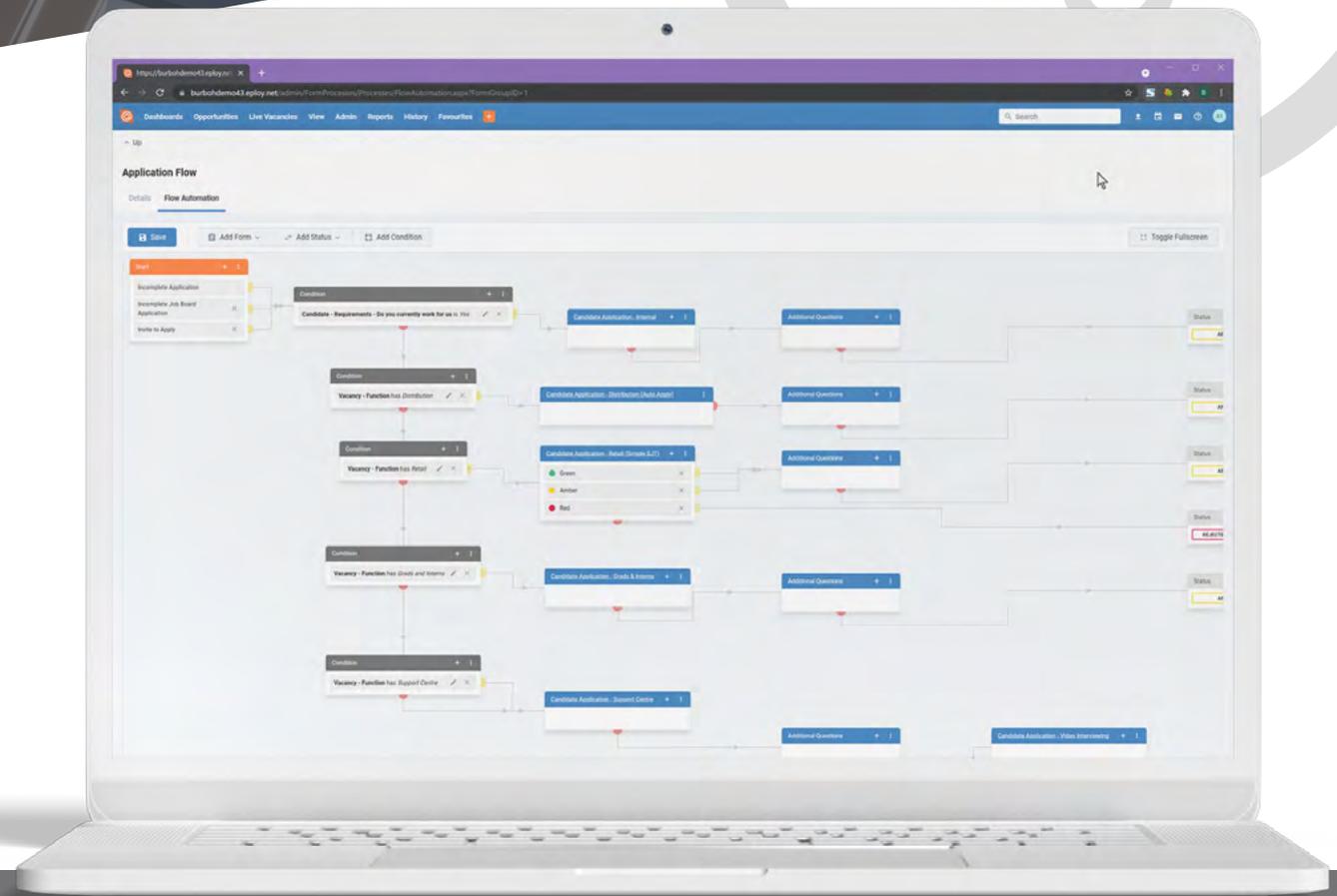
The agile ATS that you can flex and evolve without paying extra!

We understand that your business and processes change and evolve over time, that's why we've designed Eploy to be the most configurable Talent Acquisition platform available.

With Eploy Discover, you can design all of your online recruitment forms, including application forms, screening and assessments, even the forms you need to successfully onboard your new hires.

Next, Eploy Flows empowers you to design and adapt your processes, so you can create and deliver customised application flows that your candidates and business demands.

And throughout the system, everything is configurable, your workflows, authorisations and even your emails.



KEY FEATURES

Eploy Discover - create online recruitment forms • Eploy Flows - design your application and onboarding processes • Unlimited configurable hiring workflows • Configurable requisition approval processes • Customisable Email & SMS templates • Customisable fields and lists • Configurable screen layouts • Unlimited configurable dashboards



COMPLIANCE & SECURITY

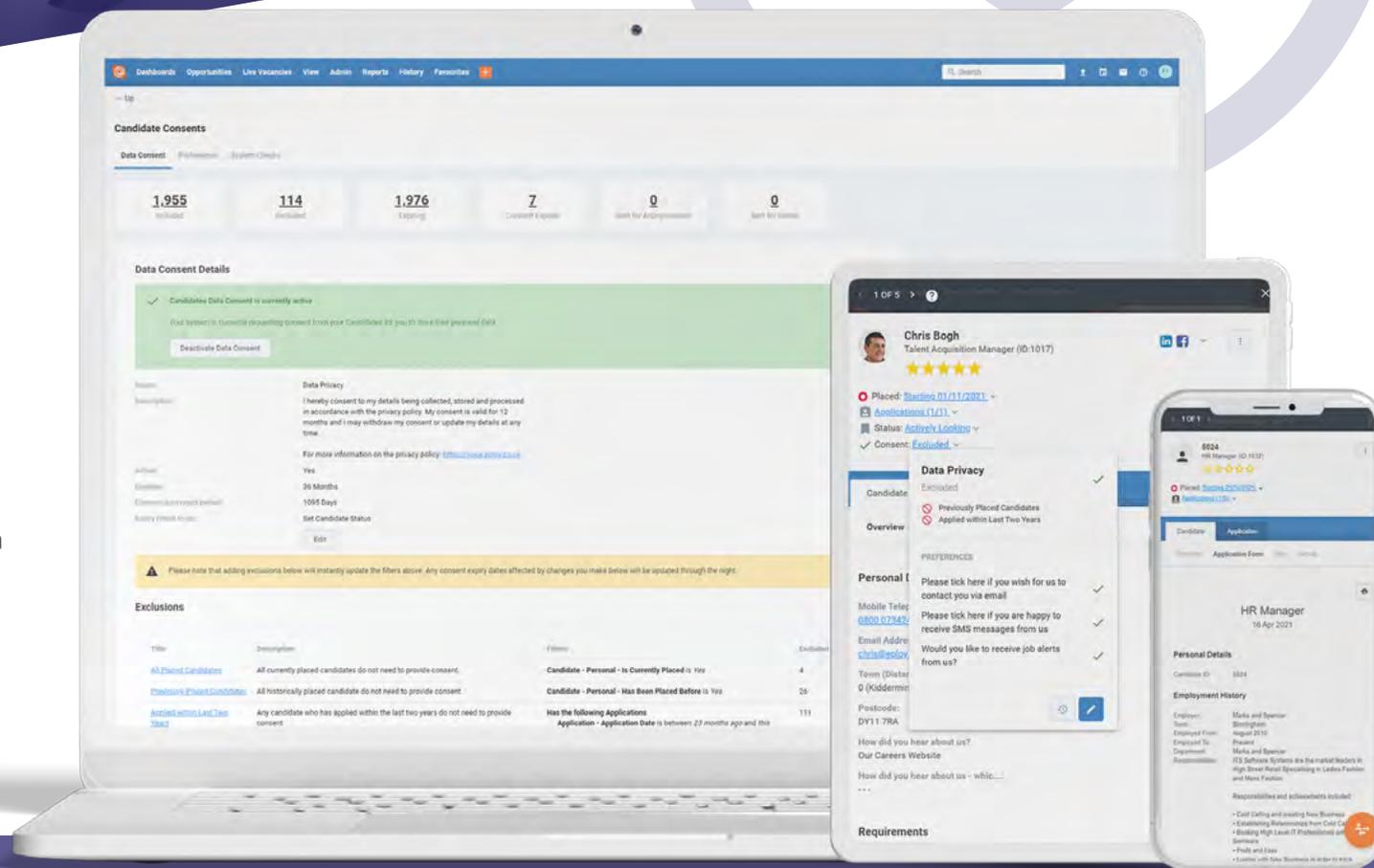
Ensure GDPR compliance, control access to your data all underpinned by Eploy's rock-solid platform.

Enterprise-grade control over your candidates' data.

It's vital that your recruitment process handles your candidates' data in a secure, GDPR-compliant way. That's why at Eploy we give you the tools you need to ensure your candidates can manage their profiles and update their consents at any time. Plus, Eploy enables you to anonymise candidate records, securely obfuscating their personal information but letting you retain statistical data such as the source of your best candidates.

And with Eploy's enterprise-grade access control you can determine, right down to field-level, what information each of your users can view and work with.

Eploy is built on the Microsoft Azure platform, with UK ISO-27001 certified datacentres and AES 256 Data Encryption. We also hold Cyber Essentials Plus and FSQS registrations.



KEY FEATURES

Multi-level GDPR consent management • Data retention policies • Data anonymisation • Data deletion • Multi-factor Authentication • Single Sign-on • Enterprise-grade access control system • Microsoft Azure ISO 27001 Datacentres • Cyber Essentials Plus • FSQS Registered



MARKETPLACE & API

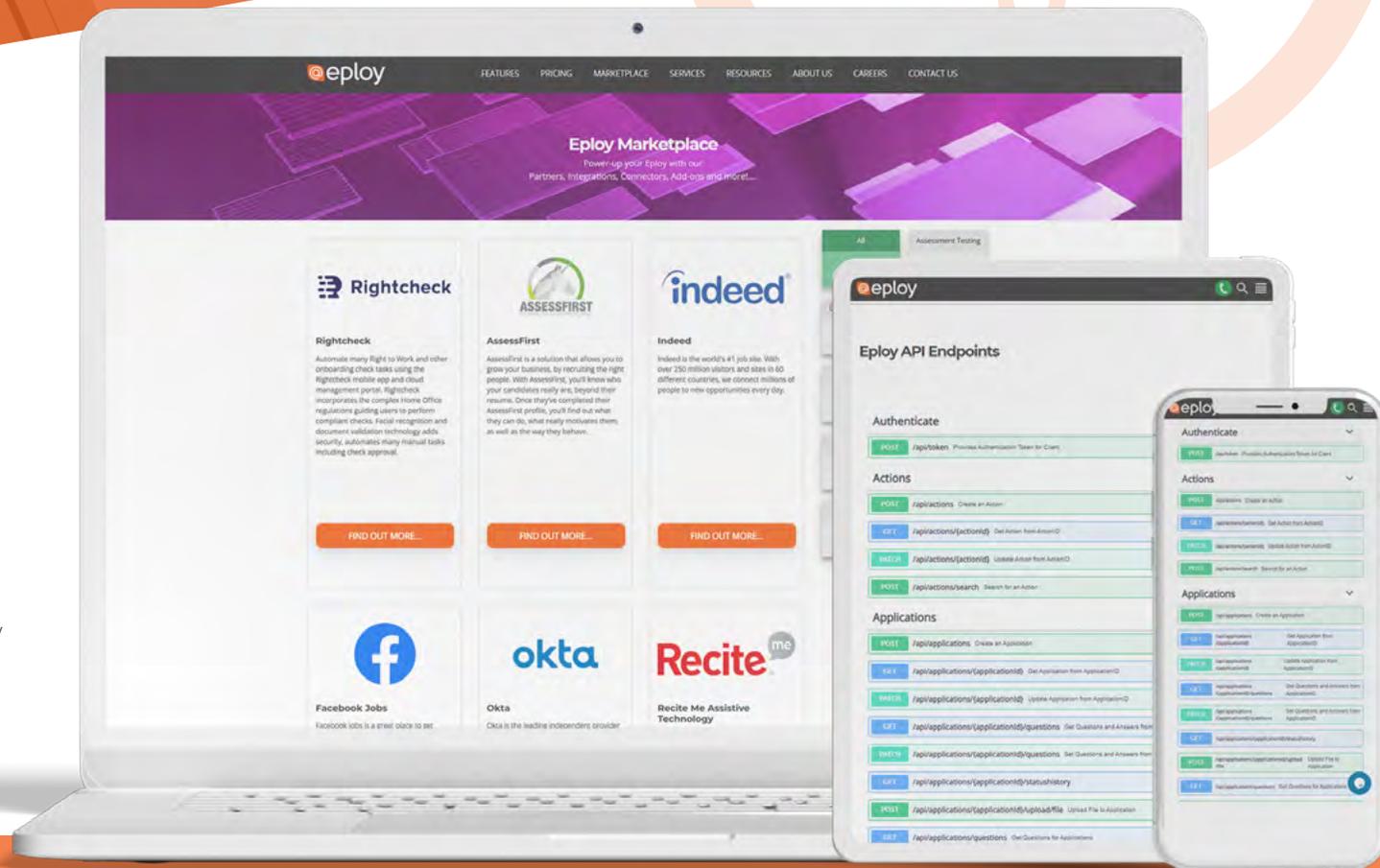
Connect your Eploy to your recruitment tech stack, HRIS and beyond.

A marketplace of integrations and partners, and a full RESTful API that developers love.

Eploy is the central hub of your recruitment activity and connects seamless with other tools like Background Checking, Assessment Tests and your HRIS.

Our Marketplace of partners and integrations is a one-stop shop to help you quickly connect all of the tools in your talent acquisition workflows.

And for new integrations and customisations, Eploy has a complete RESTful API, enabling customers, partners and developers to create bespoke solutions that securely connect to your Eploy platform.



KEY FEATURES

Marketplace integrations including • Background Checking • Assessment Testing • Accessibility Tools • Job Boards & Aggregators • Single Sign-on Providers • Video Interviewing • Marketplace Partners including: Employer Branding Agencies • RPO & MSP Providers • HRIS • Complete RESTful API

A careers site as unique as your employer brand

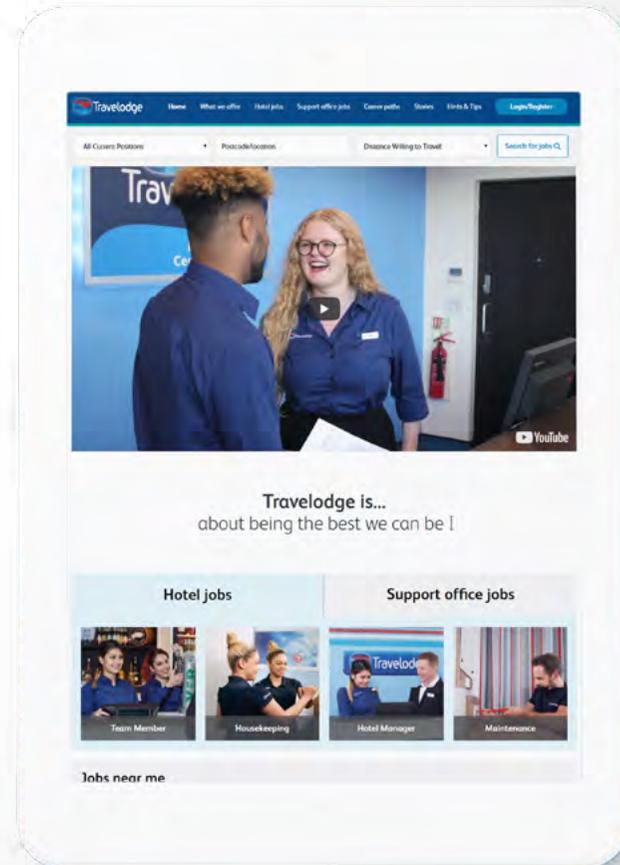
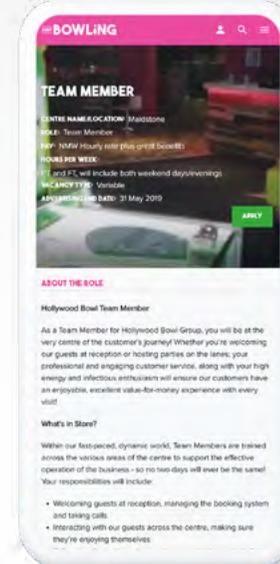
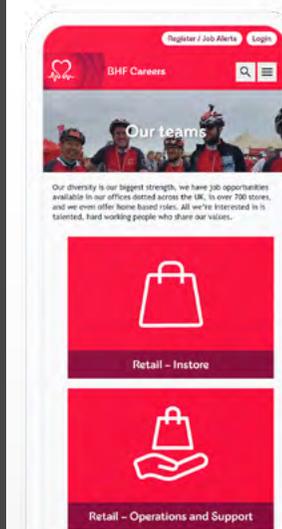
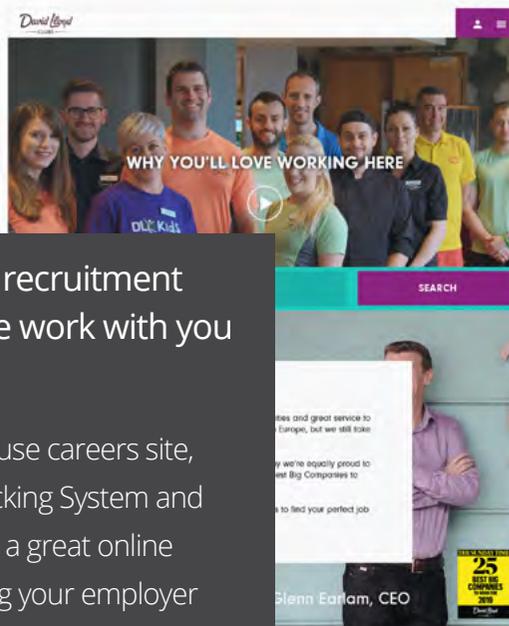
Creating a new careers site to support your recruitment strategy can be a daunting task. At Eploy, we work with you to deliver stellar results.

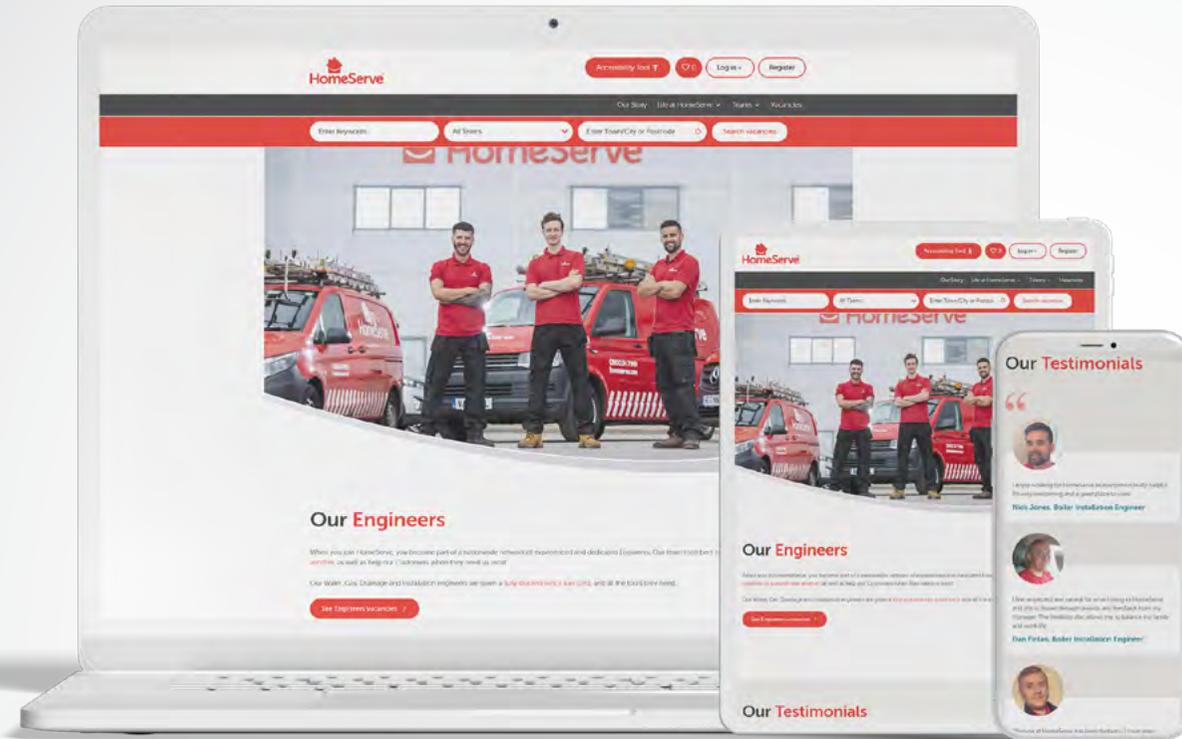
Not only will you get a modern, attractive and easy to use careers site, it will be fully integrated with your Eploy Applicant Tracking System and Recruitment CRM. Reducing administration, providing a great online candidate experience and consistently communicating your employer brand.

Our design team comprises specialists who provide expert insight and knowledge, they help drive quality and innovation throughout the delivery of your new careers site.

Team Eploy's creative process is driven by our senior designers who work in close collaboration with our front-end web developers. Our aim is to provide visual themes that are not only engaging and dynamic but also enhance the journeys and priorities of your candidates.

At Eploy we believe in getting our clients fully immersed in the creative process, making you a valued member of the project team.

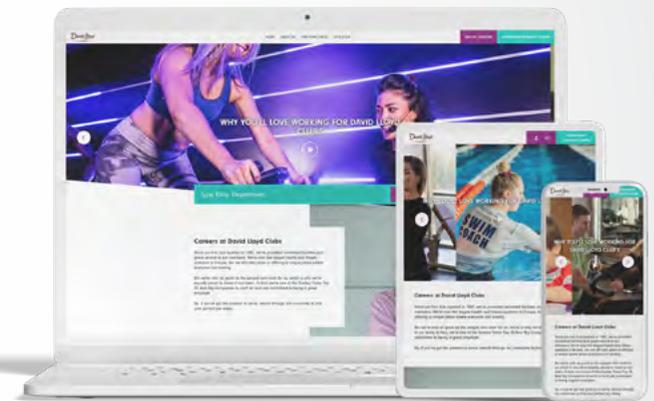




homeservejobs.co.uk



www.barrattcareers.co.uk/



careers.davidlloyd.co.uk

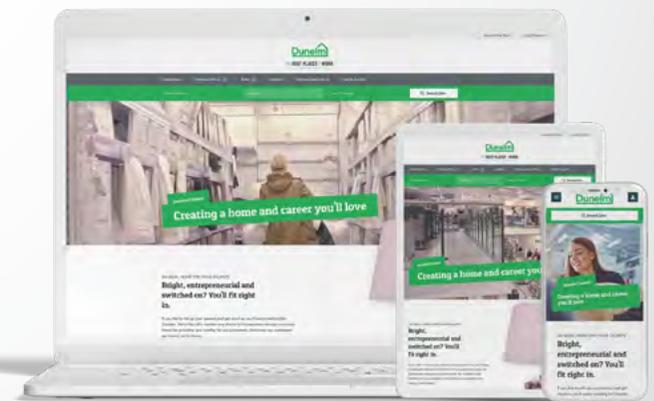


"We now have a solid foundation on which to continually build our recruitment journey to find passionate people to join our family. Already candidates have provided great feedback on the look and feel of the changes we have made."

Sam Ford
Talent Attraction Manager, Yeo Valley



careers.yeovalley.co.uk/



dunelmcareers.com



Ensuring your success.

Our professional implementation services

Eploy's proven project methodology provides you with an implementation plan centred on your unique recruitment requirements.

The Eploy Implementation Methodology is both scalable and flexible, making it equally ideal for complex and simple projects of any size.

We've built our processes upon the experience gleaned from working with thousands of recruiters, in organisations from 100 to over 130,000 employees.



"Unlike other vendors that had a model where the framework was rigid, Eploy could support our requirements and were flexible to our tight timescales that were dependent on the Milkround cycle and vital to engage with university students, and graduates. We had a smooth implementation of the core Eploy recruitment platform in just six weeks."



Melissa Edmondson, Recruitment Manager,
OC&C Strategy Consultants



Ensuring your success.

Supporting you

with stellar service

Whenever our clients speak to our support team, they know we'll do all we can to help.

We employ people with recruitment experience and who care about delivering stellar customer service.

We back them up with unwavering standards of team training – training that is then passed on to our clients so they can achieve their

objectives over the long-term.

Our customer success team know Eploy by heart. They're here to make sure you stay up and running with Eploy recruitment software.

Our team has worked with hundreds of Eploy implementations across all sectors, we talk your language... and we're fluent in Eploy too.



"Eploy is core to our automated recruitment process and was developed to fit our workflows. It was clear that whichever technologies we chose to enable our goals had to integrate with the Eploy system."

Will James, Head of Recruitment, Arbuthnot Latham & Co



CASE STUDY - Mencap

2000 new hires per year



Mencap is the voice of learning disability. Everything Mencap does is about valuing and supporting people with a learning disability, and their families and carers.

Mencap works with people with a learning disability to change laws and services, challenge prejudice and directly support thousands of people to live their lives as they choose.

Recruitment Challenge

Previously, the learning disability charity Mencap, had been using numerous databases to coordinate candidate applications and activity. For three years Mencap had used these databases to manage the candidate journeys of tens of thousands of applications and over 2000 new employees each year.

"Our primary challenges were:

- Immediate access to relevant management information:
- Our ability to manage effectively and efficiently an ever increasing demand for new team members across the whole organisation.
- Ensure our career pages and employer branding clearly reflected our values.

- To decrease the number of administrative hours dedicated to manual recruitment activities." Rob Walker, Head of Resourcing, Mencap

"We had a disjointed and fragmented recruitment process which was lengthy, difficult to coordinate and almost impossible to manage effectively. We lost 35% of candidates at various stages of the recruitment process through technology gaps and broken processes." Rob Walker, Head of Resourcing, Mencap

A further challenge was an ever increasing number of requests for new hires.

- 110% increase in headcount requests
- 35% increase in vacancy requests
- 37.5% increase in full time employee requests

To meet these challenges Mencap selected Eploy.

The results

Within just six months of implementing Eploy the results have transformed Mencap's recruitment capability. As Rob Walker states: "Our new Eploy ATS has proven to be more than recruitment software; it is an intelligent system which automates and enables the simplification of our entire recruitment workflow, manages our talent pipeline, hosts our

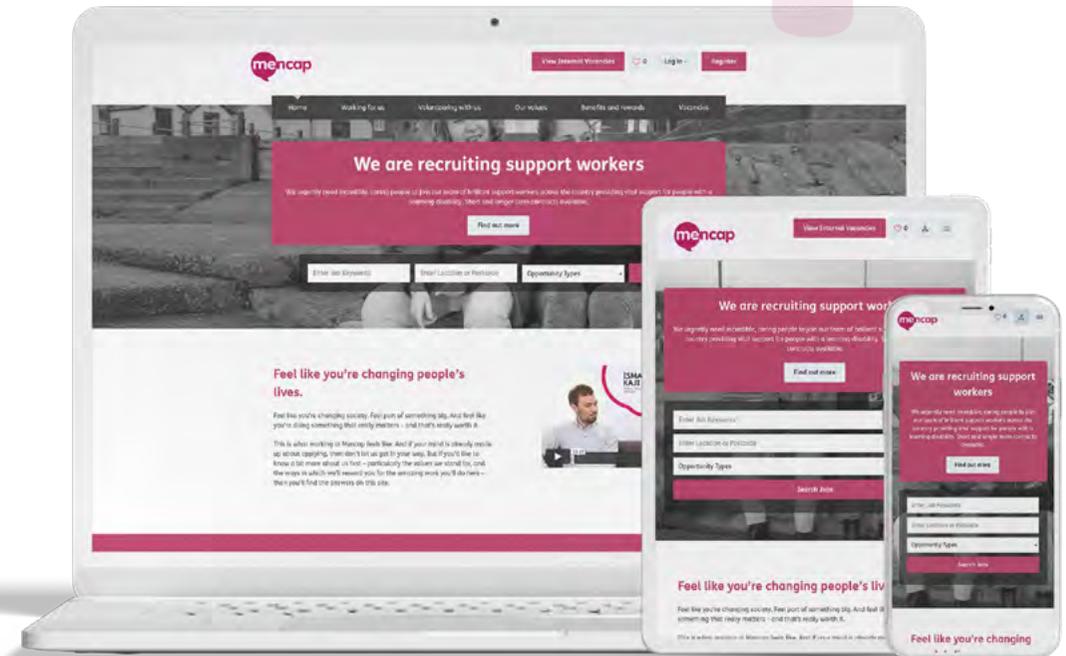
employee files and serves as the central repository for all new hire documentation."

The new system has provided a rapid return on investment (ROI) including:

- Reduction of over 500 HR Administrative hours per month saving over £60,000 per annum
- Reduction of over 250 Resourcing Administrative hours per month saving over £35,000 per annum
- Savings over £45,000 per annum in redundant software costs



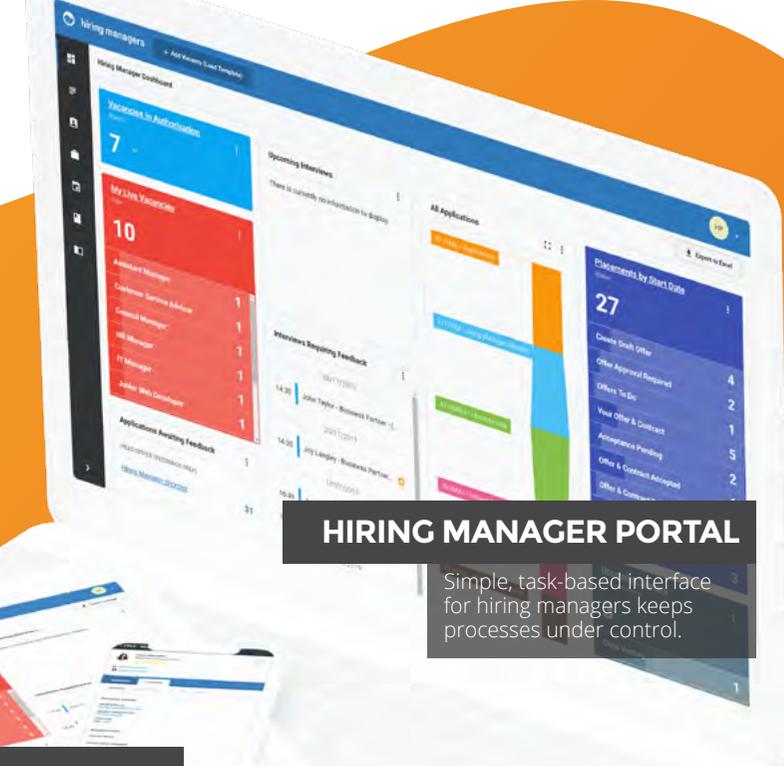
£145,000
ANNUAL COST SAVINGS





CANDIDATE PORTAL

First-class candidate experience from job search to hire, all within your careers site.



HIRING MANAGER PORTAL

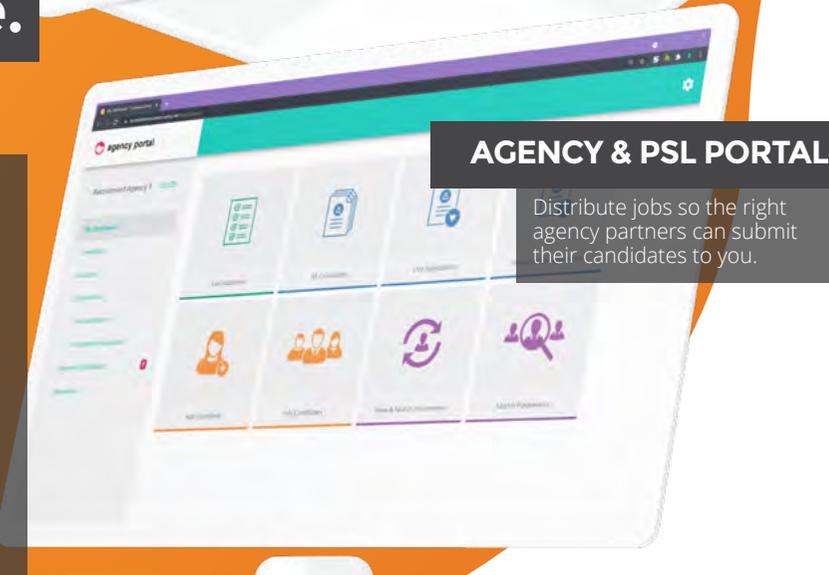
Simple, task-based interface for hiring managers keeps processes under control.

Eploy Portals. A great experience for everyone.



ONBOARDING PORTAL

The complete offer and onboarding process accessible on any device.



AGENCY & PSL PORTAL

Distribute jobs so the right agency partners can submit their candidates to you.

Everyone involved in the recruitment process has different needs. That's why we designed Eploy Portals to deliver the right tools, at the right time, simply and effectively.



Award winning technology, projects & people.



Best Onboarding 2022

Winner: Wren Kitchens



Best Tech Hiring Strategy 2021

Winner: NHS Digital

Best In-house Recruitment Team (Newcomer) 2020

Winner: Sunbelt Rentals

Best In-house Recruitment Team (Retail) 2019

Winner: Nisbets



AWARDS
WINNER

Best Public Sector / NfP use of Online Recruitment 2022

Winner: NHS Digital

Best Online Candidate Experience 2022

Winner: Wren Kitchens

Best use of Mobile in Recruitment 2022

Winner: Fitness First

Technology Innovation of the Year 2020

Winner: Eploy Recruitment Software

Best Public Sector / NfP use of Online Recruitment 2020

Winner: Livewest

Best Graduate Careers Site 2020

Winner: Costcutter

Technology Innovation of the Year 2019

Winner: Eploy Recruitment Software

Best Graduate Careers Site 2019

Winner: OC&C Strategy Consultants

Best Online Candidate Experience 2019

Winner: Travelodge



Best Careers Website 2018

Winner: Travelodge (with Eploy & CA3)

We are proud to have won awards for our products and services.

We're equally proud to have worked with award winning teams and people as their recruitment technology partner.



Team Eploy collect the 2019 OnRec Award for Technical Innovation

**FASTER, SMARTER
IN-HOUSE
RECRUITMENT
TEAMS**

Entain

mencap

Dunelm

RAC

wren
KITCHENS & BEDROOMS

Malmison

David Lloyd
CLUBS
HEALTH • RACQUETS • FITNESS

**HC
one**

ab agri
Associated British Agriculture

b&m

SUNBELT
RENTALS

**Yeo
Valley**
FAMILY LARK

NHS
Digital

T C
facilities management

the
COVENTRY
TLC not PLC

BARRATT
DEVELOPMENTS PLC

vision **express**

Secure Trust
Bank

TOOLSTATION

MCKESSON

MGroup Services

The **co-operative**
Central England Co-operative

South Gloucestershire
Council

MARSTON'S

hcr
harrison clark
rickerbys solicitors

Practice Plus Group

Weightmans

UNIVERSITY OF
OXFORD

phs Group

HomeServe

Aardman

Travelodge

NISBETS

allpay

Alliance
Healthcare

Delaware
North.

gleeds^G

Simplyhealth

SELWOOD

hollywood bowl
group

Checktrade

GRAHAM

TILIA
HOMES

avara
foods

Avery

Thatcham
Research

HF Horwich
Farrelly

CALA
HOMES

Royal Albert Hall

GSF
CAR PARTS

British Heart
Foundation

Elysium
Healthcare



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