

# if you're looking for the best re-deployment experience for “at-risk” employees... WCN ...award winning talent management software

## award-winning talent management software

WCN has been supplying e-Recruitment software for recruitment, internal mobility and re-deployment to hundreds of leading employers since 1995. The Financial Times described WCN, in 1999, as providing possibly the first ever online 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 online recruitment and re-deployment.

## Best employee service & return on investment

WCN's Re-deployment Solution specifically designed for “at-risk” employees ensures that current staff are treated sensitively, given priority over external staff and are given the greatest opportunity to find a suitable position.

WCN's candidate interfaces are second-to-none: with 95% of users rating them as good-to-excellent. WCN is also unique in providing first line support for employees experiencing difficulties. If required this support can be extended to 24 hours-a-day seven days-a-week.

By delivering a higher quality solution, more quickly, with less work and cost, you can be sure that WCN's Re-deployment Solution will give you the strongest return on investment.

By ensuring that existing staff are retained wherever possible costs are saved and intellectual capital retained.

In addition to providing the highest employee service and return on investment, you'll also:

- Increase the level of Re-deployment
- Reduce administration
- Speed up time-to-re-deploy
- Improve reporting and management of your Re-deployment
- Maintain a complete record of your Re-deployment initiatives

## rapidly implemented

In 1-2 weeks, WCN's Re-deployment Solution can be an integral part of your re-deployment initiatives, reflecting your processes and branding.

Implementing WCN's Re-deployment Solution results in a higher quality solution, for less effort and cost, in a shorter time: by allowing you to adapt the WCN's Re-deployment Solution 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.

## 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, who better to come to for advice?

“WCN has always been very responsive if Barkers needed any help with configuration or client/candidate queries. With the recent restructure of Barkers for which the system was used, WCN demonstrated their responsiveness by agreeing at short notice to provide dedicated candidate support during a Bank holiday weekend.” Barkers Client Comment.

## high level feature list\*

WCN Re-deployment solution is available as a stand alone solution or as a module of a full e-Recruitment system. Features include:

- Re-deployee vacancy portal with the ability to search and apply to "ring-fenced" vacancies
- “Ring-fenced” vacancies automatically emailed to re-deployees
- Re-deployee talent bank and search capability
- Client branding
- Job specific online application forms
- Standard pre-screen functionality
- Password protected candidate communication centre
- CV uploading facility
- Ability to edit posted job description
- 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 8946 9876, or email [sales@wcn.co.uk](mailto:sales@wcn.co.uk).



if you're looking for  
the best re-deployment  
experience for “at risk”  
employees...



...award-winning  
talent management  
software



*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