Expleo uses iCIMS to streamline hiring across the globe

(expleo)

THE CHALLENGE

Expleo, a tech service provider, previously used an ATS that inhibited it from achieving a truly global business model. With 21 separate entities using their own unique login groups, fields, recruitment processes and workflows, its segregated approach made rolling out to new countries challenging.

Expleo needed a solution to streamline hiring and build efficiency across global regions.

THE RESULTS

By partnering with iCIMS, Expleo's team simplified and optimized how they recruit with a single, global hiring platform.

The project was no easy feat, and involved merging login groups, mapping fields and creating a global recruitment process workflow that aligned with Expleo's overall strategy.

88%
Reduction in login groups

94%
Decrease in local workflows

77%
Reduction in fields

"iCIMS has transformed our recruitment process, allowing us to work more efficiently and make data-driven decisions that benefit the entire organization."

— **Global talent acquisition system manager, Expleo**

Data-driven approach to hiring

Today, Expleo's team can easily report on global hiring metrics, including the length of the recruitment process, the time it takes to fill a role and their candidate sources.

"With iCIMS, we're able to track key steps in the recruitment process and introduce improvements that weren't possible before," says Expleo's global talent acquisition systems manager.

iCIMS®