

OPTIMISING THE NEWTON EUROPE GRADUATE RECRUITMENT EXPERIENCE

CHALLENGE

Newton Europe is an Oxford-based operational performance improvement specialist, working with clients including British Airways, BAE Systems, Nissan and several NHS Trusts. It recruits operational improvement consultants in three areas – operational, procurement and supply chain and business technology. The firm needed an applicant system that could help it fill crucial graduate roles quickly with the best quality consultants.

WHAT LED TO THE NEED FOR A NEW SYSTEM?

Newton was known for being one of the top paying graduate employers but wanted to amplify its profile and become more scalable. It had three key needs from a new application tracking system:

- Double the number of offers Newton makes
- Increase the number of applications Newton receives
- Completely overhaul their recruitment process to sustainably deliver results

WHAT DID OLEEO DELIVER?

Newton Europe implemented the Oleeo Recruiting Enablement Platform, built to help recruiters with finding, nurturing and hiring the best new talent covering college/school leavers, university/MBA graduates, apprentices and interns. It covers the entire journey of an applicant from attraction and engagement (including events) to on-boarding, helping to reduce the high risk of renegeing. The platform enables time efficiencies and saves on resourcing costs so that Newton Europe could recoup its investment within the first year of using it and could focus on crucial engagement to avoid the risk of renegeed offers as well as allowing the organisation to post one vacancy instead of 50 for a single post using bulk processing.

“Oleeo offers us a very lean and efficient process for recruiting graduates into our growing business.

The system helps us to streamline our resourcing and make significant savings in the process. It is a great solution for graduate recruiting on an end-to-end basis.”

Hannah Rolph,
Head of Graduate Recruitment,
Newton Europe



increase in applications received by Newton using Oleeo



the number of days it now takes to screen all applications

NEWTON

RESULTS

Key results identified by Newton Europe

Screening time halved

Reduced screening time from 15.5 days to 7.5days.

Rise in rankings

Rise from 57th to 37th position in The Times top 100

Increase in applications

A 73% increase in applications submitted.

New framework

A new 16 question framework was put in place, helping to create a process which was agnostic and did not rely on a candidate's degree.

Increased assessing time

Increased assessing time per candidate 4.5hrs to 5.5hrs.

Hundreds of new candidate signups

Averaged 500 sign ups per guerrilla graduate events.

Increased one on one assessor time

Increased one on one assessor time with candidates.

Objective decisions

More objective decisions made on data.



**MORE
POWERFUL
TOGETHER**

NEWTON

OLEEO CASE STUDY

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