



CoSocius 

**Taleo Implementation at
Cheshire County council, United
Kingdom**

Background

▪ The Councils

- Cheshire East Borough Council and Cheshire West and Chester Borough Council were established on the 1st April 2009 as part of the structural changes to local government in England. Prior to this date the Councils were part of a single county council – Cheshire County Council. In June 2009 the Councils signed an agreement to pave the way for the provision of shared local services to both Authorities. Cheshire West and Chester Borough Council is the lead authority for all shared services and leads on related procurements and enters into contracts on behalf of the shared services.
- On 30 April 2014, Cosocius Ltd started trading as a locally controlled company owned by the Councils. CoSocius Ltd provides human resources, finance, and information and communications technology (ICT) services to both Councils.

▪ CoSocius

- Previously known as Cheshire Shared Services (a partnership arrangement between Cheshire East and Cheshire West & Chester Councils). CoSocius is a limited company established in May 2014 to provide essential business services to councils and other organisations.

Number of Employees : 20000+
Number of Users : 200-300

Project Outline

Operating System : Windows 7/8

Project Kick Off Date : 16-Oct-2014

Project Go Live Date : 15-Jan -2015

Modules Implemented

- Oracle Taleo Recruiting
- Oracle Taleo Transitions



Resource Details

Evosys Resource Details

Project Manager : 1

Functional Consultant : 1

Client Resource Details

Project Manager : 1

Delivery Team : 5



Business Needs

- Replace VMP(Vacancy Management Portal) which was an in-house product that was intended to be used for a shorter period
- A recruitment system which would be able to solve issues that were faced using VMP
- A employment system which would help segregation of data giving more transparency to different organisations about the recruitment processes
- A scalable product which may be used to add newer clients and schools into the existing framework



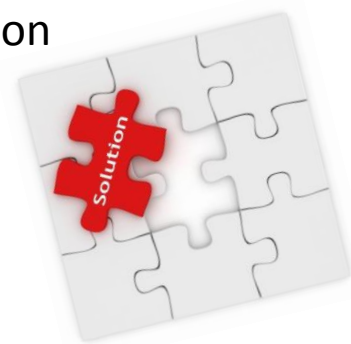
Challenges

- Segregation of candidate and requisition data to hiring managers but with full access to recruitment team
- Making organizations agree to a common process flow for recruiting and onboarding
- Checking that integrations work fine between Taleo and EBS
- To make sure that new users do not feel they're using a new system



Solutions

- Segregation of requisition and candidate data for respective organisations
- Standard recruitment and onboarding process for all 3 organisations
- Different career sections and branding for all three career sections including different branding for internal and external career sections as well
- Different application flow for mobile career sections so candidates do not have to fill up huge amount of data while applying from mobile device
- Reduce time between vacancy being generated to vacancy being live on the career portal
- Personalised notification messages for job submission for each organisation



Business Benefits Delivered

- With the help of Taleo Recruiting, vacancies can be posted on to their career sections **within hours** instead of **12-13 days**
- Recruiting for a vacancy is transparent to hiring managers hence reducing number of calls made to the recruitment team
- Everyone can self-serve and update on their requisitions also sifting of candidates is easy and transparent
- Hiring Manager now have total access to applications and also have the ability to shortlist a candidate as soon as they receive a completed job submission by a candidate
- Onboarding Task's will now resolve **95%** of their issues with missing information and make a candidate productive from day one
- Candidates can now manage and see the progression of an “account” of vacancies and apply to multiple vacancies with ease.
- Hiring manager can now have full adverts with images, videos and corporate branding.



Business Benefits Delivered Cont...

- Resume upload and parsing facility reduces time taken by candidates to fill up an application form drastically and candidate experience has been taken to a higher level
- Virtual segregation provided against different organisations helps in data restriction and recruitment team has unrestricted access to data
- System takes care of notifications sent to candidate in terms of job submissions and interview notifications
- With the help of Taleo, 3 different organisations have stream lined their process making it easier and manageable
- Using Taleo everything is stored once in the system and with TCC integrations it becomes seamless reducing work of Hiring manager of re-filling the new starter form
- System now sends notifications to candidates if their job matching profile is submitted
- Candidate once applies for a job the same information can be used to apply for a different job hence saving a lot of time for the candidate and improving the user experience.

Value Addition by Evosys

- Helped save time from 3 days to minutes at the very beginning when a vacancy is generated and sent to recruitment team
- Overall time for recruitment has been reduced drastically



Milestones

- Second Successful Taleo Implementation in UK
- Time to Go Live was **10weeks**
- On the first day of Go Live the system had **9 Live Requisitions**
- As of 6th Feb'15(20 days since go live) System has **94 Live Requisitions** and **193 candidates in selection process** against a requisition



Questions?

