



Aldi Stores UK & Ireland

Helping one of the UK's largest supermarkets move towards a standardised, central approach to recruitment.



The Vacancy Filler system has improved the quality and frequency of candidate engagement and provided us with a consistent and repeatable process across all of our thirteen UK and Irish Regions.

KELLY STOKES
RECRUITMENT DIRECTOR AT ALDI STORES UK



Aldi is the UK's fifth largest and fastest-growing supermarket with over 830 stores and 32,000 employees across the UK.

The company has more than doubled its market share since 2010 by attracting hundreds of thousands of new customers every year with its range of exclusive

brands, passing low operating costs on to customers in the form of low prices.

In 2019, Aldi is opening 65 new stores and by 2025 will operate over 1,200 stores.

To support the company's growth, the Aldi Academy was launched in October 2013. This facility, based at its Regional Distribution Centre in Bolton, was set up as a centre of national excellence for Recruitment, Training HR Administration and Health and Safety.

Moving to a standardised central approach to recruitment was an important step to ensure that Aldi could meet its ever-growing requirements. It was also essential that the Academy was operationally efficient, still allowing Hiring Managers to retain ownership and to make recruitment decisions for themselves.



Part 1: The Candidate Journey

For the Candidate Journey element of the project, the Aldi careers website was completely revamped. It now showcases their story, their people, their programmes, their employee expectations and acts as the main stage to promote their dedication to being an employer of choice.



The whole process is a lot more efficient, administration has been reduced, we're able to respond to candidates quicker and their whole experience of the recruitment process is more engaging.

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The Solution

Aldi chose Vacancy Filler as its technology partner to implement its Best-in-Class Applicant Tracking System.

Vacancy Filler was chosen for its ease of use and its guided candidate shortlisting functionality whereby candidates can be scored by the Hiring Manager against essential and desirable criteria, ensuring a uniform process.

Overall the recruitment process project was broken down into two parts: the Candidate Journey and the Hiring Manager Journey.

Starting the application process, candidates pass through various role-specific screening stages such as Minimum Requirements, Cultural Tests and Situational Judgement Tests to help towards ensuring that the role is right for them, before being invited to complete an application form. This was one of the key design principles for the project as a lot of time was previously spent sifting through large numbers of CV'S.



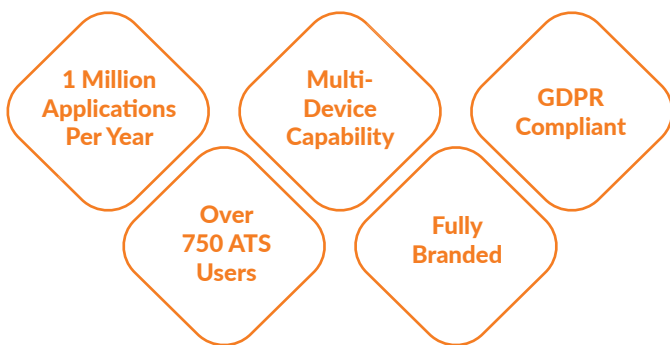


Part 2: The Hiring Journey

Candidates that successfully complete the Candidate Journey then go through role-specific screening stages. One of these invites candidates to conduct a Video Interview, the results of which can be viewed and shared with Hiring Managers within the system.

After screening, candidates are automatically dropped into the Hiring Managers Dashboard where they step through each role-specific stage of the recruitment process. Vacancy Filler's software guides Hiring Managers and candidates through each stage of the process, automatically notifying candidates if they were successful (or otherwise). The Hiring Managers, using competency-based rating sheets, score candidates following assessment stages ensuring consistency across the process.

Candidates are offered positions through the system which when accepted go on to capture New Starter information right up to the completion of the recruitment process which is integrated into their HRM.



Candidate Portal

In January 2019 the Candidate Portal was launched to give candidates the ability to track and manage their applications. This mobile-first platform uses context-based application statuses and actions based on where the candidate is in the process. It also allows candidates to send queries direct to the relevant team, as well as read FAQs, which along with their application status helps to reduce common queries received by the Recruitment Team and the Technical Support Team.



Reporting

Aldi can temperature check against recruitment goals with dashboards and reporting functionality via the ATS, to make informed decisions for their area of responsibility and the wider business.



Why Vacancy Filler?



**BEST-IN-CLASS
ATS PLATFORM**



**SERVICE DESK
FOR CANDIDATES
AND USERS**



**CUSTOMER-CENTRIC
ROADMAP**



**DEDICATED PRODUCT
MANAGER**



We are now able to take a more holistic approach to our recruitment which allows us to forward-plan our people requirements more effectively for the next 12 months.

KELLY STOKES
RECRUITMENT DIRECTOR AT ALDI STORES UK




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