

if you're looking for the best... ...award-winning e-Recruitment software for the Financial Sector

award-winning e-Recruitment software

WCN has been supplying e-Recruitment software to hundreds of leading employers since 1995. The Financial Times described WCN, in 1999, as providing possibly the first ever e-Recruitment solution. WCN's innovative approach to solution development has resulted in success every year at the Onrec (Online Recruitment) Awards since their inception in 2005. In 2009 WCN and their clients received ten nominations at these awards. As the authors of the Government's Guide to Best Practice in e-Recruitment, WCN ensures that your business reaps the full benefits of e-Recruitment.

designed specifically for the Financial Sector

WCN*Finance* has been designed to meet the functional requirements of recruiters in the Financial Sector. Based on 14 years experience working with Financial Sector clients, WCN has incorporated standard features into a solution that offers a comprehensive e-Recruitment solution built specifically for recruiters in the Financial Sector.

The system has been designed to fit both Graduate (management of high volumes, bulk processing of candidates) and Experienced Hire recruitment (reduction of advertising costs and the dependency on agencies). Calendar integration and intuitive manager approval functionality ensures high levels of business participation.

WCN recognises that individual Financial Sector recruitment teams may work differently; as such WCN*Finance* offers scope to be specifically tailored to meet your current processes.

strongest return on investment

By delivering a higher quality solution, more quickly, with less work and cost, you can be sure that WCN*Finance* will give you the strongest return on investment.

The investment from introducing WCN's e-Recruitment software is often recouped in year one, enabling clients to make larger savings from year two onwards. Savings accrue from reduced spend on advertising and recruitment agencies, cutting administration costs and time-to-hire. In addition to cutting costs you'll also

- Raise hire quality
- Reduce time-to-hire
- Manage different recruitment types, e.g. Graduate and Experienced Hire recruitment across locations
- Engage the Business in recruitment activities
- Enhance your employer brand and candidate service
- Produce tailored reports quickly
- Monitor diversity and application media source
- Improve consistency across recruitment teams
- Better meet regulatory requirements

rapidly deployed cost effective sector solution

In 2-12 weeks, WCN*Finance* can be an integral part of your recruitment, reflecting your processes and corporate identity.

A standard solution with an intuitive design means that, very quickly and cost effectively, you'll be creating vacancies; candidates will be viewing them online and applying; and you'll be tracking, communicating, screening, hiring and reporting on the progress of your recruitment.

modular and easily upgradable

WCN*Finance* has an upgrade path providing access to all functionality offered by WCN. Should your recruitment levels grow or functional requirements change, it is easy to add more functionality, ensuring the solution meets your current and future needs. This allows recruiters to benefit from advanced functionality such as referral management, on-boarding and reference tracking.

exceptional customer service & advice

WCN is widely recognised by employers as consistently providing the highest levels of customer service and as the authors of the Government's Guide to Best Practice in e-Recruitment, who better to come to for advice?

"(WCN) has consistently provided good service and added real value to projects. I would like to extend a big thanks...for providing a consistently strong approach." Barclays Global Investors Client Comment

high level feature list*

- Client branding
- Candidate self-schedule
- Job board posting
- Job specific online application forms
- Candidate ability to search and apply for vacancies
- Standard pre-screen functionality
- Send vacancies to agencies
- Job alerts
- Talent banking
- Password protected candidate communication centre
- CV uploading facility
- Ability to edit posted job description
- Assessment centre scheduling
- Flag agency candidates
- Ability to progress candidates via workflow
- Filtering and searching on applicant data
- Correspondence templates
- Ability to append documents to candidate records
- Reporting suite, with ability to create own reports and download to excel

*Full list available upon request

contact us

For all sales enquiries please phone our sales team on +44 (0)20 8296 5908, or email sales@wcn.co.uk. www.wcn.co.uk



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Congratulations to the 6 WCN clients nominated as 2010 Onrec Award finalists!

John Lewis Partnership

Finalist Best Corporate use of Online Recruitment:

www.jlpjobs.com provides a single place for jobseekers to search and apply for jobs across Waitrose supermarkets, the John Lewis Partnership's corporate offices, and John Lewis department stores and distribution. The WCN solution supports more efficient recruitment processes and ensures consistent good practice across the Partnership. The benefits to jobseekers and the business include:

- Ability to search for jobs across all disciplines of the John Lewis Partnership
- Ability to search for jobs in their region
- Provides consistency and streamlines recruitment processes using up to date recruitment methods whilst ensuring that the John Lewis Partnership are in a good position to support an ambitious growth programme.



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

Finalist Best Technical Innovation:

The London School of Economics and Political Science (LSE), in partnership with WCN, has pioneered an enhanced secure sign-on that allows only existing employees to access and apply to internal vacancies. Using the accepted standard for Federated Access Management, Shibboleth, LSE and WCN provide candidates with a single point of entry, allowing them to register with the user details previously issued for email and other network services. The integrated WCN-LSE solution securely passes known personal details of the applicant to pre-populate their online application. Applicants thus complete and manage their applications more efficiently as part of an overall quicker and easier recruitment process.



Finalist Best Public Sector Site:

Surrey County Council chose WCN as their e-Recruitment partner to help streamline recruitment processes, reduce spend, improve retention rates and become an employer-of-choice for candidates

Implemented within four months, the WCN/Surrey complete e-recruitment system is fully integrated with the practice management system and provides secure single sign-on. WCN's branding capabilities allow the interfaces to replicate Surrey's own website "look and feel". User specific interfaces guarantee that users only see information relevant to their role, in a language that makes sense to Surrey. The solution facilitates multiple levels of communication between different users (including 1700 line managers).



Finalist Best Public Sector Site:

The Hampshire Recruitment Portal joint electronic recruitment service was designed by Hampshire in partnership with WCN to create one dedicated site holding all local government jobs across 12 local authorities in Hampshire.

www.Hampshirejobs.org.uk provides jobseekers with a holistic view of careers in Local Government in Hampshire.

The benefits for jobseekers include only having to fill in application details once, regardless of the job or local authority they are applying to, with the ability to create automatic job alerts, book interviews and track applications online.

Results include well over £200,000 pa efficiency savings in increased productivity, at the same time as improving service quality.



Creating a safer
Cambridgeshire

Finalist Best Public Sector Site:

Cambridgeshire Constabulary chose WCN as their partner to improve candidate experience, enhance working methodology and streamline the police recruitment process. They faced many challenges, including diversity considerations.

After a 6 week WCN implementation, incorporating CASA (Computerised Administration System for Assessment) integration for PO (Police Officer) registration forms, an online approval process, an events module targeting police officer applicants and an integrated simple-to-use reporting tool, Cambridgeshire boasts an e-Recruitment solution that 96% of candidates rate good to excellent. The WCN system has been rolled out for staff, PCSO's (Police Community Support Officer's), special constables, police officer recruitment roles, with transferees to be implemented next.



Best Corporate Graduate Site:

J.P. Morgan, working with WCN for over 10 years, continues to evolve in an ever demanding financial services environment, where the battle for talent is fierce. In partnership with WCN, J.P. Morgan's online Graduate system has the ability to:

- individually brand each marketing campaign run on campus and in-house
- restrict the volume of candidates who sign-up for marketing events
- track internal J.P. Morgan employees and their participation at J.P. Morgan events
- track event applicants through to offer, determining which events produce full-time or internship offers

... exceptional experience working with leading employers