

KIER GROUP PLC

Leading construction and support services group, Kier, which employs more than 11,000 people worldwide, has adopted Eploy's complete cloud-based E-recruitment and applicant tracking solution across the group.

Steve Iles, Recruitment Services Manager - Kier Support Services and Kier Partnership Homes, said:

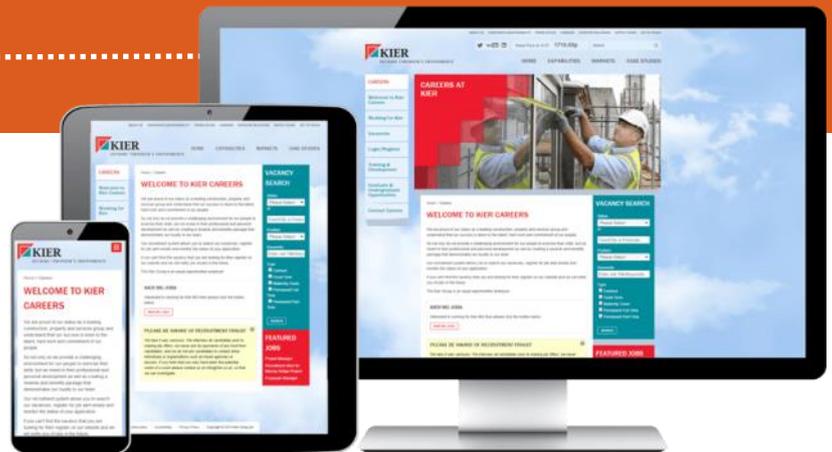
"The vendor selection process was influenced by the capability of the software package to meet and manage the development of a company-wide talent pool."

The Challenge

To create a specially-customised, centralised web-based solution that would allow Kier to manage and coordinate the recruitment and HR needs efficiently.

Steve Iles explained: "The requirements of the business meant that we needed a solution integrating an applicant tracking system with recruitment and HR management reporting tools.

"A combination of applicant tracking software and traditional recruitment software was required; we process 1000s of CVs every month and recruit between 50-100 staff. We did not want a combination of disparate software products that do not communicate transparently to one another. Eploy overcomes this and was the successful bidder."



The Solution

Eploy' cloud recruitment platform offers an advanced capability to manipulate data so that Kier can accurately match candidates to roles.

"This enables us to accurately pre-sort applications before email distribution to line managers across the UK and abroad via the Eploy Hiring Manager portal," confirmed Baljit Rai, Recruitment Manager - UK & International, Kier Construction Limited & Developments Division.

The central web portal also provides Kier personnel unified access to all information, introducing time-saving functions at both regional and group levels. Eploy's browser-based application runs in all browsers (including Macs and mobile versions), providing an interface for users. It allows HR functions to pick and choose the functionality they require to meet specific business needs reducing complexity.

Chris Bogh, Technical Director at Eploy, worked closely with the Kier team in the development and installation of the system, and he said, "We are delighted that Kier has taken Eploy on board to streamline its recruitment function."

With such inherent structural complexities across the Group, we needed to tailor a solution that would address a range of business and HR needs.”

“Significant for Eploy is the fact that we have replaced Kier’s incumbent recruitment software provider, who is one of the world’s largest suppliers of enterprise class ATS Systems,” added Chris.

The Result

“Eploy has introduced tangible benefits by allowing shortlists to be drawn up, with less administration and reducing time to hire. We have also been able to take on more jobs due to the time saved,” said Steve Iles.

The Eploy solution has introduced further management capacity by capturing all transactional data. For Kier Construction, for example, which operates at a UK and international level, the system records all the recruitment activity from all hiring managers across all locations, allowing the effectiveness of recruitment campaigns to be measured.

“The team at Eploy are all very dedicated and passionate about their product and were quick to react to our needs,” said Steve.

“They are a highly skilled team, who use their experience and knowledge to adapt elements of the software and create bespoke web portals to ensure the system works seamlessly with the company’s workflow infrastructure.”

With an expanding workforce of over 11,000 people, Kier Group is a leader in construction with particular strengths in civil engineering, support services, public and private house building, property development and the Private Finance Initiative (PFI). The business has combined revenues of £2.1 billion and relies on its skilled workforce to maintain a professional and competitive edge across all its business activities.

 **Faster, Smarter
Recruitment Software**

About Eploy

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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