

# Matthew Clark Success Story

## Company Profile

Matthew Clark is a national drinks wholesaler, supplying drink products, hospitality and marketing support to over 16,000 on-trade premises in the UK. They have over 200 years of experience behind them and know what it takes to thrive in their industry. They are committed to delivering a great experience to their customers, suppliers and their people.

## Problem

Without a streamlined process or sophisticated applicant tracking system in place, Matthew Clark was facing a lot of frustration in finding qualified candidates quickly and efficiently. Paired with an overly complicated application process, they were losing candidates while struggling to attract new talent. They were utilising their HR systems recruitment module which was very clunky and had poor usage from hiring managers who were required to view candidate applications within this. This led to a heavily reliance on recruitment agencies which made their cost per hire very expensive.

## Solution

With the implementation of Talentstream Recruit, Matthew Clark's recruitment process became efficient and streamlined, offering a constant funnel of candidates. Their candidate engagement dramatically increased as well; driving more qualified candidates to their jobs helped with their goal of being more self-sufficient and less reliant on agencies. Talentstream Recruit offers a variety of ways to help better connect with their ideal talent pool and move them through the recruitment process.

## Results

- Reduced the use of agencies
- Reduced time and cost per hire
- Simplified recruitment workflow which has been well adopted by hiring managers
- Ability to capture a greater number of candidates and automatically re-engage with them
- Ability to report on key metrics such as source performance and time to hire allowing more control over the recruitment budget

Our career site has been a great success and improved our candidate journey, roles are easily visible and allow candidates to apply without forced registration. We have a talent pool now where we didn't before, no more spreadsheets, in fact we have no paper process. The system has streamlined everything, including the link functionality our managers use. With our previous system a lot of managers didn't even bother to look at CVs. The manager would go straight to one of the recruitment agencies on our PSL, engage with them and completely forget that actually we might have had some people apply directly. Now it is easy for them to receive and view candidates.

*"You've got to be confident in the system, it was the best of the ones we'd seen"*

It was all about the client relationship, that we felt that we had an ongoing relationship with somebody that was going to listen to us, who was going to treat us like we were just as important as some of the other big players.



— Kim Weaver, HR Manager

*Matthew Clark*