CASE STUDY
TALEO IMPLEMENTATION
LEADING FINANCIAL SERVICES FIRM

INDUSTRY - Finance

REVENUE - 1 Billion
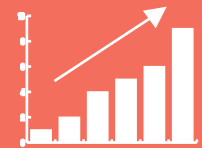
NUMBER OF EMPLOYEES - 14000

SERVICES PROVIDED

- Discovery
- Requirements Gathering
- Implementation
- Production Support

GEOGRAPHIES SUPPORTED

- United States
- Euope
- Asia

BENEFITS

- Streamlined Recruit - Retire Process
- Employee Onboarding Integrations
- Enhanced Analytical Reporting

Vigilant TECHNOLOGIES

CUSTOMER BACKGROUND

Client is a financial services firm founded in 1945, specializing in institutional equity, fixed income sales and trading, and serving the middle market with investment banking.

Vigilant Technologies has successfully implemented Oracle Taleo Enterprise Edition for client.
- Countries – 4 countries (across their subsidiaries and affiliates)
- Regions – Americas, Europe and Asia
- Employees – 14000
- Languages – 3 (American English, UK English, Spanish)

BUSINESS CHALLENGE

The current Applicant Tracking System (ATS) was not providing the desired streamlined recruiting experience and was causing pain points for candidates, recruiters, and hiring managers.

When they needed to turn to third party search firm recruiters, they needed to use a manual process. This Recruitment process was fragmented, manually intensive, with a fair amount of duplication, making it very time consuming. Had a lack of integrated e-recruitment solution comprising of a recruitment management system and career website to attract and retain talent.

SOLUTION & APPROACH

- Client implemented Taleo Enterprise Edition as a way to streamline the process. With Taleo Recruiting module, it has now improvised productivity time from Hire to Onboard and provide platform for better user engagements and reduced paper work. Additionally, have a seamless integration that can support the growing business need. This is a fully integrated talent acquisition solution with end-to-end recruiting automation. Harmonized their diverse business processes across their regional and country offices.
- With Taleo Onboarding module, automated and streamlined process was established along with compliance with large ramp up time. Taleo Onboarding module, established a robust, automated and uninterrupted experience to candidates, new hires and employees.
- The Reporting and Analytic capabilities enabled the Recruiters and managers to identify areas of concern within the talent acquisition function to track key metrics, such as source of hire, retention, and quality/productivity of hire.

BENEFITS

- Social sourcing to attract passive candidates
- KPI's for recruiting/ onboarding
- Enhanced Analytical Reporting capabilities
- More time available for the essence of recruiting
- Better historical records
- Less time spent on matching candidates to jobs
- Improvised options for finding the right candidates
- Improved results because of semantic capabilities

ABOUT VIGILANT TECHNOLOGIES

Vigilant is a global IT Services firm specializing exclusively in Oracle Professional and Managed Services. Headquartered in Troy, Michigan, Vigilant's global presence provides our customers with a wide range of service delivery options, including on-shore, near-shore and off-shore models, as well as 24×7, "follow the sun" service for post-deployment support.