@eploy
CASE STUDY:

PEI

PEI Group goes the extra mile with recruitment.

PEI Group is a subscriber-focused business intelligence company. Its purpose is to inform and connect investment professionals across global, specialised markets.

PEI also track the firms and individuals who shape markets and bring client-communities together to enable knowledge sharing, profile building and relationship development through professional networks and events.

PEI Group provides industry-leading market insight, data and journalism to subscribing clients via a wide portfolio of specialist brands supported by its robust and scalable digital publishing, analytics and database platform.

The Recruitment Challenge

Since its inception in 2001, PEI has grown into a diverse team of more than 400 specialists operating in EMEA, USA and APAC.

Across PEI, employees are empowered and supported to bring ideas to the table and encouraged to challenge themselves. As a company focussed on growth, success and betterment, the Talent and People team wanted to deliver improvements to its recruitment services and candidate experience.

PEI's internal recruitment team previously used an older ATS system that they soon outgrew. The team saw an opportunity to improve its manual processes with a replacement recruitment platform offering improved automation, a more intuitive user interface and careers site and enhanced reporting and analytics.

PEI chose to implement Eploy's Applicant Tracking System (ATS) & CRM to improve the overall efficiencies for all stakeholders involved throughout the recruitment process.

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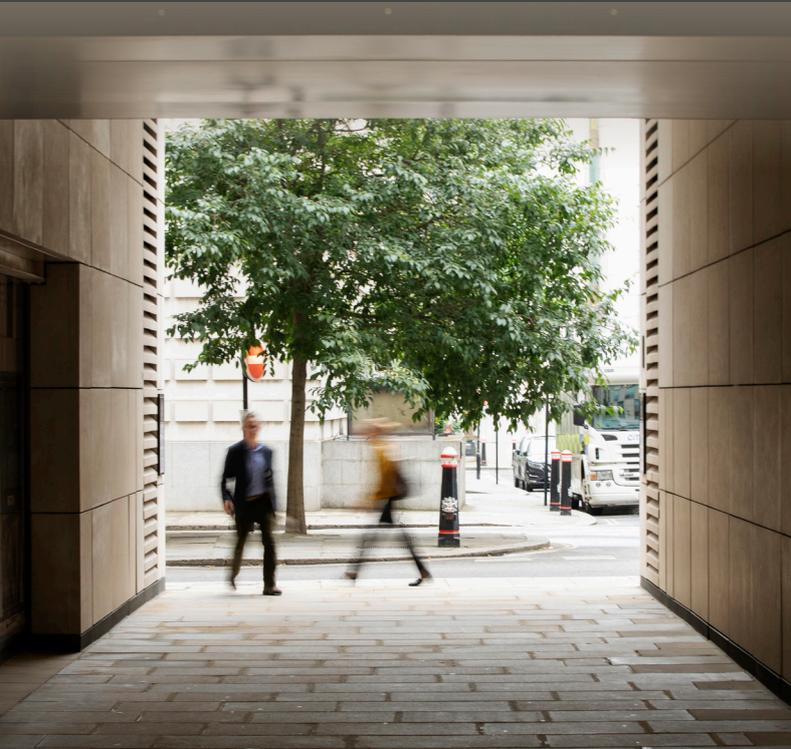
Commenting on the recruitment journey, Luke Suhanski-John, Global Recruitment Partner at PEI said,

"We had outgrown our ATS and selected Eploy as the best solution to improve our recruitment journey for candidates and the recruitment team. We worked with the Eploy implementation team to design the system for our differing requirements across locations. We wanted all our recruitment activities, vacancies, reporting and measurement in one place, which is now a reality using Eploy. We have a better candidate experience and a clear careers site reflective of our employer brand and consistency across the end-to-end recruitment process".

The approach to improve

The team configured Eploy for PEI's needs by creating multiple recruitment workflows based on vacancy location for EMEA, USA or APAC. The application form and information requested are adjusted based on country requirements and legislation.

Candidates can easily register and apply online using the Eploy Candidate Portal which is seamlessly integrated with a brand match design to the PEI Group website. Candidates can find out about Life at PEI, the company culture and the recruitment process. Searching for roles couldn't be easier with search by location, department and function.

Hiring Managers are involved in the recruitment process and have autonomy, using the Eploy Hiring Manager Portal, to move candidates through the recruitment workflow and submit draft offers for authorisation by the recruitment team.

Onboarding continues in Eploy where key information is gathered, again built with workflow conditions, specific to vacancy location and the types of Right to Work checks required. Following this, the new candidate data is uploaded into the HR platform HiBob.

16 day
Reduction in time to hire

8%
Increase in direct placements

£135K
Saved on agency fees within the first 5 months
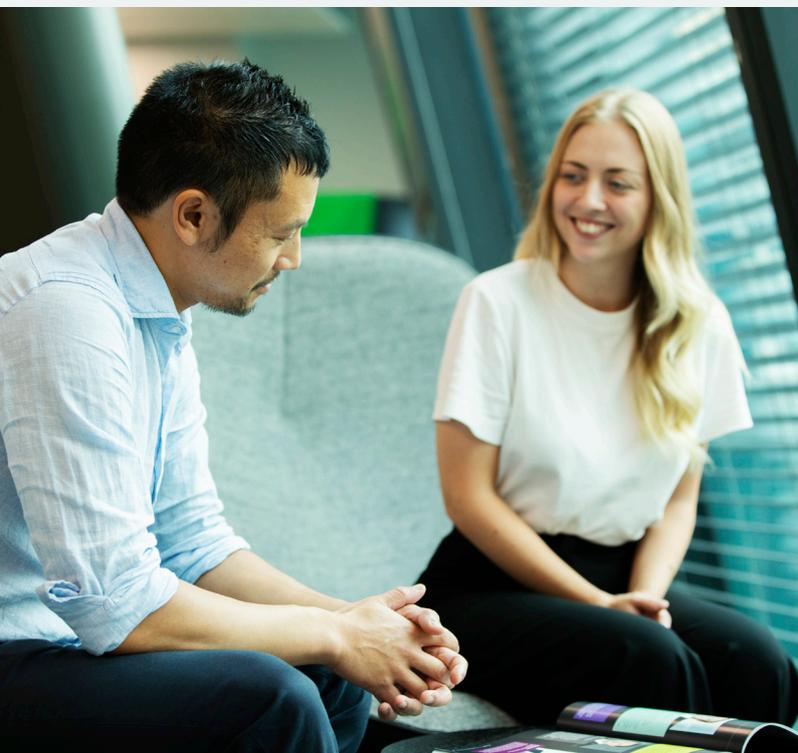
Results

The reporting and dashboard capability in Eploy provides the visibility required to understand all aspects of our recruitment activities.

"In just a few months, we have achieved a big reduction time in time to hire (16 days quicker so far) for the overall Group. For the USA this has reduced by 24 days. Previously, our ATS system wasn't completely user friendly for the States, but with Eploy we have been able to create different workflows to suit all our locations and are seeing huge wins here.

"The system allows us to align our brand identity with the new candidate portal, and we are receiving good feedback from candidates regarding a smooth application process, and the usability of the new careers site.

"Since implementing Eploy and updating our recruitment workflows we are seeing an 8% increase to direct placements in just a few months since go-live. We are looking forward to watching this continue to grow! This has also allowed us to save over £135k in the first 5 months on agency fees – so to say we are seeing our money back already is an understatement!

"Feedback from hiring managers as well as stakeholders within PEI has been extremely positive regarding the hiring manager portal and the careers site.

"We have delivered what we set out to achieve and are proud of the improvements to date and platform on which to continually improve".

You can find out more about Life at PEI and the opportunities across its global offices here: *https://careers.pei.group/*

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*- Luke Suhanski-John*
Global Recruitment Partner,
PEI
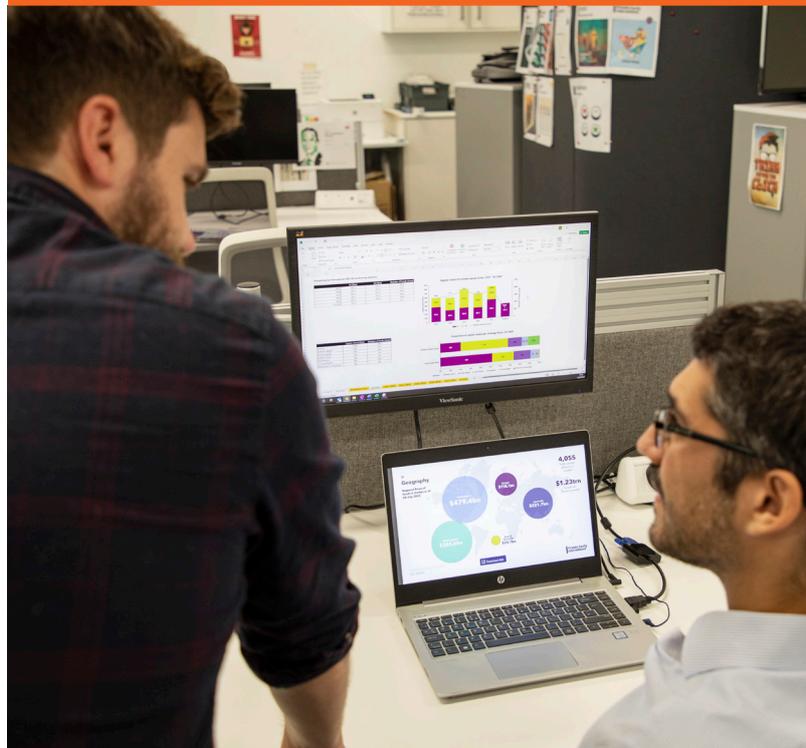
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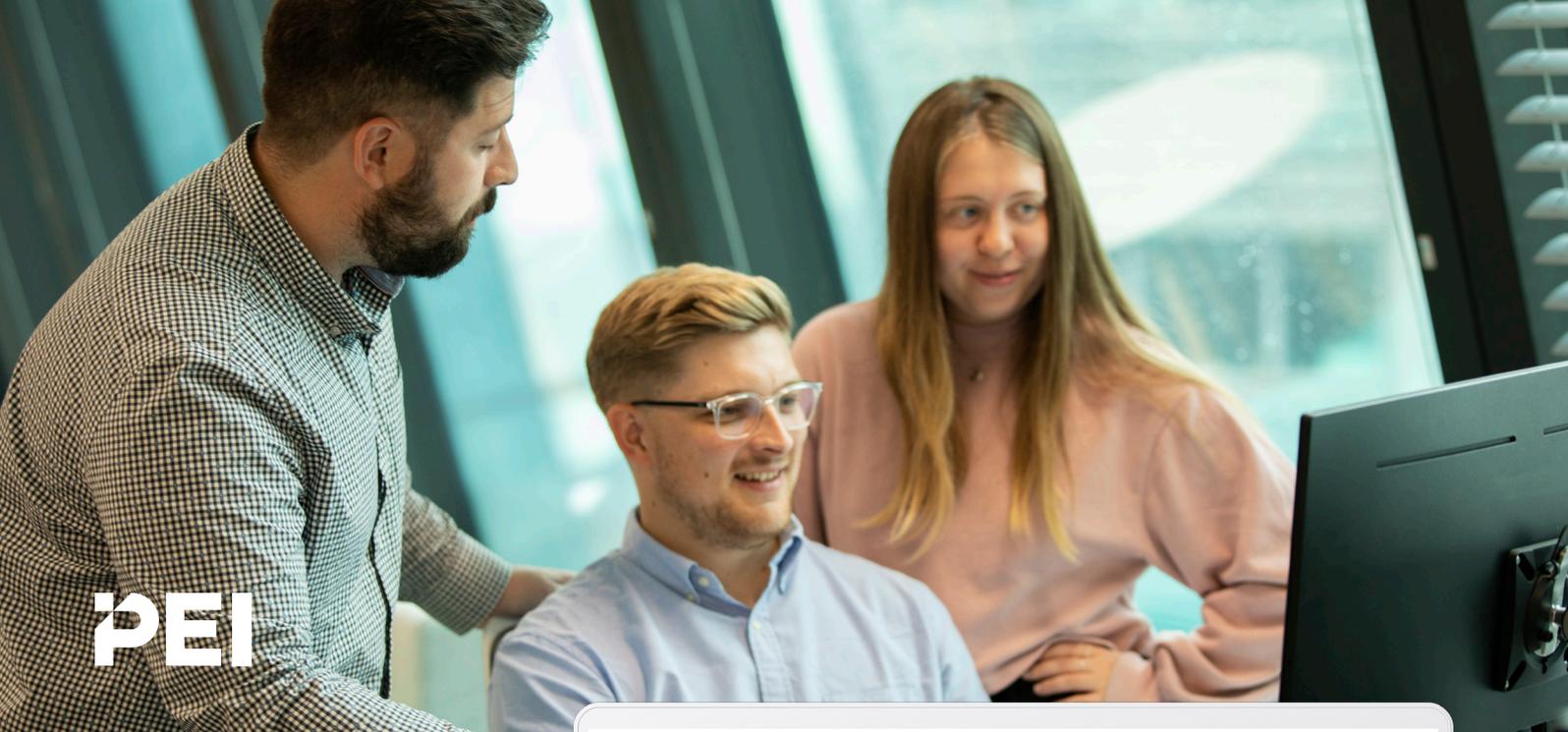
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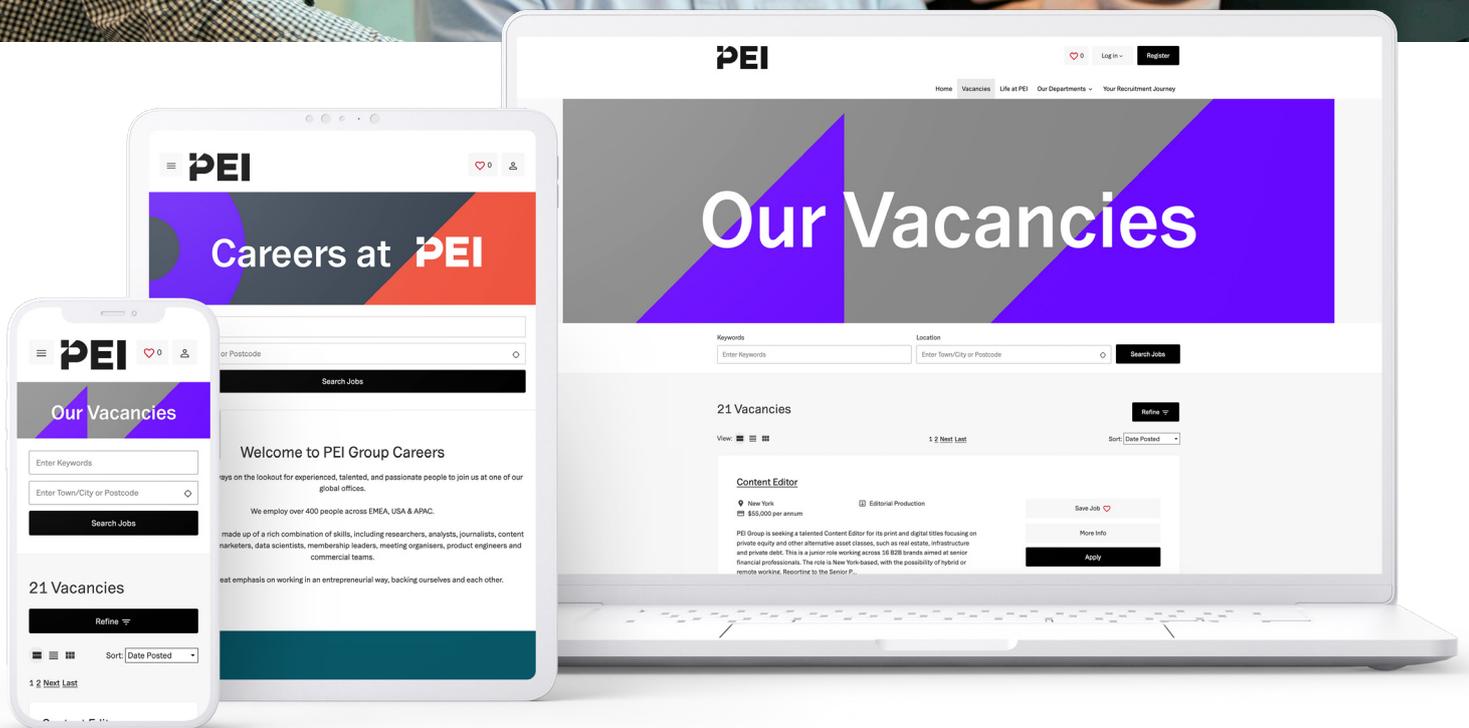
About Eploy

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 website 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, much easier.

We've been helping leading companies move to the cloud and recruit faster and smarter since 1998.

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.

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