



**Taleo Implementation  
At  
Kent County Council (KCC)**

# Background



Kent County Council (KCC) is the county council that governs the non-metropolitan county of Kent in England

The council is responsible for public services such as :

- Education
- Transport
- Strategic planning
- Emergency services
- Social services
- Public safety and
- Waste disposal

**Number of Employees : 15000 (+)**

**Number of Users : 1500**

# Project Outline



## Integration with 3<sup>rd</sup> Party Software –

Integration with Job Centre Plus

**Project Kick Off Date** : 01-Dec -2013

**Project Go Live Date** : 02-June-2014

## Taleo Modules Implemented

- Oracle Taleo Platform Cloud Service
- Oracle Taleo Recruiting Cloud Service
- Oracle Taleo Recruiting High Volume Cloud Service
- Oracle Taleo Onboarding Cloud Service



# Resource Details



## Evosys Resource Details

**Project Manager : 1**

**Functional Consultant : 1**

**Solution Architect : 1**

**Technical Consultant : 1**

## Client Resource Details

**Project Manager : 1**

**IT Team : 2**



# Business Needs



- To implement Taleo – Talent Management solution for streamlining the recruitment and onboarding process
- Integrate Taleo with core HR or other systems
- Provide recruiting related data analytics to business users
- Automate, centralize and reengineer old business processes



# Challenges



- Ownership and responsibilities were indistinct
- Being public sector changing Business Process was not easy and had to go through approvals
- Being public sector, users availability for adhoc sessions was difficult



# Solutions



- ❑ County was conducting recruitment activities manually and was mostly paper based and chose Evosys as a preferred partner to implement Recruiting and Onboarding.
- ❑ Evosys proposed to integrate the system and job distribution which was the major bottleneck for the county and custom integration was created to solve this issue.



# Business Benefits



- 100% Adoption of the product
- Paperless process
- Productivity and efficiency of users increased
- Centralised online system
- Responsibilities and ownership was clearly defined and all ambiguities from past were removed
- Time to Hire decreased





# Value Addition by Evosys



- ❑ Trained County team to handle future extensions and enhancements themselves.
- ❑ County users were trained on scenarios and concepts and individual attention was given to build competency.
- ❑ Evosys was flexible with the scope and took detours to ensure changing business needs were captured during the later phases of the project close to go live.
- ❑ Documentation were designed as per county requirements.
- ❑ Implementation cost was saved by executing project in onsite offshore model.



# Critical Success Factors



- Implemented Taleo in 4 months
- Developed key competencies in KCC team to maintain and run the product
- Conducted personalized Taleo trainings
- Created documents as per KCC requirement

# Questions?





# Thank You



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