



## Recruitment

### Talent acquisition made easy

#### Attract, engage and select the world's best talent

With widespread skills shortages, it's never been tougher to source the right talent. That's why the candidate experience has become so critical - hiring mistakes or delays can be costly and damage brand reputations. Experiences are also amplified. Regardless of whether they receive a job offer or not, applicants who are satisfied with their candidate experience are more than twice as likely to recommend the hiring organisation to others and are 38% more likely to accept a job offer<sup>1</sup>.

ELMO Recruitment is a highly configurable system that helps streamline all recruitment functions from requisition approval through to offer acceptance. It not only enables you to build your candidate sourcing capability, but also helps you refine recruitment workflows, screening questions and interview processes - all while promoting your value proposition to attract the best talent.

Other modules  
also available in  
**ELMO Hire**



Onboarding



#### Reduced Time-to-Hire

Reduce your time-to-hire within built tools that speed up the recruitment and decision-making process for new employees.



#### Reduced Cost-to-Hire

Reduce cost-to-hire with streamlined processes and a range of tools designed to save time and money when recruiting new employees.



#### Seamless Candidate Experience

A simple, easy-to-use application process combined with modern recruiter tools.

### Key Benefits

With ELMO Recruitment, you can manage and drive your recruitment strategy from a simple-to-use, centralised system. From requisition creation to offer acceptance, ELMO Recruitment's in-built tools will help reduce time-to-hire. For example, the requisition and recruitment workflow generator means you can create requisitions for new positions in minutes and start actively recruiting as soon as that new role hits your desk.

ELMO Recruitment also reduces cost-to-hire, thanks to branded external and internal careers portals, integration with external job boards and the ability to create talent pools. The integrated nature of the ELMO suite allows for a seamless and consistent candidate experience, regardless of whether they are hired and onboarded, or not. Unsuccessful candidates can remain in your talent pools and be nurtured for possible future roles with your organisation. For those hard-to-fill roles, ELMO Recruitment can be integrated with your preferred agency to track and actively manage externally sourced candidates.

1. The Far-Reaching Impact of Candidate Experience, IBM, 2017



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## Key Features

- ✓ Configurable requisition workflows and authorisations
- ✓ Configurable candidate application forms including screening questions
- ✓ Integration with external job boards and social media
- ✓ Highly configurable branded external career portals plus easy to apply candidate application process
- ✓ Configurable recruitment workflows catering for different recruitment processes as required
- ✓ Interview scheduling and guides
- ✓ Ability to create external and internal talent pools
- ✓ Email and/or SMS notifications
- ✓ Offer approval and contract generation processes
- ✓ Reporting and analytics

## Great alone, better together!

Harness additional benefits from ELMO Recruitment by adding these complementary modules:



### Onboarding

Candidates that have accepted offers will have their relevant profile and job information passed over to ELMO Onboarding so that the onboarding process can commence immediately.



### Survey

Track the candidate experience and ensure all aspects of your recruitment process is operating effectively by asking candidates to fill out a simple survey; spot trends and areas for improvement.



### Succession Management

Recruit the right people for your organisation in terms of skills, personality and behaviours, while also ensuring future roles can be filled by your talent pool. Employees can plan career paths and identify skills required for future roles, while employers can identify flight risks and employees who are suitable for future roles.



**1** vendor dashboard user-experience

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