@eploy
CASE STUDY:

**nest**

Nest connects Eploy's recruitment hub with third-party systems to modernise its approach to talent acquisition.

Nest is a Public Corporation built to help millions enjoy a better retirement. Its people and development strategy aims to ensure that Nest has the organisational capability, leadership and culture, skills, and agile operating models it needs to compete and succeed.
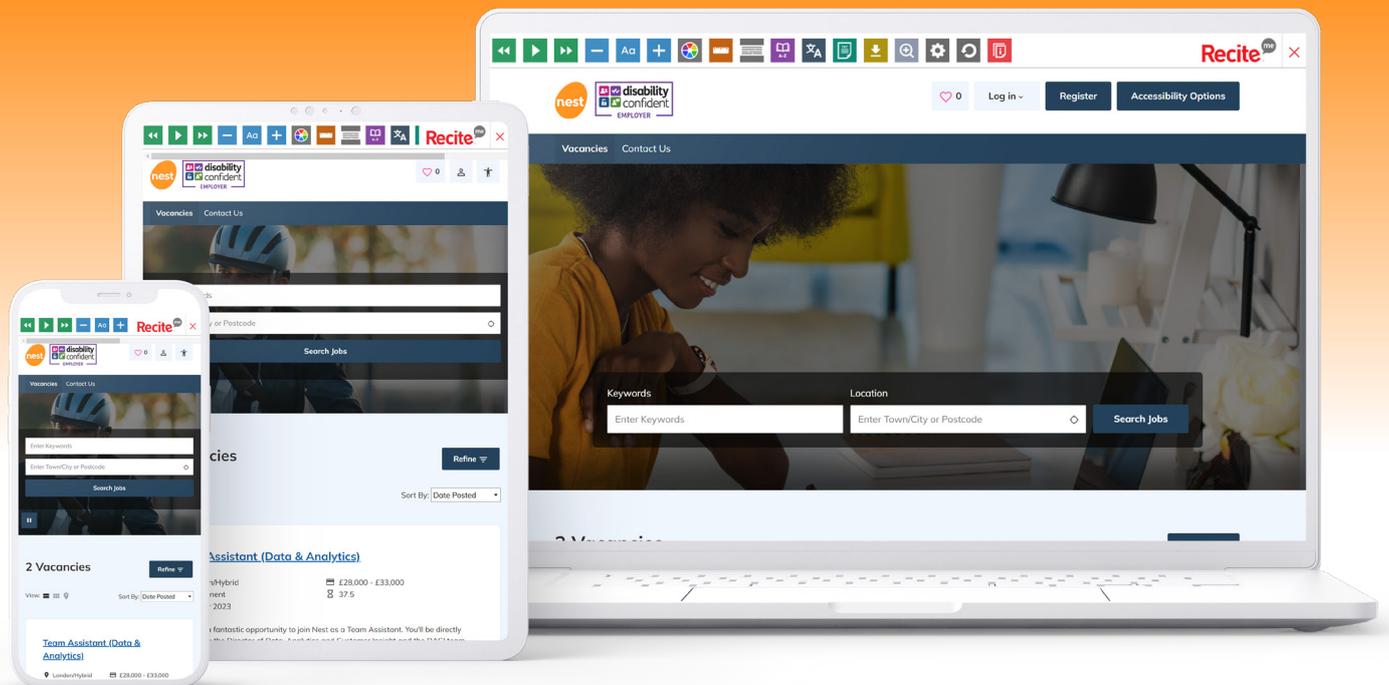
Recruitment at NEST

Nest aspires to be a high-performing organisation, so they need to attract and hire the best people. They are committed to ensuring the recruitment and selection process is bias and barrier-free.

The Nest resourcing team looked at the Applicant Tracking System (ATS) market to find and implement a best-in-class, configurable ATS to streamline and modernise its approach to recruitment. Nest wanted a reputable vendor offering a cloud-based platform that could provide accredited data protection.

Nest required a recruitment system that would connect to third-party systems and services, such as testing and assessment, background checking, and export data to its central human resources information system (HRIS) system.

Eploy was selected as the hub of its online recruitment strategy to deliver a highly configurable Applicant Tracking System that would easily connect with external and internal systems.

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Project scope

The Eploy Implementation team worked alongside Nest to deliver a consistent experience for all involved. Together Nest and Eploy were able to create a customised recruitment platform, addressing all the limitations of Nest's existing platform.

The implementation of Eploy saw the successful delivery of a consistent candidate experience using the Eploy Candidate Portal to provide a self-service experience and allow candidates to search and apply for roles as well as manage their data preferences.

The Candidate Portal maintains consistent Nest employer branding through the candidate application process and is seamlessly integrated into the careers site to make the process of finding and applying for jobs intuitive and straightforward.
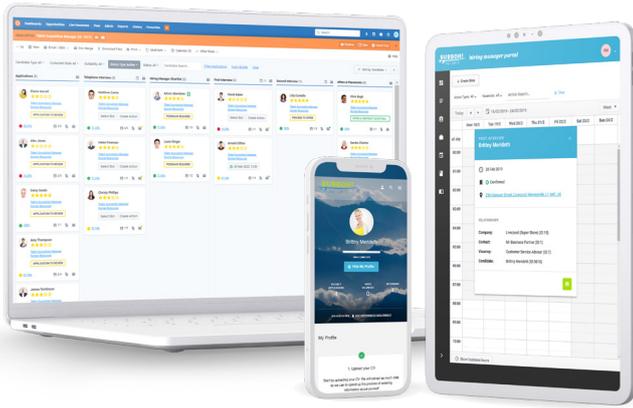
Hiring managers use Eploy's Hiring Manager Portal, tailored to the recruitment process, to work more effectively with the recruitment team. Together the teams are aligned to move candidates through the process, ensuring consistency and keeping recruitment on track and on time. This is set up with multi-level user permissions, so access is based on recruiter and hiring manager permissions.

Eploy's Vendor Portal is used to ensure effective management of vacancy assignments to Preferred Supplier List (PSL) Agencies. Any vacancy assigned to a PSL by an authorised Eploy core system user allows agency submissions to be duplicate checked against candidates that are already in Eploy. It also provides compliance checking such as a candidate's right to work in the UK or having permission to represent the candidate before any submission is made.

An integrated approach

Using job board multi-posting, fully integrated into Eploy's Applicant Tracking System, maximises exposure of jobs once a vacancy requisition is raised and approved. Jobs can be posted to both premium and free job boards as well as Nest's dedicated careers website, removing the need to post to each vacancy individually. Nest also uses specialist job boards such as LGBT Jobs, BAME and Diversity, demonstrating the Scheme's commitment to diversity and bias-free hiring.

Nest is a Disability Confident Employer level two, demonstrating inclusivity and actions to improve how they recruit, retain, and develop disabled people. Eploy's 'name blind' functionality supports Nest's approach to unbiased recruitment and removes candidates' personal and sensitive information to ensure a fair process for all.

Using Recite Me Accessibility Software as part of the candidate experience creates an inclusive online experience. The accessibility plug-in software that sits on the Eploy Candidate Portal gives candidates a more personalised experience. Candidates can customise the Nest careers site content based on their individual needs in a way that works best for them to navigate and consume content.

Nest implemented Eploy's existing integration with Experian's Right to Work (RTW) Checking Platform and Background Checking Services. This is a full API integration to Eploy's Core platform that enables Nest to use Experian's RTW verification services as part of a candidate's onboarding journey.

The end-to-end recruitment journey

Through connecting Eploy with other recruitment technology tools, Nest has enhanced the candidate journey and designed processes to identify top talent in an unbiased and barrier-free way.

Using the Eploy Onboarding module, the team at Nest configured their recruitment workflows in Eploy to enable the necessary checks to be incorporated as part of the onboarding process.

The recruitment team check offers and raise contracts and – once a candidate completes onboarding and the placement status is set to Offer & Contract Accepted – background checks are set to pending. Then the Experian Background Checking RTW integration runs and, once approved, the outcome in Eploy is updated as 'onboarding complete'.

Nest is also using a series of data exports from Eploy of which there are numerous trigger points to export new starter data from Eploy to iTrent, the HRIS & payroll system in place at Nest.

Nest uses Eploy's Single Sign-On capabilities, using Microsoft Azure Single Sign-On as their Identity Provider, making it easy and secure for hiring managers and the recruitment team to access the system.

Eploy's award-winning dashboards track recruitment activity and show the progress of the Equality, Diversity and Inclusion programme throughout each stage of the recruitment process.

Hiring Managers use the daily digest feature in Eploy that automatically emails hiring managers with their outstanding tasks. The digest contains links to the relevant pages in Eploy to help hiring managers complete their tasks efficiently.
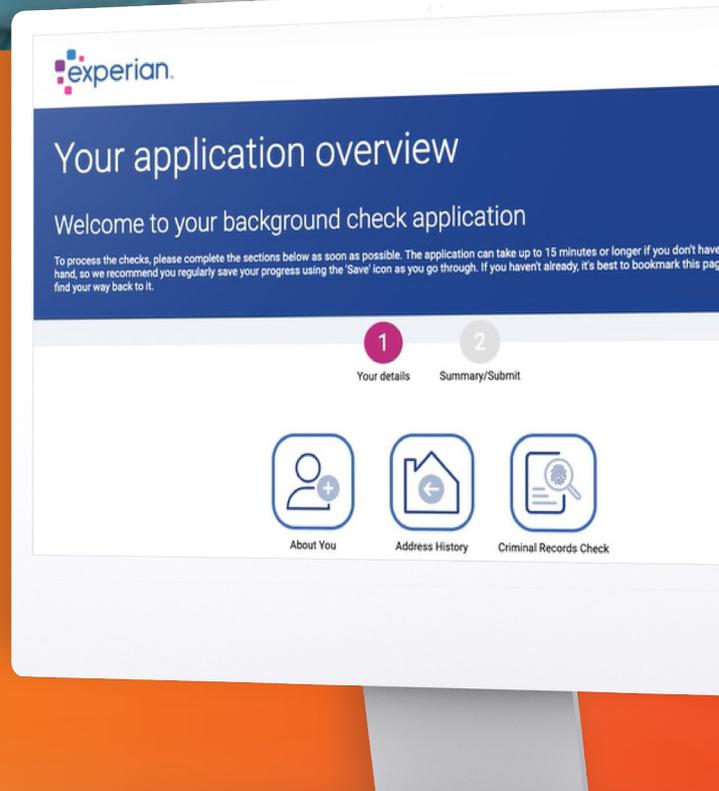
Tom Curphey, Resourcing Lead at Nest, commented:

"At Nest, we continue to make improvements with Eploy's complete Applicant Tracking System and integration with third-party tools using Eploy RESTful API.

"We wanted to build a customised platform which was not only fit for purpose now, but that would allow us to build on our successes. With Eploy we are delivering on that.

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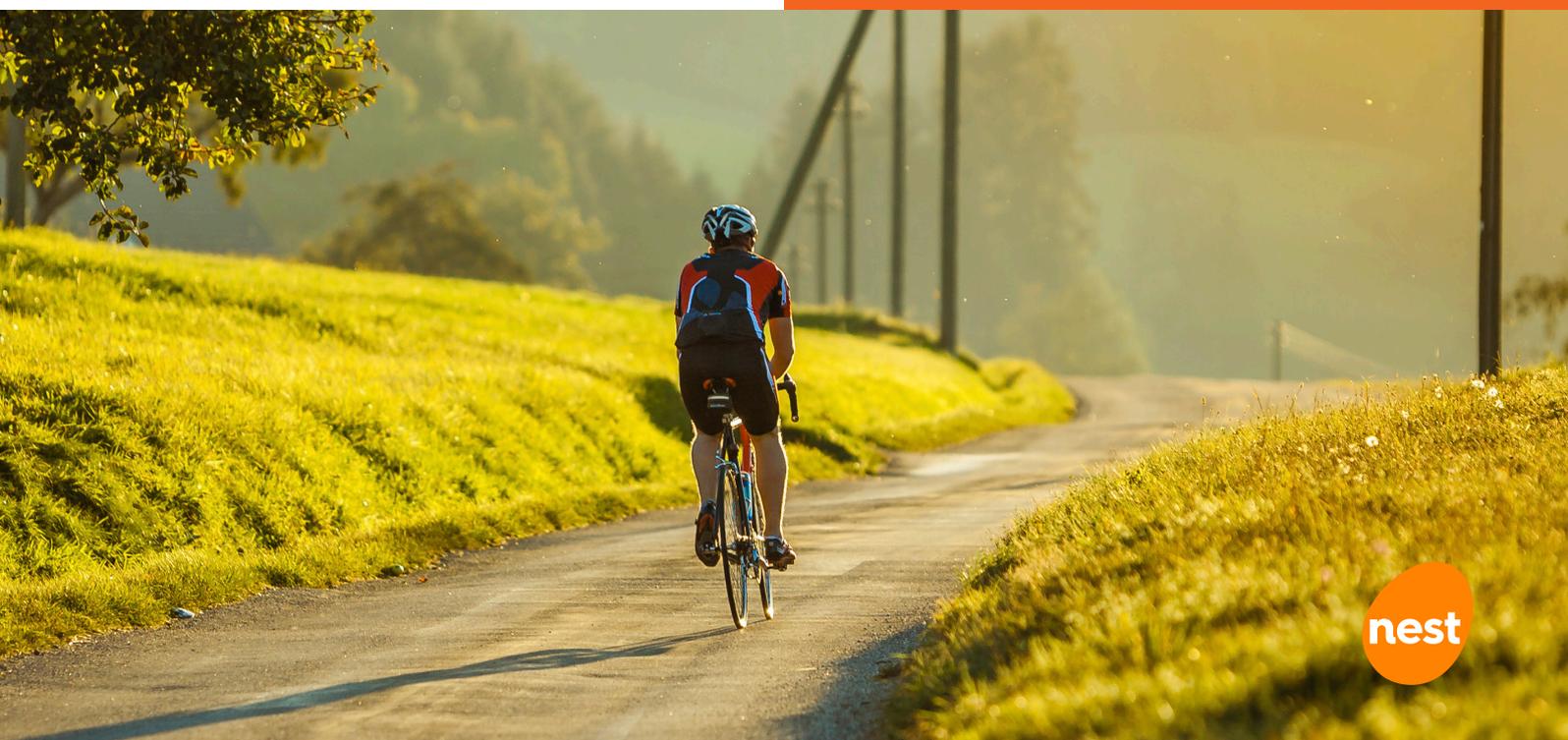
About Eploy

Eploy is the complete cloud-based recruitment platform for modern in-house recruitment teams. Eploy combines Applicant Tracking, Recruitment CRM, Talent Pools and Analytics into a unified web-based platform integrated seamlessly with your website to provide an excellent candidate experience.

Finding and recruiting candidates who are the perfect fit for your roles is always challenging. Fortunately Eploy's world-class recruitment software makes it much, much easier.

We've been helping leading companies move to the cloud and recruit faster and smarter since 1998.

Eploy is precision-engineered to work on every platform and add value to every stage of the recruitment journey. Eploy automates and simplifies recruitment processes to help you attract, engage, recruit and onboard candidates quickly. As Eploy is also your full talent engagement platform you can manage your relationships with candidates, departments and hiring managers better. With a high degree of measurability, you can track and analyse your recruitment performance, quality, costs and timescales accurately.

Our cloud-based recruitment platform is reinforced with market-leading mentoring and cross-sector expertise so you get the training and support you need to achieve a powerful commercial advantage.

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