

HELPING RHONDDA CYNON TAF BOROUGH COUNCIL IMPROVE THE RECRUITMENT EXPERIENCE

CHALLENGE

Rhondda Cynon Taf Council is the second largest Local Authority in Wales. The county borough was formed in 1996 following the abolition of the county of Mid Glamorgan and the resultant merger of the former Mid Glamorgan districts of Rhondda, Cynon Valley and Taff Ely (with the exceptions of Creigiau and Pentyrch).

The population of the county is 234,300, consisting of 99,700 households and can and handle over 7,000 job applications per year.

WHAT LED TO THE NEED FOR A NEW SYSTEM?

Rhondda Cynon Taf Council wanted a solution that would handle large volumes of applications from interested applicants and help it manage its entire recruitment process, making it as easy and straightforward as possible, whilst allowing candidates to demonstrate skills and expertise.

The council needed an e-recruitment system tailored to the needs of public sector recruiters with functionality including vacancy authorisation processes, online selection panels, anonymous candidate lists, guaranteed interview scheme management, integrated online referencing and calendar integration.

WHAT DID OLEEO DELIVER?

In 2013, Oleeo deployed the Oleeo Recruiting Enablement Platform to help the council meet its objectives and be able to take advantage of a comprehensive reporting suite designed for government-based organisations.

Oleeo wrote the UK Government's Guide to Best Practice in e-recruitment and are the leading supplier of public sector e-recruitment systems to both central and local government organisations.

Our technology is compliant to civil service recruiting principles helping ensure better quality of candidates, streamlined and accelerated processes and first-line support.

"Oleeo has proven to be a reliable product with excellent readily available support."

Andrew Downie,
Job Analyst, Rhondda Cynon Taf
County Borough Council

92%

of applications are now received online

7,000

job applications a year processed by Oleeo



RESULTS

Key results identified by Rhondda Cynon Taf Borough Council

Greater 'buy-in' levels

Achieving a greater level of 'buy-in' from recruiters, refining processes and procedures

96% candidate satisfaction

96% of candidates rate the application process as good to excellent.

More quality candidates

Increasing the number of candidates and the quality of their experience

Establishing robust solutions

Establishing a more robust and configurable solution

Welsh language

Promoting the use of the Welsh language and using multiple job boards

Dual-language support

Making all Rhondda Cynon Taf vacancies and communications available in both English and Welsh,

Online applications

92% of applications are now received online

Reduction in cost

Significant reductions in administration time and cost to recruit.

MORE POWERFUL TOGETHER



STRONG HERITAGE | STRONG FUTURE
RHONDDA CYNON TAF
TREFTADAETH GADARN | DYFODOL SICR

OLEEO CASE STUDY

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