

RECRUITER'S GUIDE

Survival of the Fastest:

How Data Driven Automated Recruitment Can Ensure Your Campus Recruitment Program Succeeds



Oleeeo

Campus recruitment events offer an incredible opportunity to network with young professionals and raise interest in your organization. A larger talent pool gives you more applicants to choose from and increases the possibility of finding that “perfect” candidate. Unfortunately, the large talent pools of campus events can also increase your workload and keep you from focusing on candidates’ specific qualifications.

To stay on top of the high volumes, many organizations have adopted a configurable applicant tracking system (ATS) like Oleo to simplify campus recruitment and keep the candidate search focused on what’s most important.

**Read on to learn how
ATS software can ensure
you recruit the best young
talent on campus.**





Reduce the time and costs of the hiring process

Organizing and documenting numerous applications can add needless administrative time to your workload — time that should be focused on getting to know the candidates. A dependable ATS can help reduce the work required to process applications by automatically organizing candidates and intelligently assessing each applicant based on their skills, experience, and more. As a result, Oleeo's ATS saves your organization time and money by taking the tedious filing off your shoulders.

Manage high volume applications

A high intake of applications is ideal for having the most options, but sorting through hundreds of candidates or more can quickly blur the names and faces together — especially for high-volume hiring. Depending on how many positions you're filling, you may not have the time to examine every candidate's application and background individually.

Opportunity: Site Manager 0
Status: **LIVE**

Applicants

Shortlisted candidates

Eliza	James	★★★★★	👁️ 👤	🔴
Andrew	Beckles	★★★★★	👁️ 👤	🔵
LaToya	Lopez	★★★★★	👁️ 👤	🔵
Jose	Santos	★★★★★	👁️ 👤	🔵
Sophia	Ali	★★★★★	👁️ 👤	🔵
Hayley	White	★★★★	👁️ 👤	🔵
Ibrahim	Umar	★★★★	👁️ 👤	🔵

Interview booked with **Eliza James**

Oleeo's configurable applicant tracking system can help recruiters and hiring managers easily channel through high volumes of applications by organizing candidates, offering easier access to application details, and recommending the most suitable candidates using AI driven assessment and selection tools.

[LEARN MORE](#)



Automatically pinpoint the skills you need

Choosing your next new hire is a massive decision that may impact your organization for years. Because of this, the candidates you move forward with must match the skills you need, which can be challenging to assess on your own — especially when there are time constraints.

Oleeo's AI driven assessment and selection tools automate the data analysis for you. Designed to support your hiring decisions, the data driven tools score and prioritize candidates based on the suitability of their application according to your pre-defined criteria. Helping you and your teams to focus on these shortlisted candidates, saving you time and effort.

Create an inclusive process

Improve quality of hire with diversity recruitment. Oleeo enables inclusive candidate experiences that strengthen the impact of diverse recruiting strategies.

Oleeo proactively roots out the subtle biases that can undermine progress.

Job post debiasing, AI-powered selection criteria, dynamic workflows, and tailored content help bake fairness into every step of the recruiting process.



PRO TIP:

It is easy to skip over fine details when manually screening high volumes of applications under time pressures. Using Oleeo's AI and Data driven selection and assessment products will ensure no details are missed.



Improve candidate relationship management

Candidate relationship management (CRM) refers to the relationships and engagements between candidates and recruiters. At a base level, CRM describes the rapport candidates have with hiring managers during the hiring process, whether they get the job or not. Positive, consistent communication between the employer and prospective employee is crucial for the recruitment process, as **most high-level candidates won't accept a job if they don't feel they'll be happy there or if they find the staff unfriendly.**

75%

of job seekers said that positive candidate experience influenced their decision to accept an offer.

— According to the Manpower Group



Fill entry level jobs

Over 80% of your graduate applications won't make your programme. This candidate pool of talented individuals doesn't have to go to waste. **Talent Rediscovery from Oleeo enables you to continue to keep candidates engaged with your brand**, and when new roles outside the campus programme become available based on their skills listed within the ATS, they will be flagged and ranked by suitability so you can bring them into the organization quickly as they have already completed many of the steps within your hiring process.



Simplify the onboarding process

Onboarding is usually the final step in the hiring process, but it's still crucial for maintaining candidates' interest and adequately integrating them within your organization. A lack of communication from offer to day one or a prolonged onboarding process could encourage new hires to begin looking at other roles, so it's important to keep consistently communicating and ensure onboarding is fast-paced, informative, and friendly.

From job offer to day one, there are still a number of checks and processes that need to be completed. **Oleeeo's ATS can help you construct a reliable, digitalised onboarding process**. Right to work and pre-employment checks can be completed with ease directly in the ATS via our partners TrustID, Vetty and Docusign. Highly personalized communications can be scheduled and sent automatically via SMS, Email and Whatsapp to ensure candidates continue to be engaged and are excited and looking forward to joining the organization.

Determine the best recruitment strategy

As recruitment trends continue to shift in the wake of COVID-19, your recruitment strategy must shift too. How you describe an open position one month may have to change the next month to account for skills gaps, market shifts, and what candidates are looking for work right now. Fortunately, a configurable applicant tracking system can allow you to make instant changes that will enhance the candidate experience.

PRO TIP:

Report hub services provide your organization with up-to-date reports on workflow, recruitment, and more. Oleeeo's reports track hiring peaks and other recruitment trends to help you determine a timely strategy and set realistic expectations. These reports can also help you identify which job listings are or aren't working with real-time accuracy.





Use a configurable Applicant Tracking System for campus recruiting

Oleeeo has created a configurable applicant tracking system that has helped many employers develop the best recruitment strategies to keep ahead of the changing times.

We offer flexible solutions for campus recruitment, high-volume hiring, and talent bank automation.

[Request a demo today](#) to learn how Oleeeo can help your recruitment plan.



About Oleeo

Oleeo helps enterprise businesses improve their recruitment strategy. Unlike other applicant tracking systems, companies don't need to change their processes to fit the software, Oleeo Recruit is completely customisable.

The system uses AI to help recruitment managers quickly sift through thousands of applications and automation nurtures candidates through the recruitment process. Oleeo Recruit enables companies to attract a more diverse workforce by de-biasing job postings and offering blind application screening. You can even benchmark your data to ensure you're moving diverse candidates through every step of the hiring process.

With clients such as the UK Police Force, Amazon Stores and Morgan Stanley, Oleeo guarantees to halve your time to hire. Recruit the best talent, your way with Oleeo.

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