

if you're looking for the best... WCN... award-winning e-Recruitment software for the Fire & Rescue Services

unrivalled experience working with Fire & Rescue Services

WCN is the leading supplier of e-Recruitment systems to Fire & Rescue Services in the UK, working with over 8 Fire and Rescue Services including Greater Manchester and West Yorkshire Fire & Rescue Services.

Whether your key challenge is speeding up time-to-hire, keeping accurate audit trails, handling high volumes of applications in a very short timeframe, improving consistency in recruitment processes, or meeting regulatory and diversity requirements, WCN has the solution to ensure your success.

award-winning e-Recruitment technology

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 2008 and 2009 WCN and their clients (including Greater Manchester Fire & Rescue Service) received nineteen nominations at these awards.

WCNFire's intuitive design means that, once implemented, you'll quickly be up-to-speed and reaping the full benefits of e-Recruitment.

best practice Fire & Rescue e-Recruitment software

Based on our work as authors of the Government's Guide to Best Practice e-Recruitment and our experience working with recruitment teams in the Fire & Rescue Services sector, WCN has incorporated many standard features into a solution that offers a comprehensive e-Recruitment system built specifically for Fire & Rescue Services recruiters. With four levels of tailoring WCN ensures that the system fits your specific requirements.

By incorporating a suite of standard Fire & Rescue Service application forms, the ability to open and close vacancies quickly and built-in eligibility pre-screening, WCNFire enables you to run your recruitment online efficiently and in line with best practice industry standards.

WCN recognises that individual Services may work differently; as such WCNFire offers scope to be specifically tailored to meet your current processes.

outstanding 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?

"The team is always responsive and approachable and has helped us make informed decisions in our journey with e-Recruitment." Greater Manchester Fire and Rescue Service Client Comment.

rapidly implemented

In 2-12 weeks, WCNFire can be an integral part of your recruitment, reflecting your processes and branding.

Implementing WCNFire results in a higher quality solution, for less effort and cost, in a shorter time: by allowing you to adapt the WCNFire specification, we deliver a tailored solution, while cutting your work, shortening the delivery time, improving the quality of the final result and reducing the cost.

strongest return on investment

By delivering a higher quality solution, more quickly, with less work and cost, you can be sure that WCNFire 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, cutting administration costs and time-to-hire. In addition to cutting costs you'll also:

- Manage multiple recruitment types including: Full-time and retained Firefighters, Control Room, Support staff and Part-time recruitment
- Make significant gains in time-to-hire and hire quality
- Reduce paper and administration
- Control the number of applications received
- Enhance your employer brand and candidate service
- Have access to a full audit trail on recruitment activities
- Improve reporting in all areas, including Equal Opportunities monitoring
- Improve consistency in recruitment practices
- Better meet regulatory requirements

high level feature list*

- Branded candidate interfaces in line with Fire & Rescue Service website
- Post to Intranet or Internet (or other sites)
- Automated closing of vacancies
- Fire & Rescue specific application forms
- Candidate ability to search and apply for vacancies
- Fitness test, medicals, psychometric testing, interview and telephone interview self-scheduling
- Standard pre-screen functionality including mandatory questions
- Password protected candidate communication centre
- CV uploading facility for non firefighter roles
- Ability to edit posted job description
- Ability to progress candidates via workflow
- Filtering, searching and saving on applicant data
- Correspondence templates
- Ability to append documents to candidate records and vacancy descriptions
- 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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for the best...



...award-winning
e-Recruitment
software for the
Fire & Rescue
Services



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