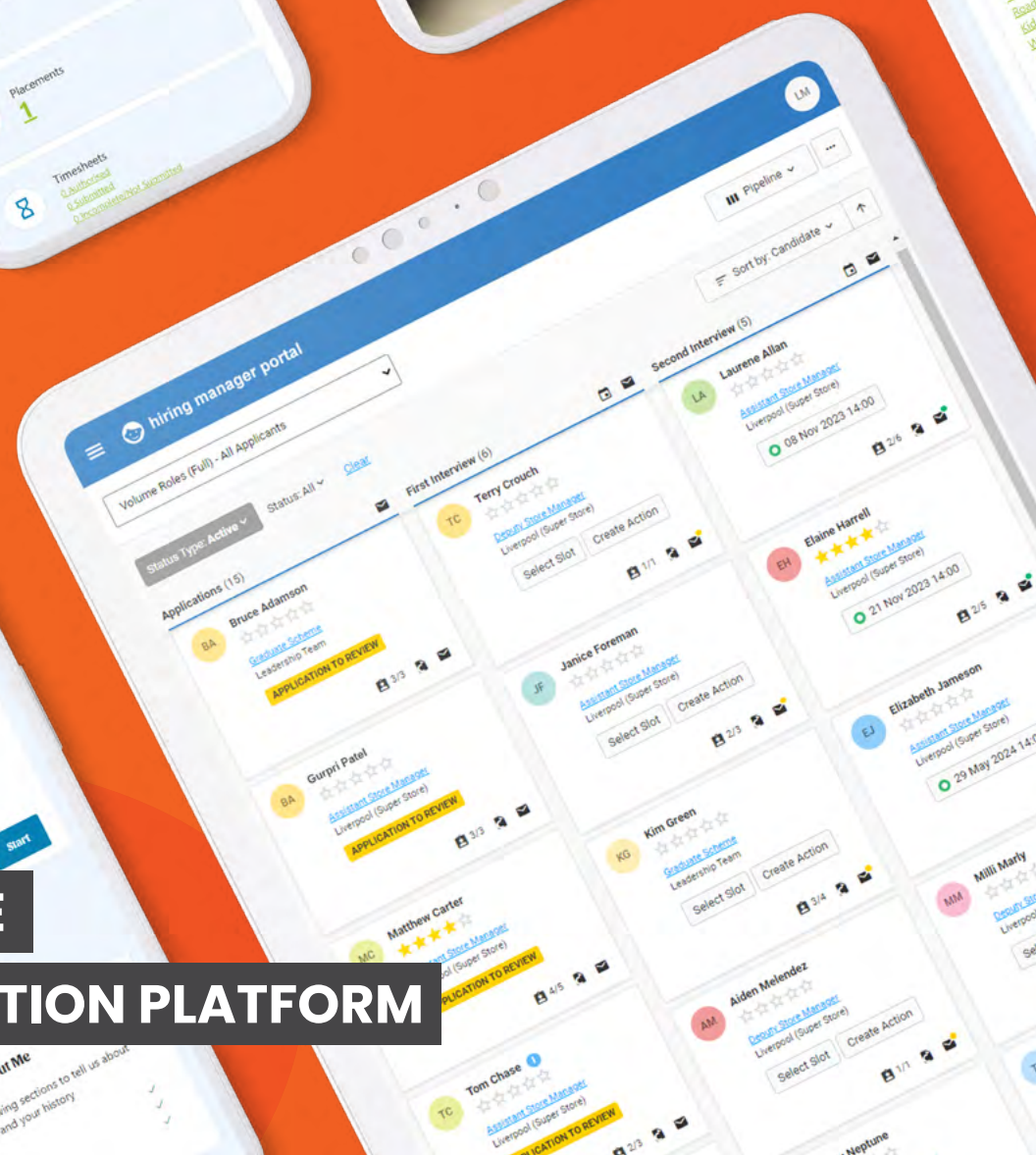
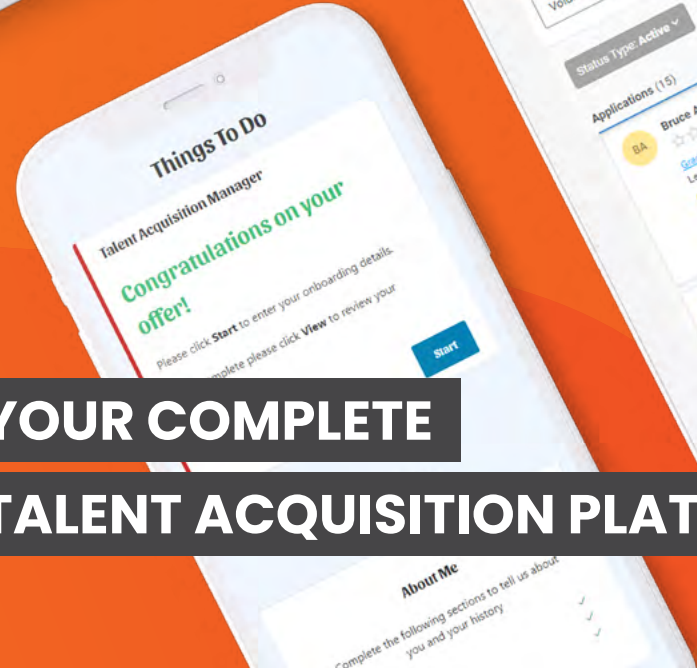
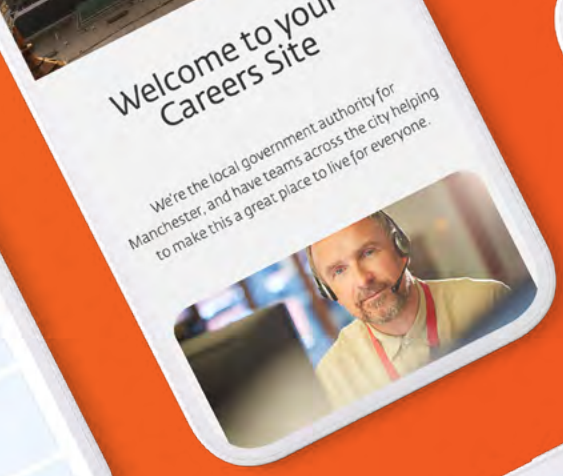
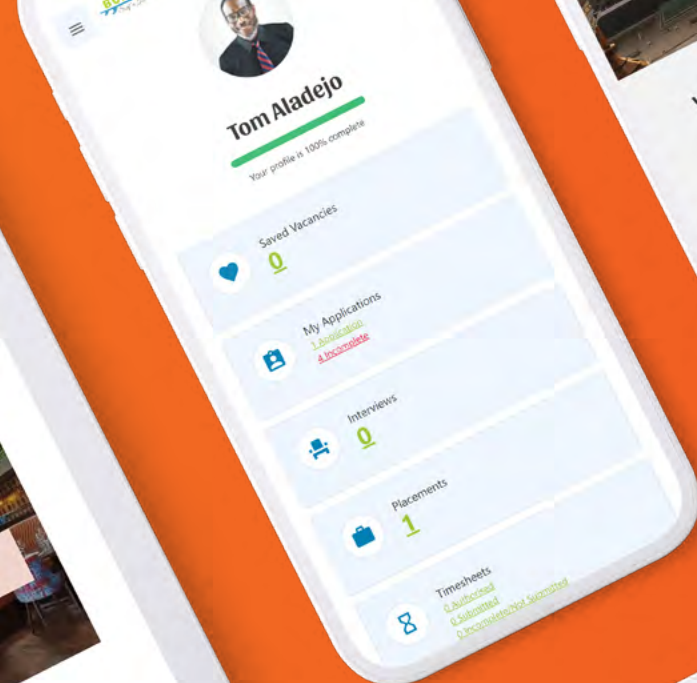
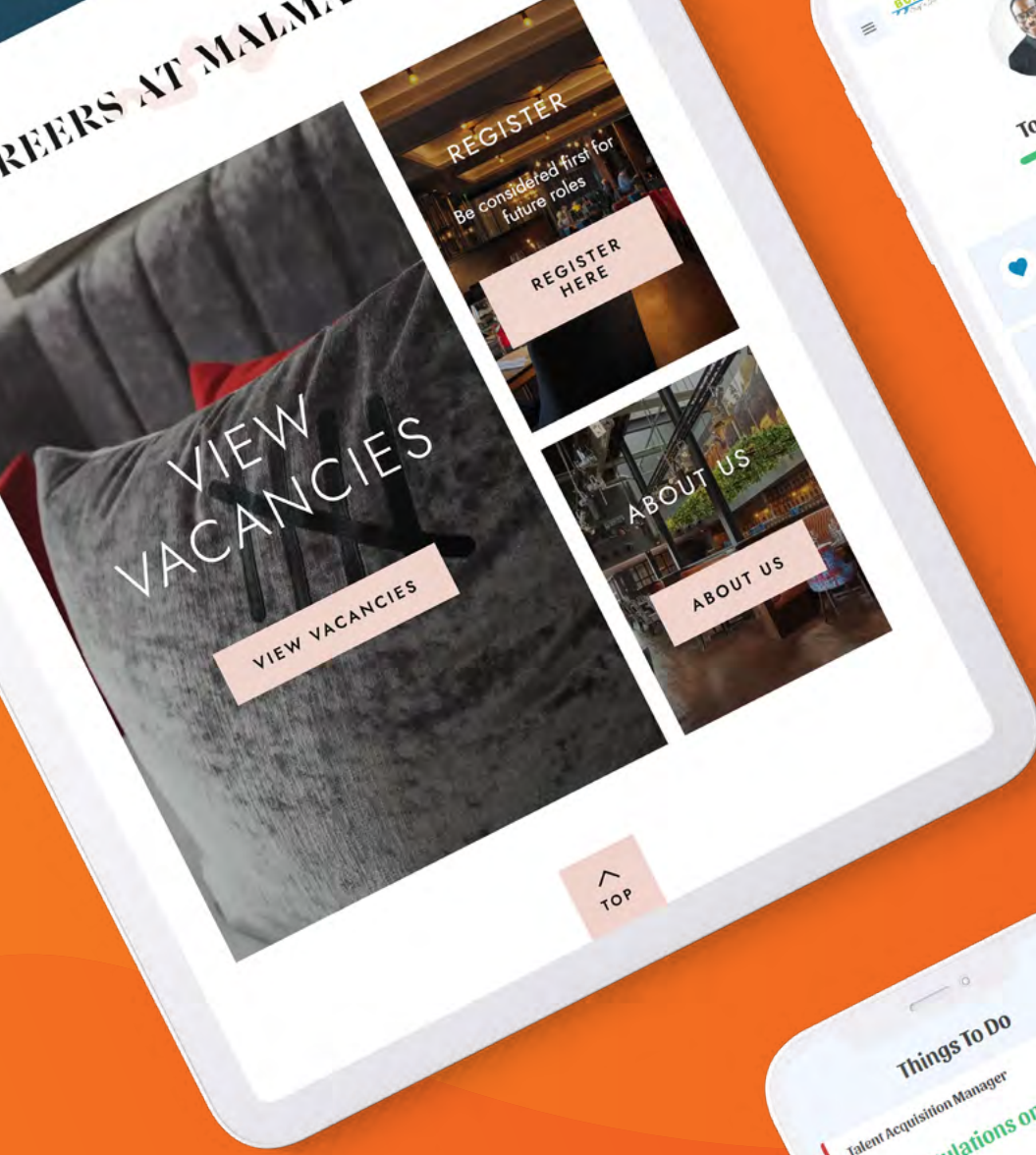


CAREERS AT M...  
VIEW VACANCIES



**YOUR COMPLETE  
TALENT ACQUISITION PLATFORM**

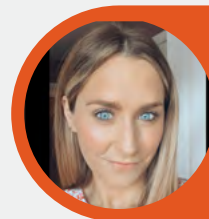


**Eploy is the complete cloud-based recruitment platform for modern in-house recruitment teams. Eploy combines Applicant Tracking, Recruitment CRM, Onboarding and Analytics into a unified web-based platform integrated seamlessly with your careers site to provide an excellent candidate experience.**

Finding and recruiting candidates who are the perfect fit for your roles is always challenging. Fortunately Eploy's world-class recruitment software makes it much easier.

Eploy is precision-engineered to work on every platform and add value to every stage of the recruitment journey. Eploy automates and simplifies recruitment processes to help you attract, engage, recruit and onboard candidates quickly. As Eploy is also your full talent engagement platform you can manage your relationships with candidates, departments and hiring managers better. With a high degree of measurability, you can track and analyse your recruitment performance, quality, costs and timescales accurately.

Our cloud-based recruitment device is reinforced with market-leading mentoring and cross-sector expertise so you get the training and support you need to achieve a powerful commercial advantage.



*"Our hiring managers never used an ATS as part of our process previously so quickly saw enhanced benefits with the new way of working and use of supporting systems. They are much more engaged in the recruitment process and can now screen their own candidates, view their pipelines on mobile, desktop and remotely when traveling across the country."*

**Sally Bradbery,**  
Group Resourcing Manager,  
Barratt Developments PLC

**The perfect  
recruitment journey  
for recruiters,  
resourcers,  
talent acquisition,  
hiring managers,  
candidates,  
your PSL, and HR.**



# Welcome to **faster, smarter** recruitment software.





# Job Requisitions

Get your recruitment campaigns off to a flying start and ensure your 'request to recruit' process is followed every time.

## KEY FEATURES:

Job raising • Jobs library • Hiring team assignment  
Authorisation workflows • Notifications • Customisable forms  
Requisition Workflow Builder

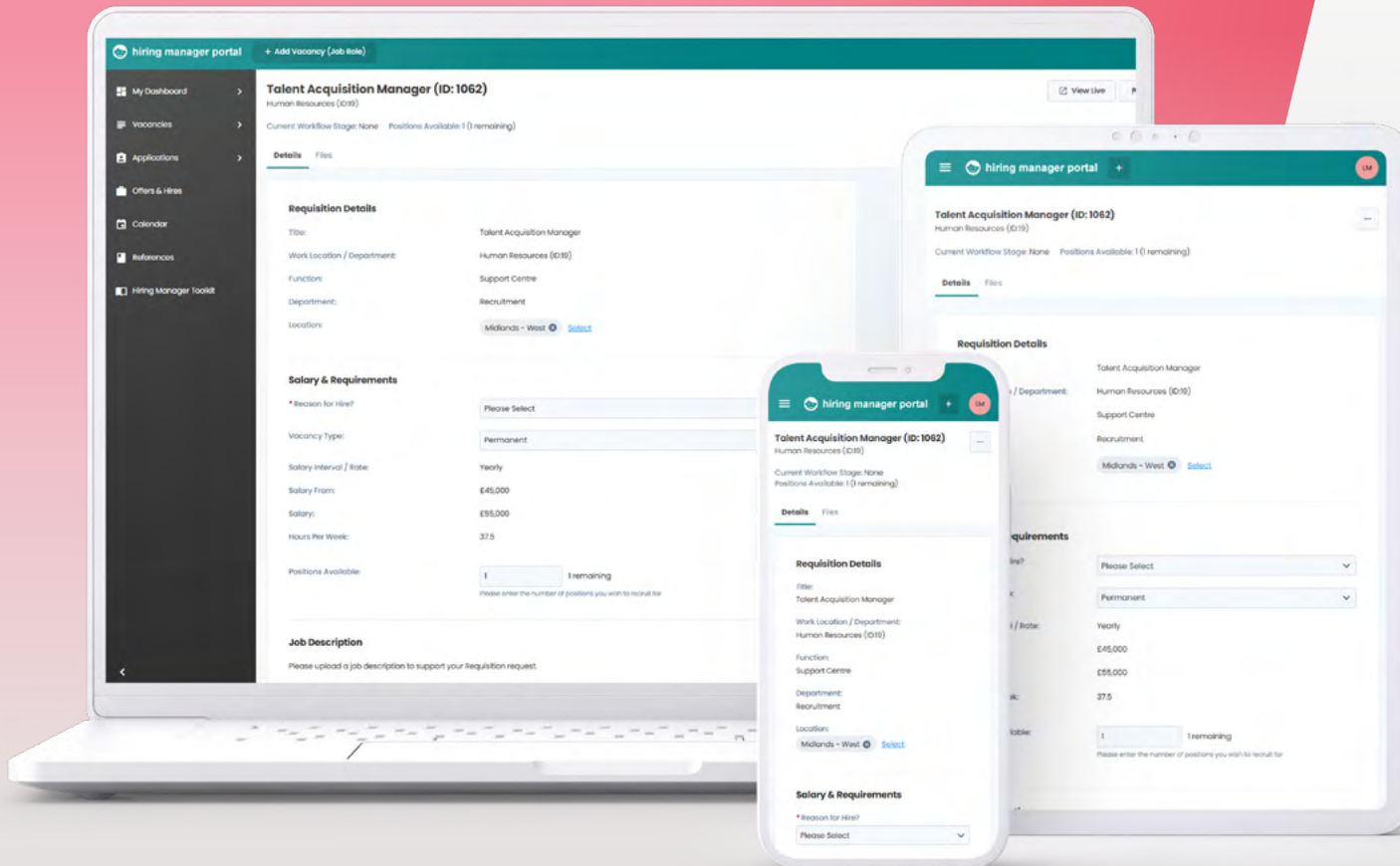


**Raise jobs accurately, gain approval efficiently and kick-start your recruiting.**

Raising a job should be simple, but always ensure approval is gained before posting.

Eploy gives everyone the right tools to make requisitions a completely paperless process. Hiring managers can raise requests by selecting from your jobs library or creating new roles from scratch. Next, the requisition is sent to the right people for approval before your recruitment campaign starts.

Along the way, you can gather more information, like timescales and reasons for recruiting. Eploy tracks every requisition at each stage and provides the checks and balances needed for successful workforce planning and hiring.





# Talent Pooling

Talent Pools become second nature and easy to nurture with Eploy's Candidate Relationship Management for your passive and active candidates.

## KEY FEATURES:

Talent pools • Skills library • Auto-skilling • Auto skills match  
Saved searches • Advanced search • Filtering • Full candidate CRM  
Email & SMS marketing • Document merging

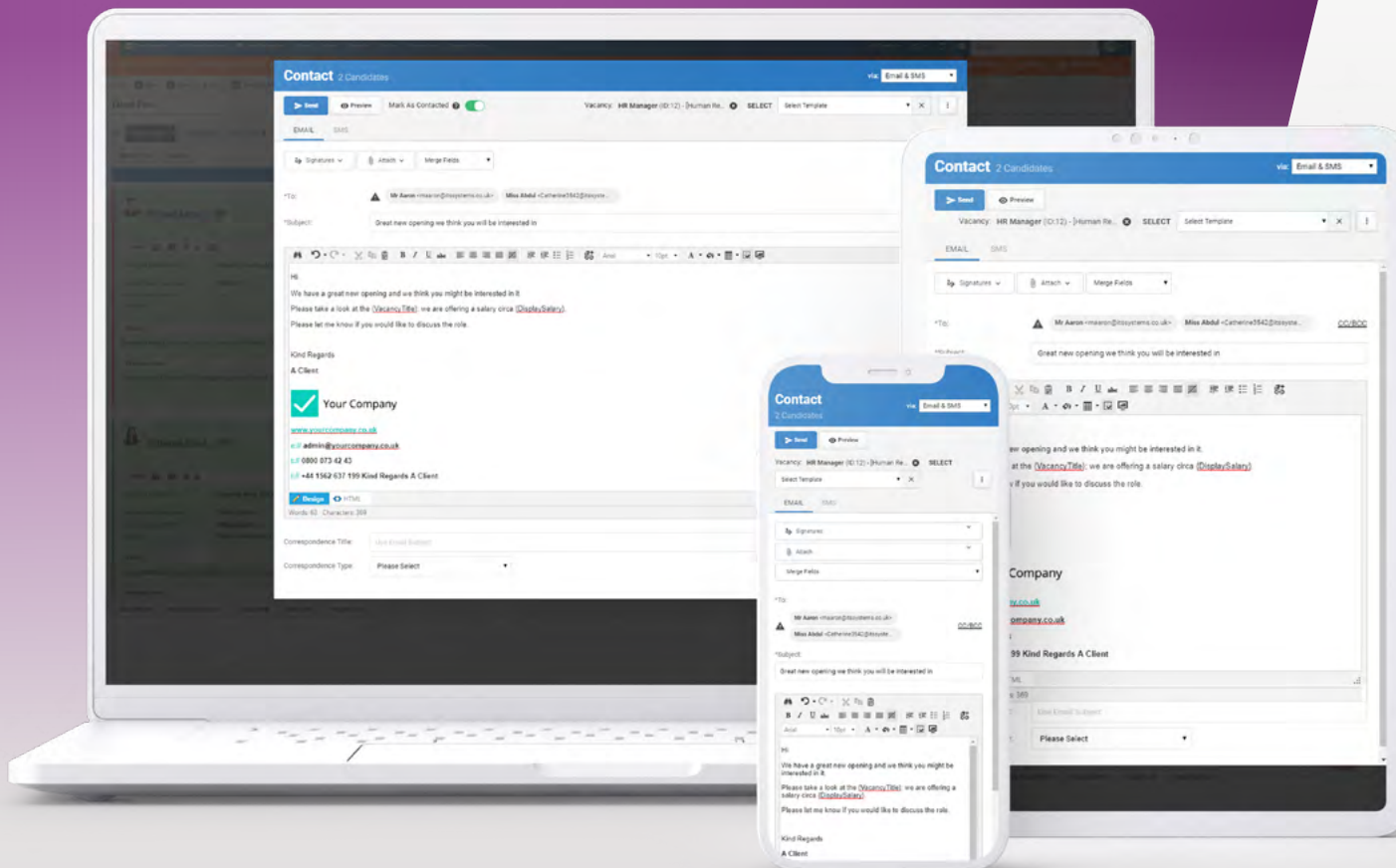


**Start recruiting pro-actively. Organise, target and engage your ideal talent.**

Ensuring you always have the right talent in the right place at the right time requires well-stocked, enthusiastically engaged pools of qualified candidates. So, when you can't rely on sufficient, qualified active candidates applying to your jobs you'll need a talent pipelining strategy.

With Eploy you can create talent pools of passive candidates and consistently and measurably engage with them. So, when that next job requisition hits your desk, you're ready to go. You'll already have a target list of pre-screened, engaged candidates ready for your approach.

Group talent by any criteria - like skills, experience, qualifications and location. With Eploy you can ensure you target the right talent with the right messages.



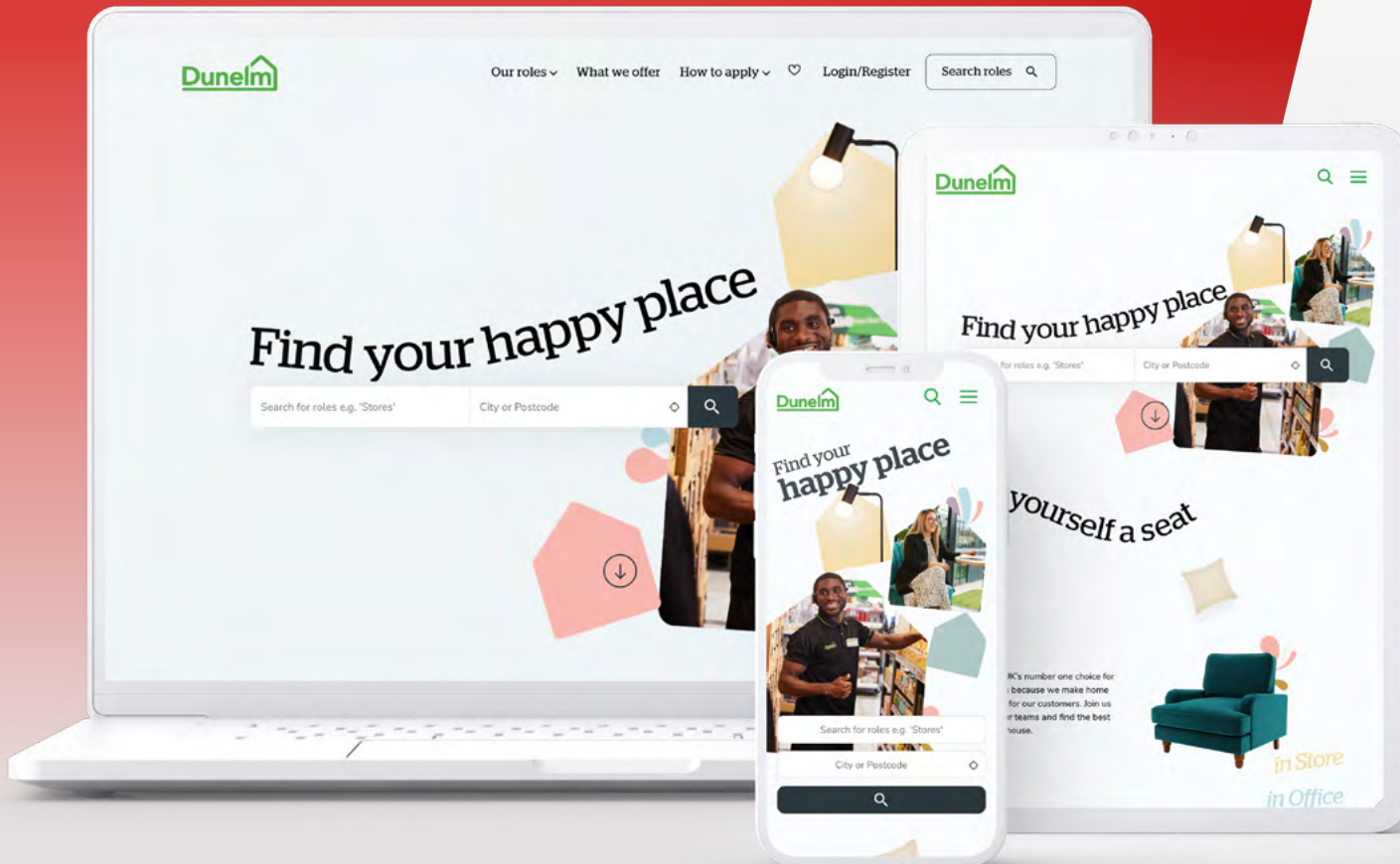


# Candidate Attraction

Deliver a stellar candidate experience that attracts and engages the right talent at the right time, on any device.

## KEY FEATURES:

Job posting • Careers pages • Online applications • Mobile optimised • Vacancy search  
Suggested jobs • Referrals • CV import • Email sync • Agency management  
Social login • Rich media job pages • Internal Jobs • Facebook Jobs Integration  
Indeed Integration (Indeed Apply & Sponsored Jobs) • Google for Jobs



**Seamless career site integration.**

**A first-class experience for your candidates.**

Eploy is the ATS designed for modern websites. You don't need to settle for boring, standardised jobs pages - put yourself ahead of your competition instead.

Help your candidates find their ideal career with beautiful search engine optimised landing pages. Your job search and job pages are fully customisable to work for you and your candidates. With Eploy you get the smoothest candidate experience imaginable.

So, whether you're trying to pinpoint that hard-to-find and highly-skilled professional or running your volume recruitment campaigns, Eploy supports your recruitment function at every level – giving you the competitive edge.



# Employee Referrals

Unlock the Power of Connections:  
Source Top Talent through Employee Referrals.



## Boost your sourcing with gamified Employee Referrals.

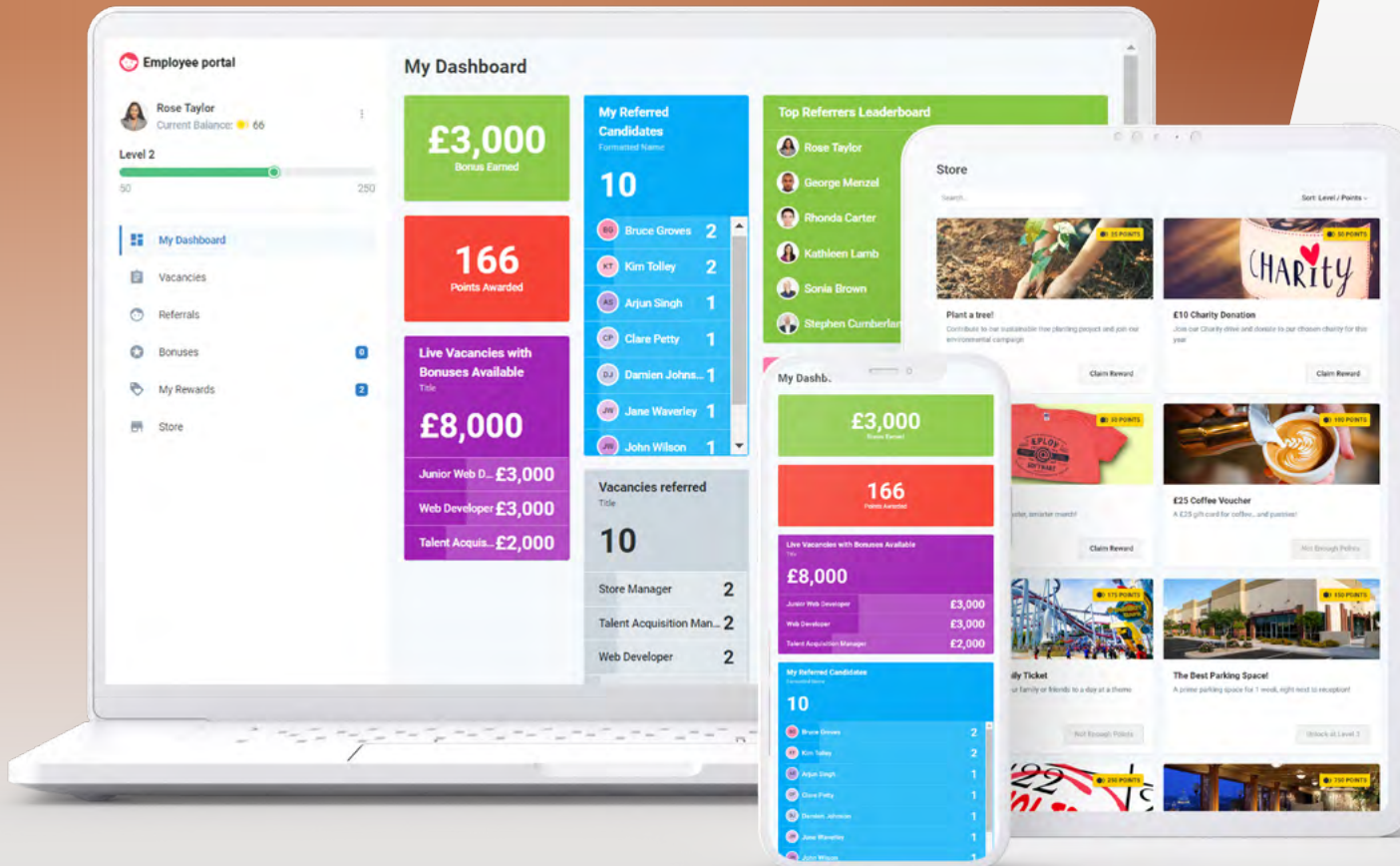
Unleash the potential of your team's networks to source exceptional talent effortlessly. Enhance engagement, streamline hiring processes, and tap into a pool of highly qualified candidates through trusted employee referrals.

Unlock a new level of employee engagement and collaboration with Eploy's Employee Portal. It empowers your workforce to view vacancies effortlessly, refer candidates via email, social networks, WhatsApp & QR Codes, and earn points for activity. With gamification and leaderboards, fuel healthy competition and redeem points for rewards and bonuses for new hires.

Tailor every aspect of the referral process, from determining who can make referrals to customising cash bonuses for successful hires. With the ability to fine-tune the points system that powers gamification and manages your rewards, you can align the module precisely to your organisation's unique needs.

### KEY FEATURES:

Employee Portal • View and share vacancies via email, social, QR codes and WhatsApp • Referral tracking • Points and bonus management  
Rewards store • Gamification: dashboards & leaderboards  
Programme management • Employee management





# Recruitment Marketing

Engage your dream team -  
where talent meets technology.



**Amplify your employer brand and nurture your ideal talent.**

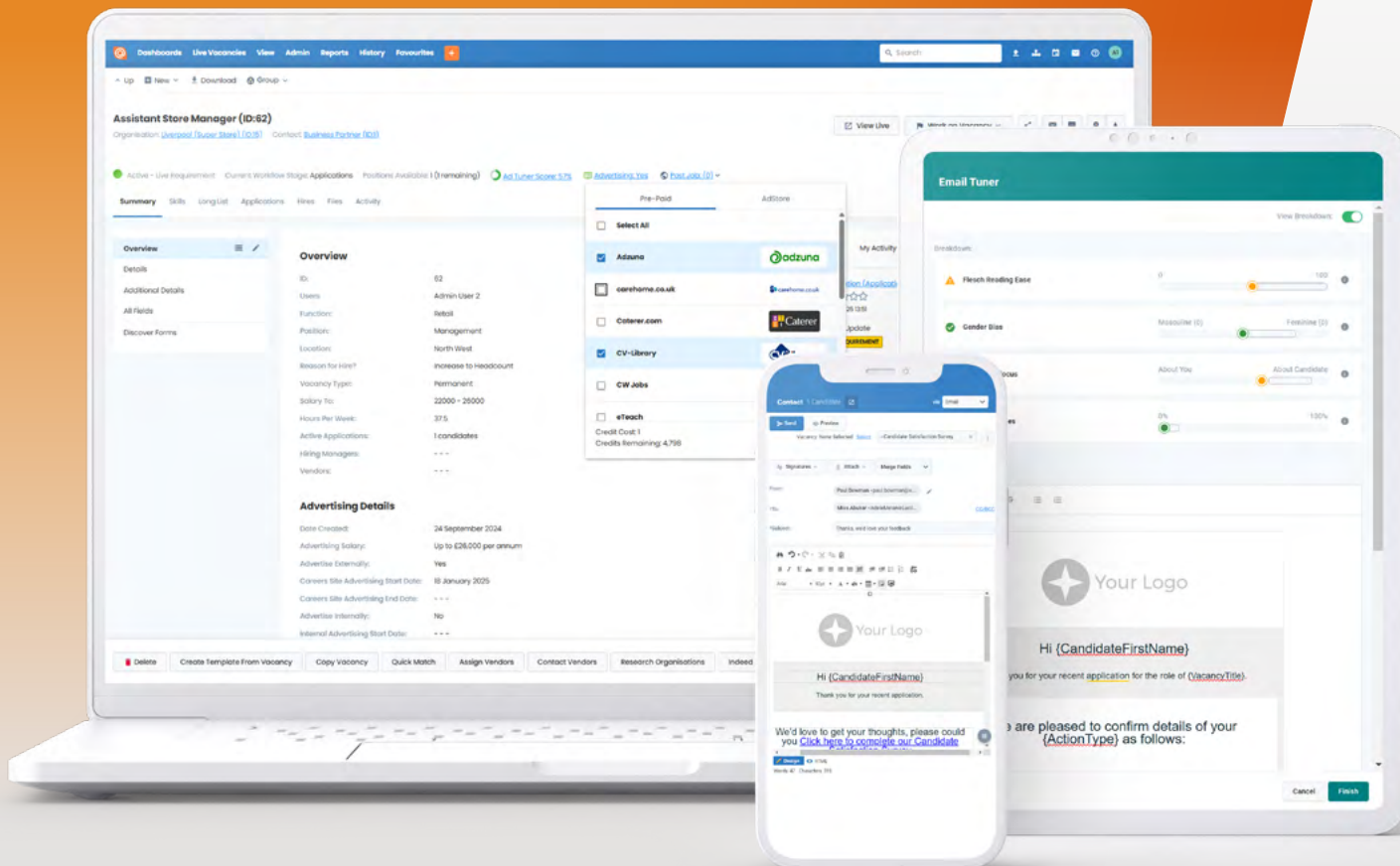
Ensure your jobs reach the right candidates with Eploy's job posting tool and harness the future with Eploy AdStore for AI-powered job board suggestions.

Build lasting relationships through Candidate Relationship Management, nurturing a thriving talent pool. Showcase your unique employer brand with a careers site that leaves a lasting impression.

Amplify your reach across social media and engage candidates where they hang out. With Eploy, you can precisely deliver targeted messages through Email & SMS Marketing. It's time to revolutionise your recruitment and build better teams.

## KEY FEATURES:

Job Posting and Distribution • AdStore - AI-powered advertising  
Unique, branded careers sites • Social media integration  
Candidate Relationship Management (CRM) • Email & SMS marketing



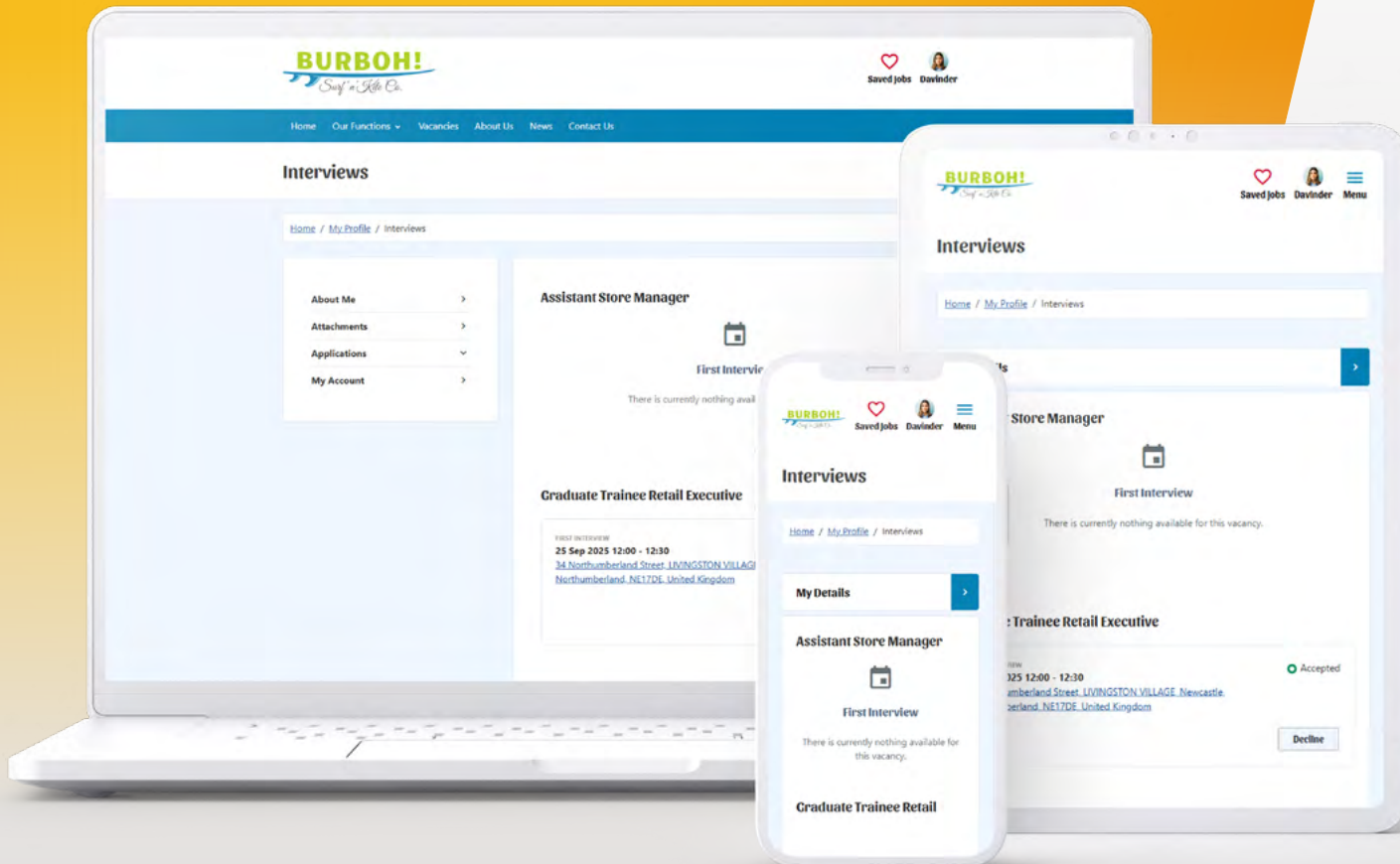


# Candidate Engagement

Convince and convert candidates with Eploy's tools for improved candidate engagement.

## KEY FEATURES:

Recruitment CRM • Intelligent Job Alerts • Email & SMS Marketing  
Self-service Candidate Portal • Document Creation and Management  
Interview Scheduling



**Start recruiting pro-actively.**

**Organise, target and engage your ideal talent.**

Eploy is designed to help you convince and convert both passive and active candidates. It's a complete Recruitment CRM for perfect Candidate Relationship Management. So, you'll have all the tools you need at your fingertips to nurture your talent relationships and make successful hires, every time.

As well as all the self-service features you'd expect from a modern ATS, like intelligent, automated job alerts and interview scheduling, Eploy includes an Email and SMS marketing suite – so you can craft and send compelling campaigns that promote your employer brand and engage your ideal talent.



# Process Optimisation

Optimise your recruitment and streamline your hiring workflow. Eploy maps perfectly to your recruiting processes, keeping everyone in sync.

## KEY FEATURES:

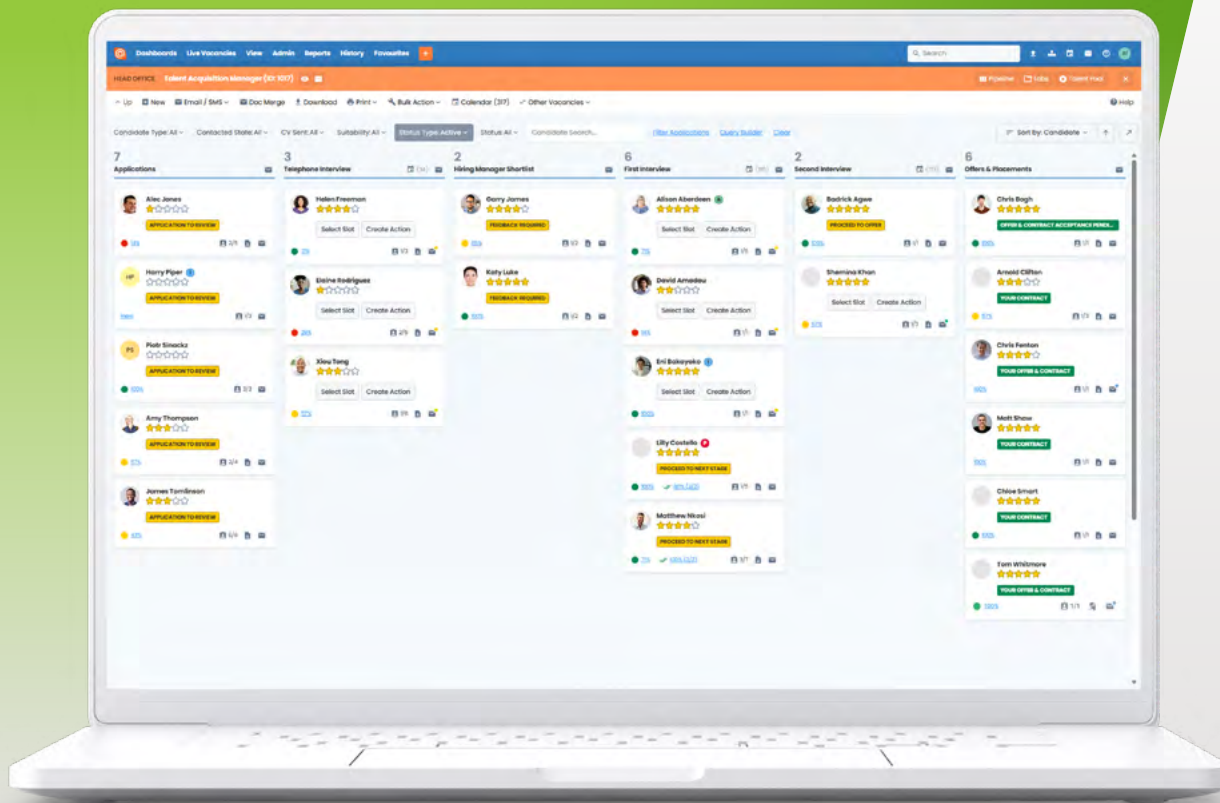
Drag-and-drop pipelines • Recruitment CRM • Configurable user interface  
Task & time management • Audit trail • Process workflow  
Candidate management Hiring manager portal • Satisfaction Surveys  
Agency/PSL management • Name-blind applications



**Even your hiring managers and PSL get mobile-optimised portals for faster, smarter recruitment.**

Eploy is flexible, so it can cater for your organisation's precise recruitment processes. Whether you need name blind applications or a multilingual solution - it's your recruitment process, so we can do things your way. And because Eploy is fully mobile responsive, recruiting on the go just became a whole lot easier. Plus, Eploy is designed for everyone. So, your hiring managers and agency partners can sign-in to an intuitive, task-based portal on smartphone, tablet or desktop and start recruiting immediately.

Eploy manages all of your recruitment workflows, so whether recruiting hard-to-find specialists or volume roles you can take control of your campaigns with one, easy-to-use system.





# Candidate Assessment

Ensure fair candidate assessments and work together to select and recruit your ideal talent.

## KEY FEATURES:

Interview scheduling • Email notifications • Longlisting & shortlisting  
Assessment form builder • Scoring & grading • Video interviewing  
Application screening & Pre-screening • Background checking  
Testing & assessments • Structured & Panel Reviewing

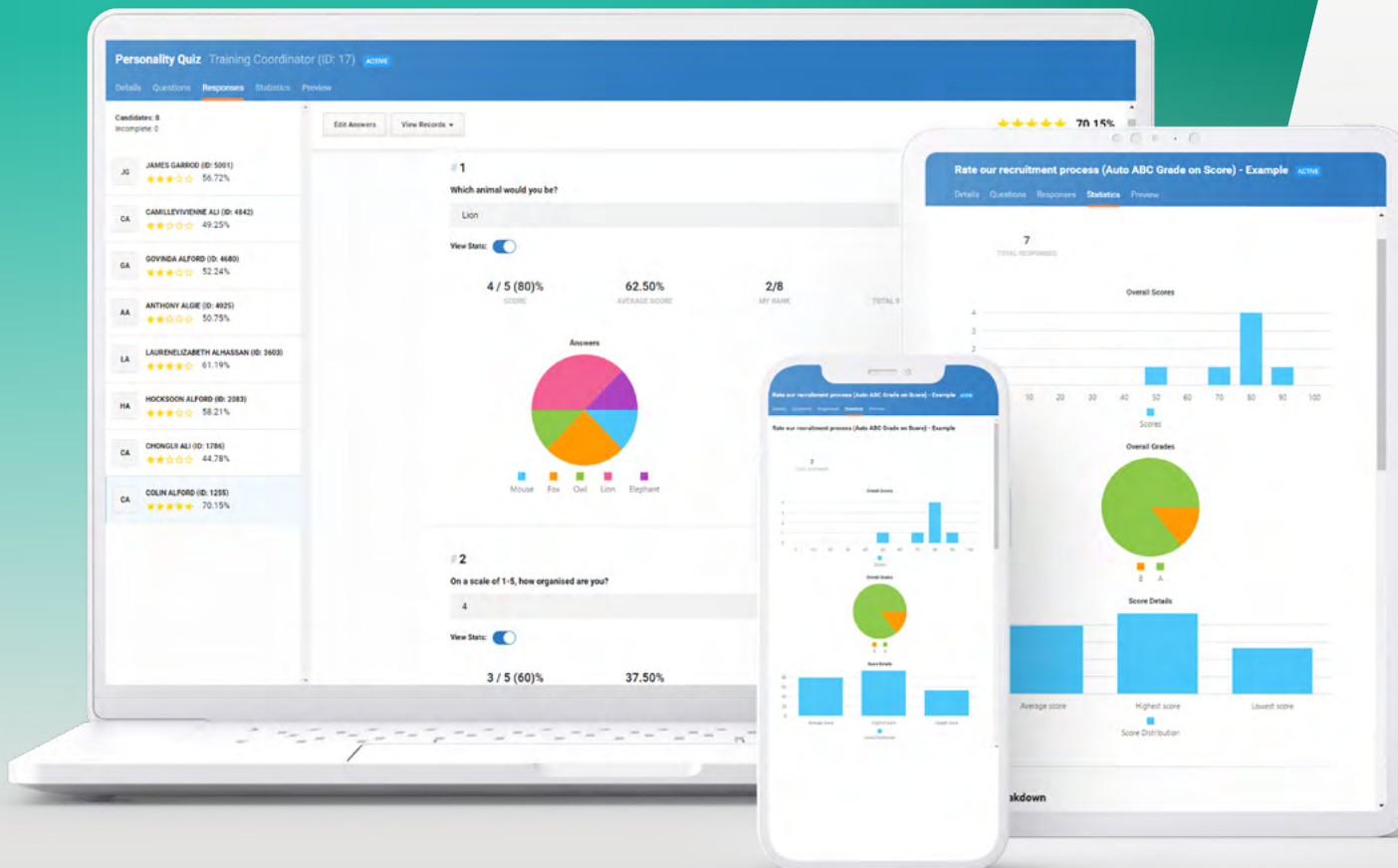


**Collaborate throughout every assessment stage and make great hires, every time.**

Build online assessments into your hiring process. With Eploy Discover you can customise your application process with screening forms that grade your candidate's suitability. Create as many forms as you need - each one tailored to the requirements of the job and automatically progress or reject candidates based on their responses.

Eploy ensures you capture the right information at the right time. Now you can create forms for all stages of your recruitment process - like standardising your telephone interviews with a form that prompts recruiters and ensures consistency of assessment.

Plus, with online interview scheduling and collaboration tools, Eploy adds value and saves time for everyone throughout the recruitment journey.





# Offers & Onboarding

From making the offer to their first day on the job - Eploy Offers & Onboarding ensures a smooth start for every new hire.

## KEY FEATURES:

Reference collection • Offer management • Contracts  
Electronic Signatures • Notifications & alerts  
Compliance documents • Contract packs • Accept & sign online  
Customisable onboarding processes • Secure data collection

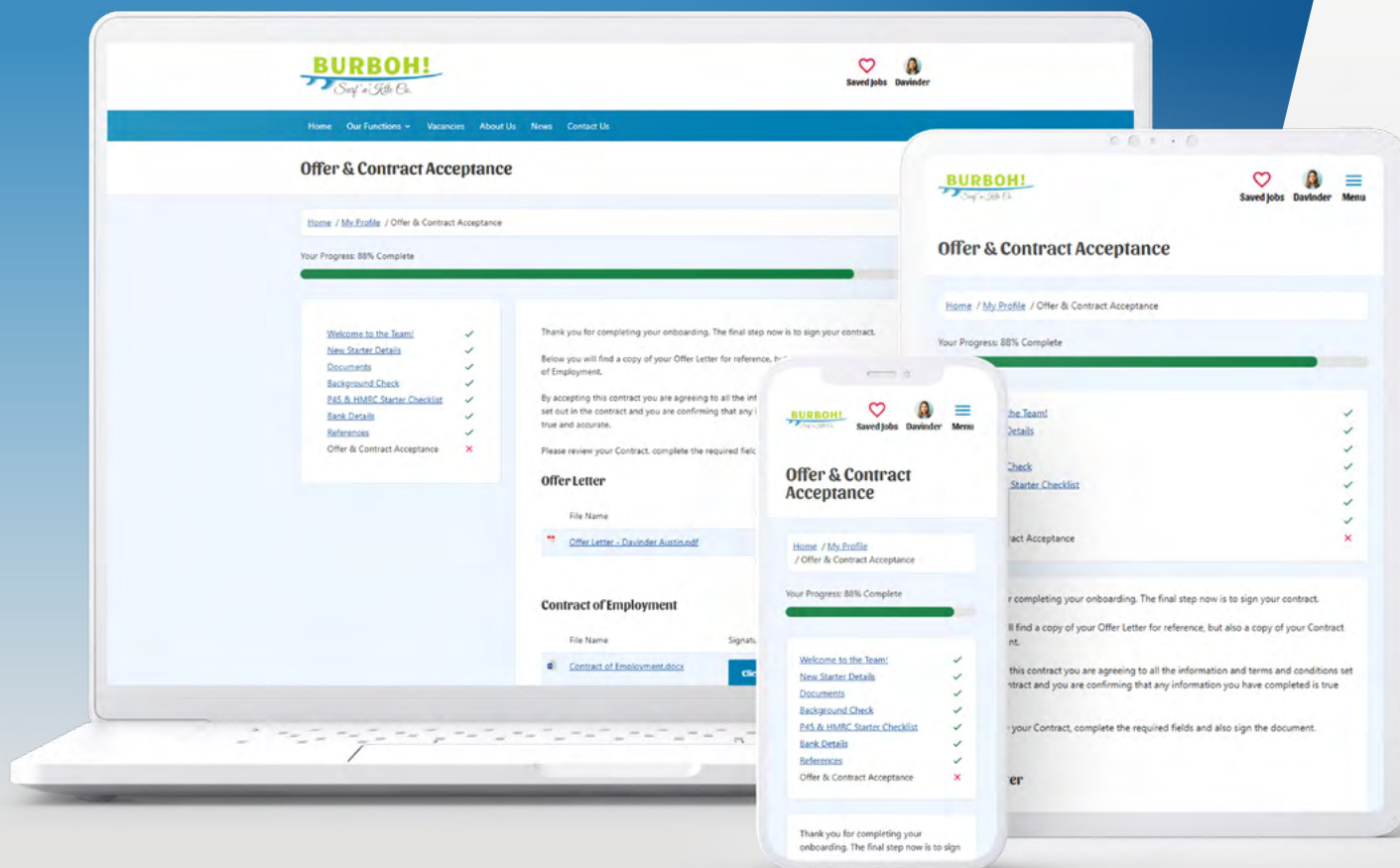


**Everything you need  
to successfully onboard  
your new hires.**

You can manage your entire offer acceptance process online, ensuring contracts and offer documents are signed, Employee Handbooks are read, whatever you need to audit - Eploy manages it. And with electronic signatures included, you can speed up your processes, so there's no more paper-chasing!

Everything you need to bring a new hire on board - bank details, medical history and more - Eploy Onboarding automates the request and collection of vital candidate information, ensuring compliance and improving recruiter efficiency.

Eploy helps you keep your new hires 'warm' before they start and ensures they are prepared for their first day.





# Recruitment Analytics

Measure what matters most to you.  
Eploy dashboards are built-in not bolted on.



**Simple to use, powerful, self-service recruitment analytics... as standard.**

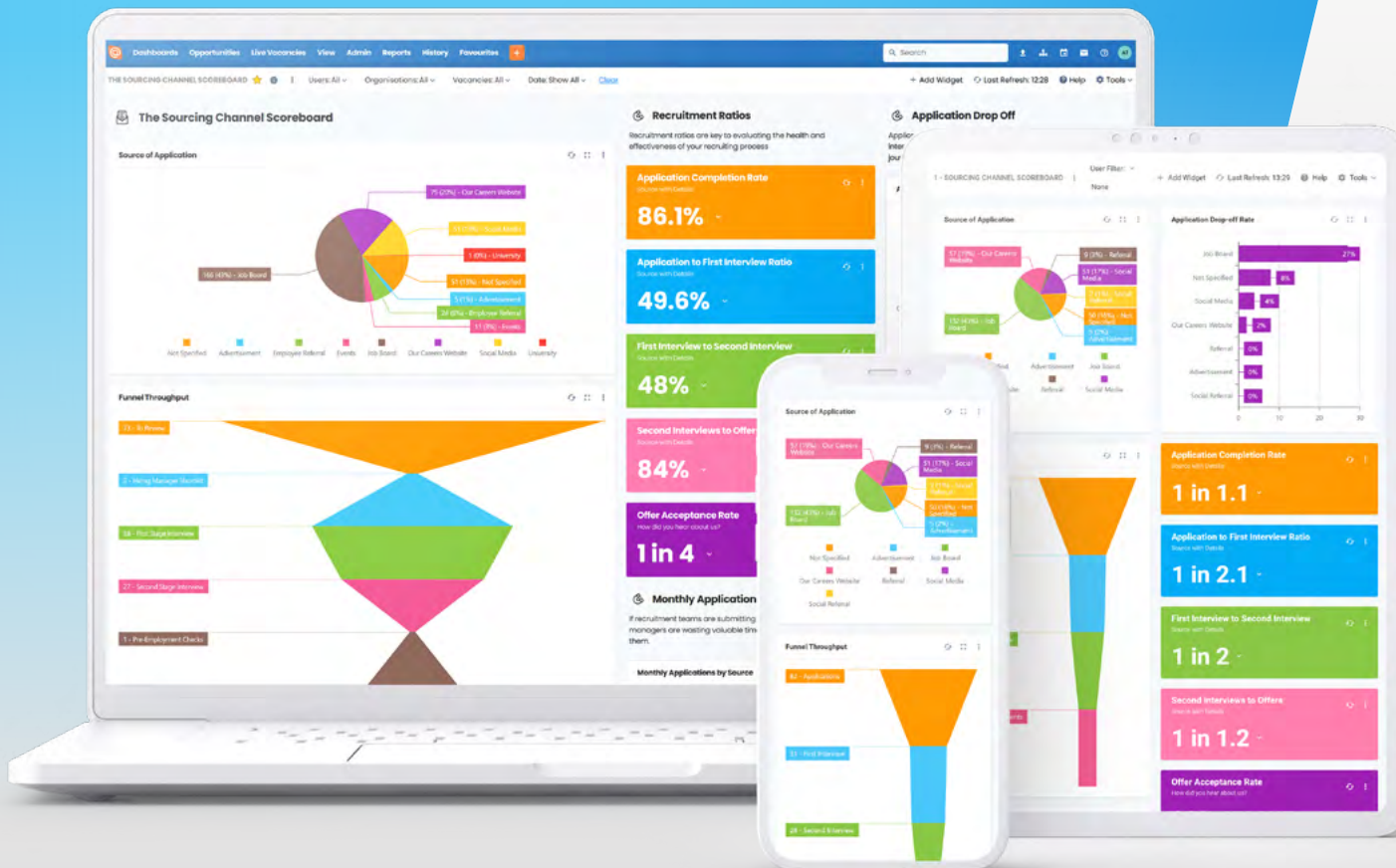
## KEY FEATURES:

Unlimited Self-service Dashboards • KPIs & metrics • Feedback surveys  
Multiple chart types • Drag-and-drop interface • Feeds & to-do lists • Leaderboards & gauges • Dashboard filters • Data drill-down • Export to CSV, XLS and B.I. tools  
Standard and custom report builders • Dashboard sharing & team dashboards

Eploy's award winning Dashboards measure the recruitment metrics that matter to you. Track engagement with an email campaign. Report on equal opportunities in real time. Whatever you want to measure- you can, with Eploy Dashboards.

Why get stuck with standard reports that don't adapt to your changing priorities? Eploy's unique Metrics Engine gives you the power to define precisely WHAT needs to be measured, whilst Eploy Dashboards control HOW they are displayed.

Eploy Dashboards monitor the pulse of your recruitment - alerting you to the things that need to get done, inspiring your teams to success and much more.





# Equality, Diversity & Inclusion

Deliver a fair and transparent recruitment process that eliminates bias.



Implement 'blind hiring' and build a diverse workforce.

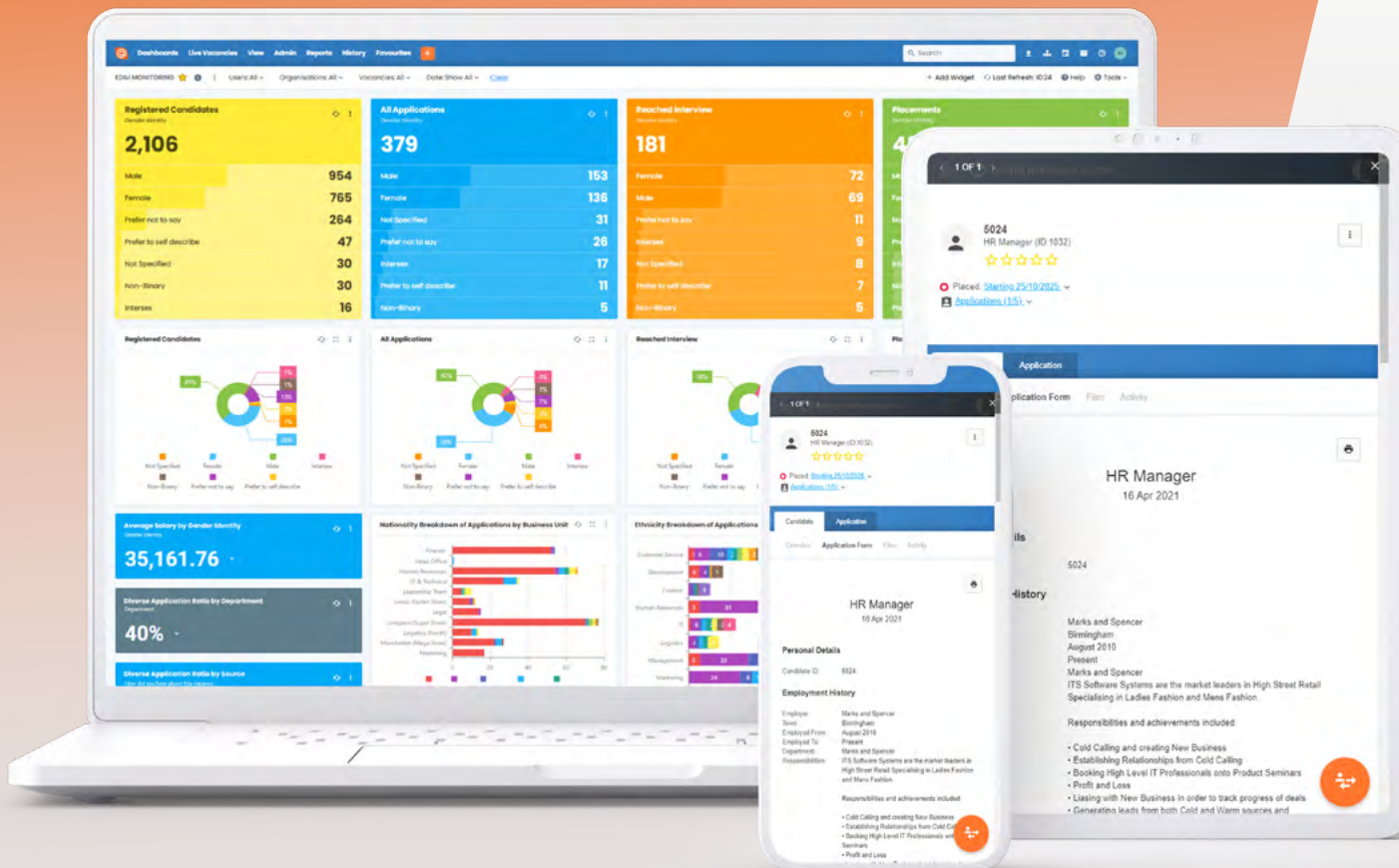
Eploy's smart search tools can instantly match candidates to their best-fit vacancies, reducing the need for subjective manual reviews to build longlists.

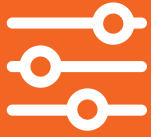
And for 'name blind' recruitment, all sensitive personal information is removed from view for hiring and line managers, helping to eliminate any unconscious bias during review stages.

To help you chart your way to ED&I programme success, you can securely collect ED&I data, ensure only the right team members can view it, and display your progress through dedicated dashboards. By identifying areas for improvement, you'll be in a great position to take action and meet your diversity goals.

## KEY FEATURES:

Secure ED&I Data collection • ED&I Dashboards • Secure control over access to sensitive and personal information • Configurable name-blind hiring stages  
AdTuner: content analysis for Job descriptions & emails spots unconscious gender bias, candidate-centricity, readability and more.





# Adaptability

It's recruitment - your way.



**The agile ATS that you can flex and evolve without paying extra!**

We understand that your business and processes change and evolve over time, that's why we've designed Eploy to be the most configurable Talent Acquisition platform available.

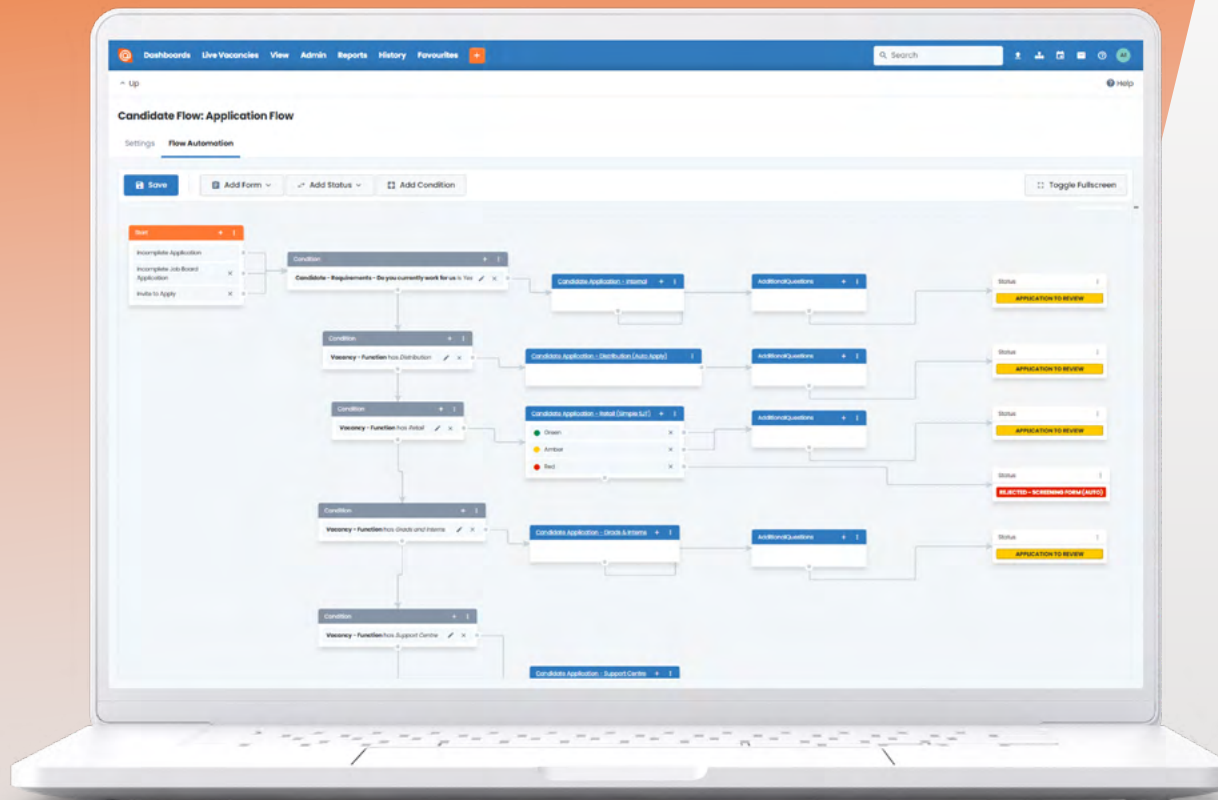
With Eploy Discover, you can design all of your online recruitment forms, including application forms, screening and assessments, even the forms you need to successfully onboard your new hires.

Next, Eploy Flows empowers you to design and adapt your processes, so you can create and deliver customised application flows that your candidates and business demands.

And throughout the system, everything is configurable, your workflows, authorisations and even your emails.

## KEY FEATURES:

- Eploy Discover - create online recruitment forms
- Eploy Flows - design your application and onboarding processes
- Unlimited configurable hiring workflows • Configurable requisition approval processes
- Customisable Email & SMS templates • Customisable fields and lists
- Configurable screen layouts • Unlimited configurable dashboards





# Compliance & Security

Ensure GDPR compliance, control access to your data all underpinned by Eploy's rock-solid platform.

## KEY FEATURES:

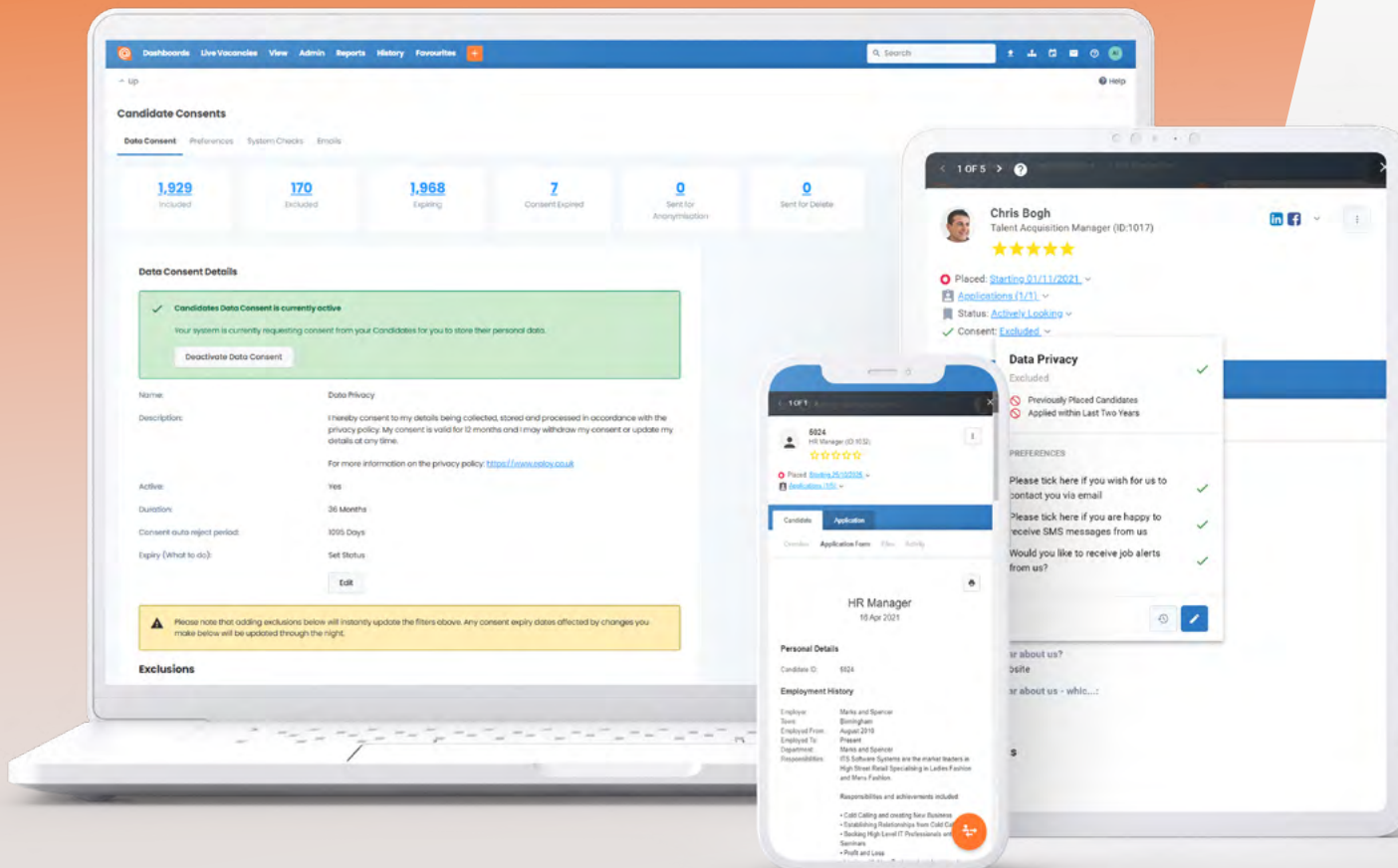
Multi-level GDPR consent management • Data retention policies  
Data anonymisation • Data deletion • Multi-factor Authentication  
Single Sign-on • Enterprise-grade access control system • FSQS Registered  
Cyber Essentials Plus • Microsoft Azure ISO 27001 Datacentres



## Enterprise-grade control over your candidates' data.

It's vital that your recruitment process handles your candidates' data in a secure, GDPR-compliant way. That's why at Eploy we give you the tools you need to ensure your candidates can manage their profiles and update their consents at any time. Plus, Eploy enables you to anonymise candidate records, securely obfuscating their personal information but letting you retain statistical data such as the source of your best candidates.

And with Eploy's enterprise-grade access control you can determine, right down to field-level, what information each of your users can view and work with. Eploy is built on the Microsoft Azure platform, with UK ISO-27001 certified datacentres and AES 256 Data Encryption. We also hold Cyber Essentials Plus and FSQS registrations.





# Marketplace & API

Connect your Eploy to your recruitment tech stack, HRIS and beyond.



**A marketplace of integrations and partners, and a full RESTful API that developers love.**

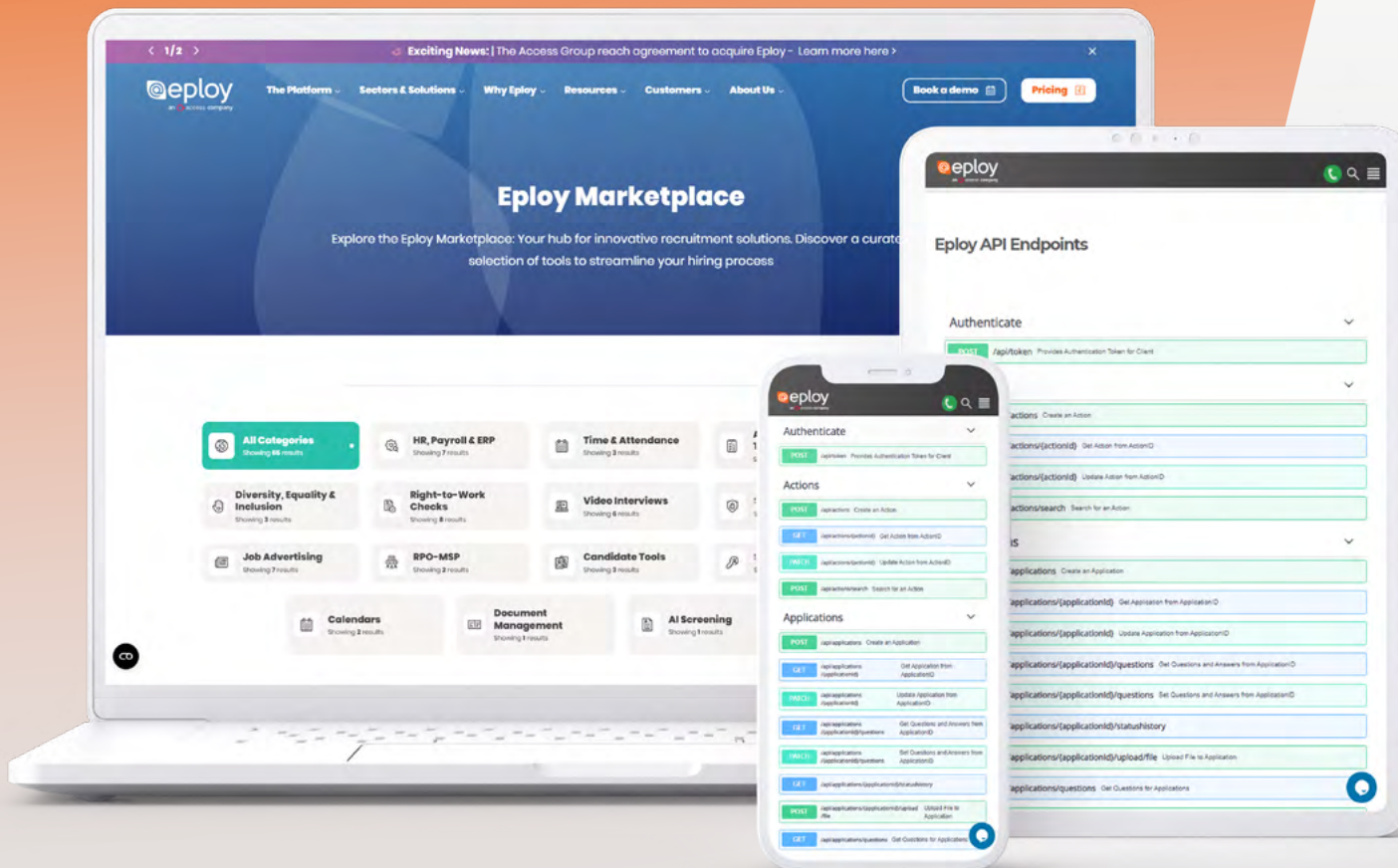
## KEY FEATURES:

Marketplace integrations including • Background Checking • Assessment Testing  
Accessibility Tools • Job Boards & Aggregators • Single Sign-on Providers  
Video Interviewing • Marketplace Partners including: Employer Branding Agencies  
RPO & MSP Providers • HRIS • Complete RESTful API

Eploy is the central hub of your recruitment activity and connects seamlessly with other tools like Background Checking, Assessment Tests and your HRIS.

Our Marketplace of partners and integrations is a one-stop shop to help you quickly connect all of the tools in your talent acquisition workflows.

And for new integrations and customisations, Eploy has a complete RESTful API, enabling customers, partners and developers to create bespoke solutions that securely connect to your Eploy platform.



# A careers site as **unique** as your employer brand

**Creating a new careers site to support your recruitment strategy can be a daunting task. At Eploy, we work with you to deliver stellar results.**

Not only will you get a modern, attractive and easy to use careers site, it will be fully integrated with your Eploy Applicant Tracking System and Recruitment CRM. Reducing administration, providing a great online candidate experience and consistently communicating your employer brand.

Our design team comprises specialists who provide expert insight and knowledge, they help drive quality and innovation throughout the delivery of your new careers site.

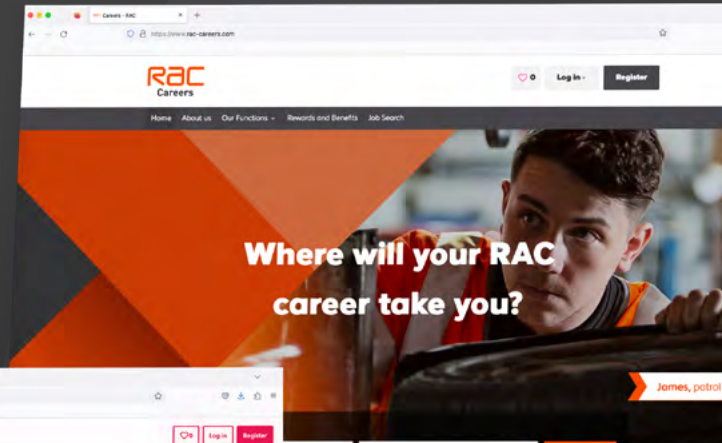
Team Eploy's creative process is driven by our senior designers who work in close collaboration with our front-end web developers. Our aim is to provide visual themes that are not only engaging and dynamic but also enhance the journeys and priorities of your candidates.

At Eploy we believe in getting our clients fully immersed in the creative process, making you a valued member of the project team.

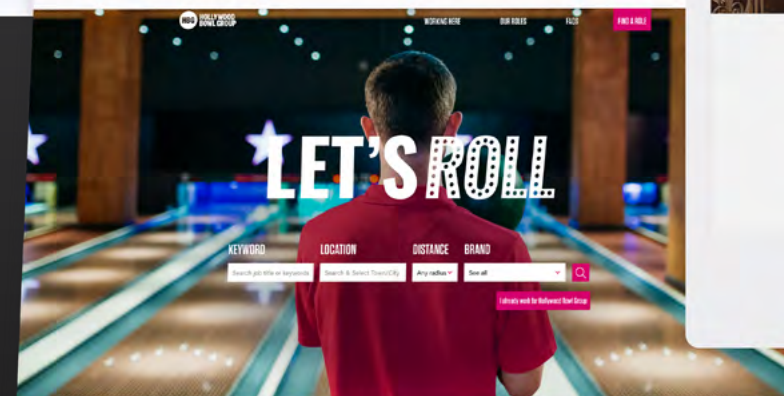
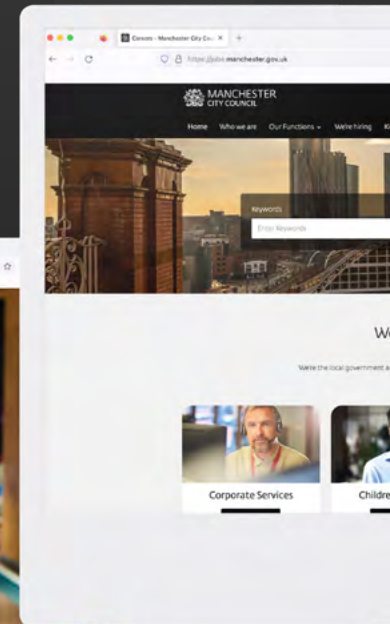
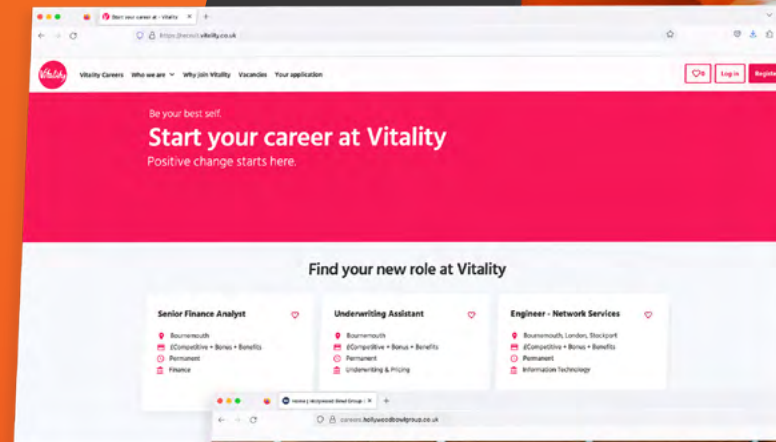


an  access company

rac-careers.com

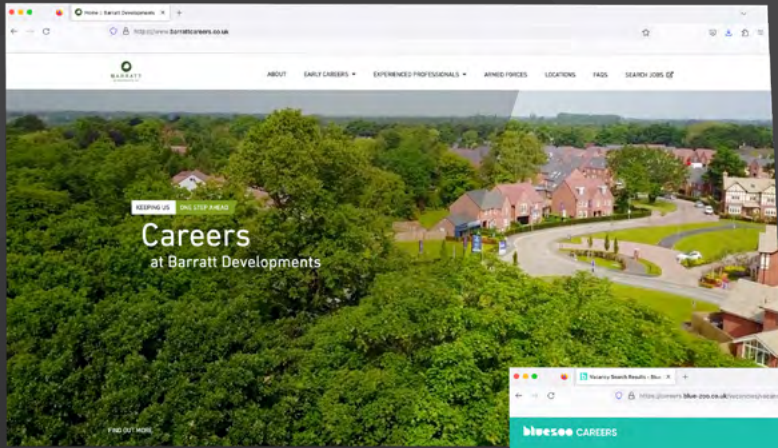


recruit.vitality.co.uk

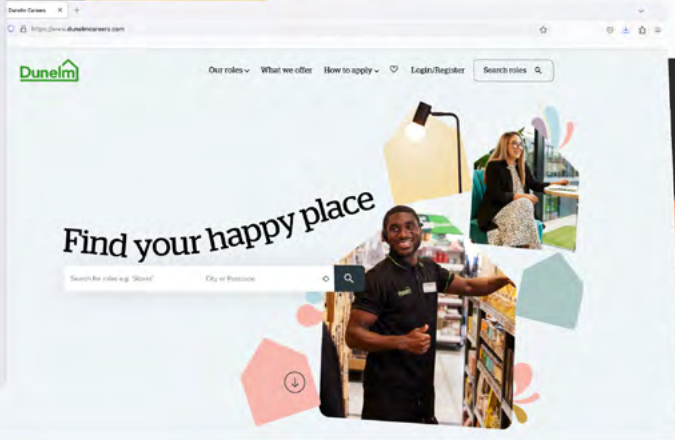
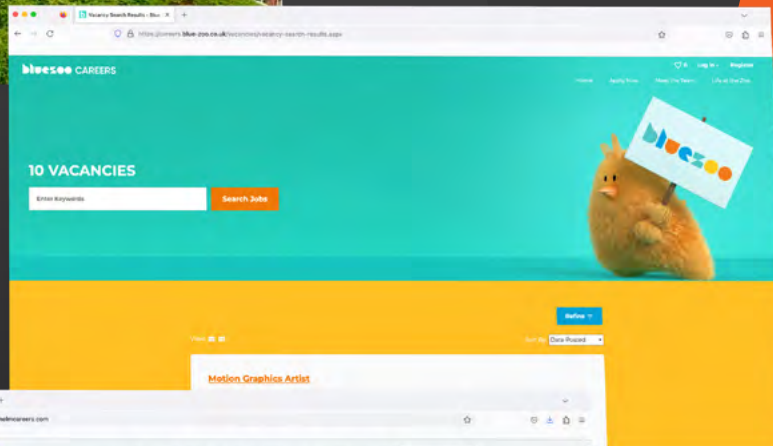


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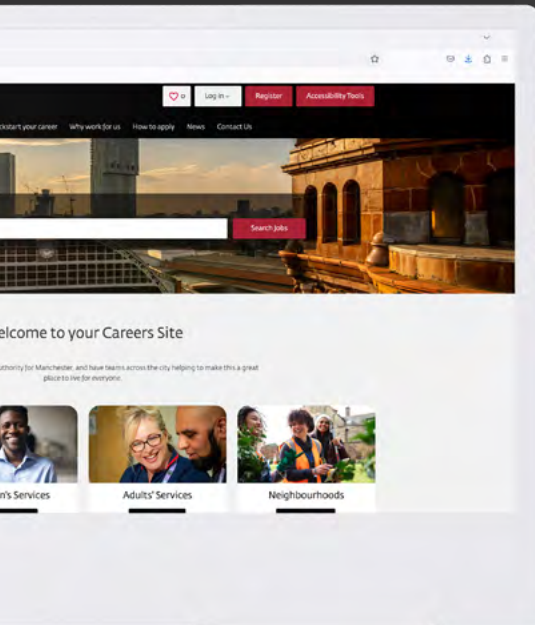
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dunelmcareers.com



jobs.manchester.gov.uk

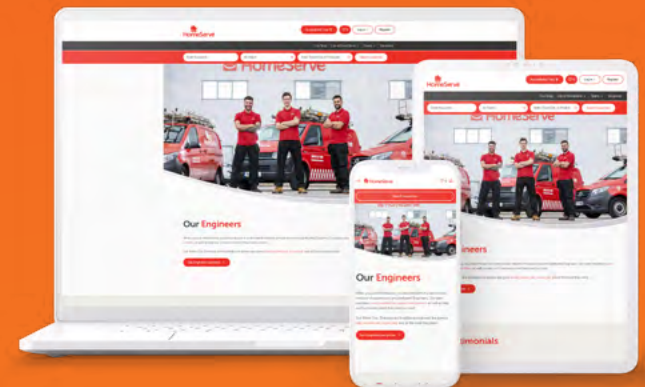


careers.yeovalley.co.uk



*"We now have a solid foundation on which to continually build our recruitment journey to find passionate people to join our family. Already candidates have provided great feedback on the look and feel of the changes we have made."*

**Sam Ford,**  
Talent Attraction Manager, Yeo Valley



homeservejobs.co.uk

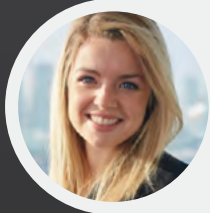
**ENSURING YOUR SUCCESS:**

## **Our professional implementation services**

**Eploy's proven project methodology provides you with an implementation plan centred on your unique recruitment requirements.**

The Eploy Implementation Methodology is both scalable and flexible, making it equally ideal for complex and simple projects of any size.

We've built our processes upon the experience gleaned from working with thousands of recruiters, in organisations from 100 to over 130,000.



*"Unlike other vendors that had a model where the framework was rigid, Eploy could support our requirements and were flexible to our tight timescales that were dependent on the Milkround cycle and vital to engage with university students, and graduates. We had a smooth implementation of the core Eploy recruitment platform in just six weeks."*

**Melissa Edmondson,**  
Recruitment Manager,  
OC&C Strategy Consultants



**ENSURING YOUR SUCCESS:**

# Supporting with stellar service

**Whenever our clients speak to our support team,  
they know we'll do all we can to help.**

We employ people with recruitment experience and who care about delivering stellar customer service.

We back them up with unwavering standards of team training – training that is then passed on to our clients so they can achieve their objectives over the long-term.

Our customer success team know Eploy by heart. They're here to make sure you stay up and running with Eploy recruitment software.

Our team has worked with hundreds of Eploy implementations across all sectors, we talk your language... and we're fluent in Eploy, too.

*"Eploy is core to our automated recruitment process and was developed to fit our workflows. It was clear that whichever technologies we chose to enable our goals had to integrate with the Eploy system."*



**Will James,**  
Head of Recruitment,  
Arbuthnot Latham & Co





## Eploy Portals.

# A great experience for everyone.

**Everyone involved in the recruitment process has different needs.**

That's why we designed Eploy Portals to deliver the right tools, at the right time, simply and effectively.

### Candidate Portal

First-class candidate experience from job search to hire, all within your careers site.

### Hiring Manager Portal

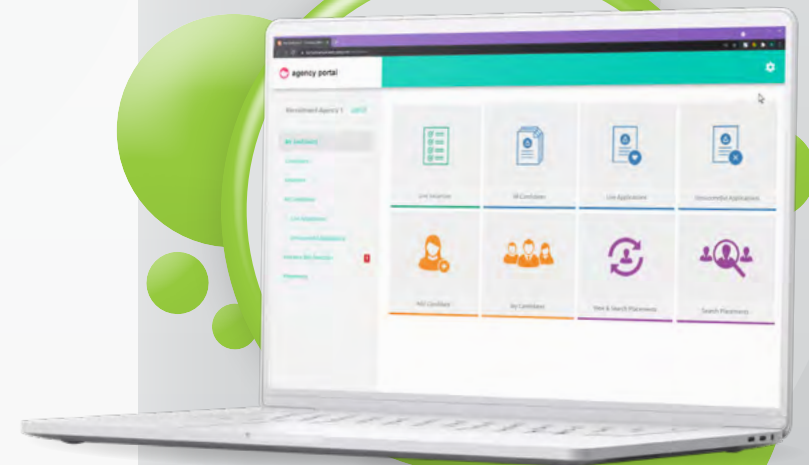
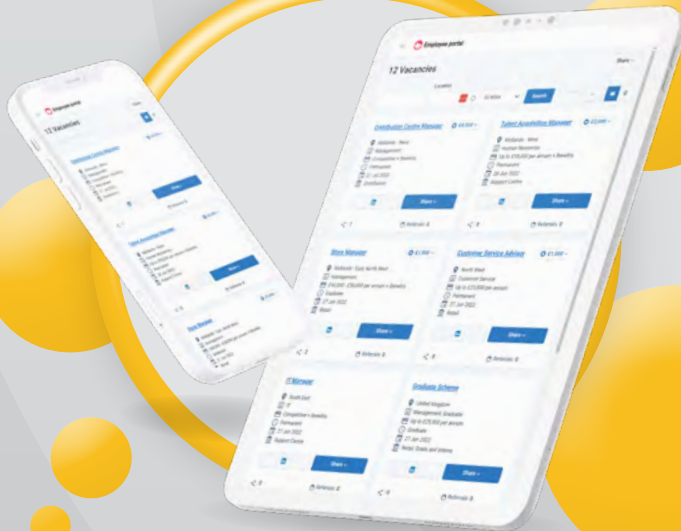
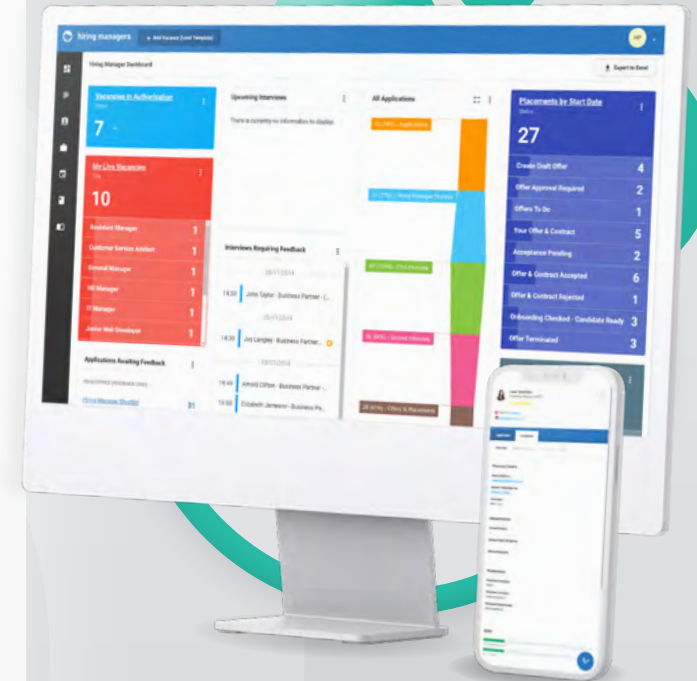
Simple, task-based interface for hiring managers keeps processes under control.

### Agency Portal

Distribute jobs so the right agency partners can submit their candidates to you.

### Employee Portal

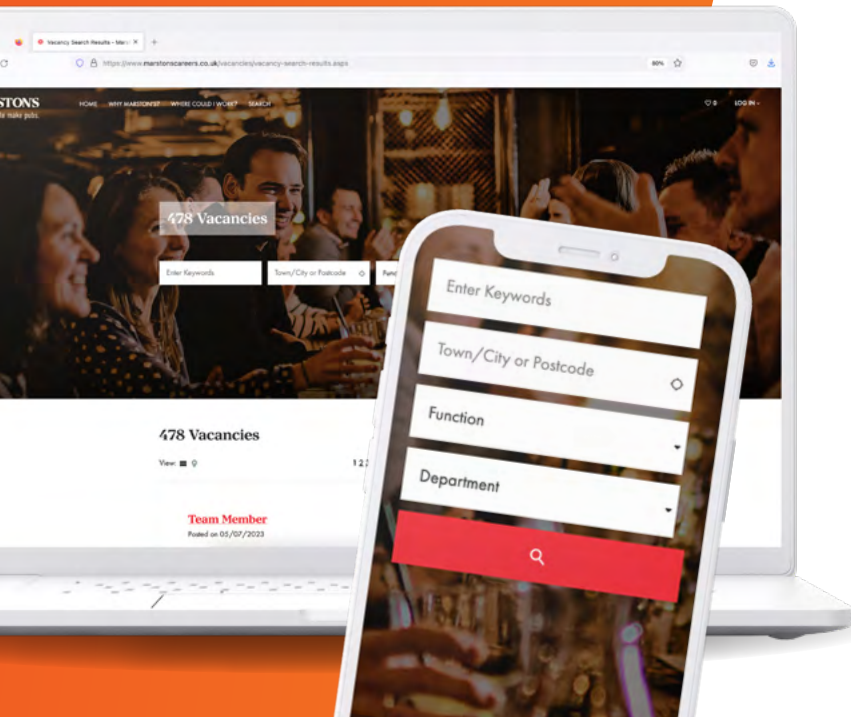
Manage your referrals programme with a fully-gamified employee experience.



# Case study: Marston's

**Marston's needed a best of breed ATS solution that delivered a solid user experience, that could be rapidly deployed and integrated with its existing systems.**

Marston's PLC is a leading independent brewing and pub retailing business with a 180 year history. The business has more than 14,000 employees at around 1,600 pubs, breweries, depots, hotels and offices across the UK with a culture that is focused on delivering a great customer experience.



## Recruitment Challenge

Marston's was about to commence on a journey spending over £180k on a new website and ATS. The newly appointed Head of HR Business Partnering was asked by the Group HR Director to look into the project and found that the programme had been approached in the same way that the recruitment teams had been set up – siloed.

Marston's looked at the candidate journey from the initial application stage and mapped out every touch point, quickly realising a lot of pain points. The existing ATS had serious limitations and was causing problems - and they were up against tight timescales as the ATS contract was about to expire and Marston's first needed to review how best to approach the candidate journey.

There was a wider organisational need for a clear Employer Value Proposition (EVP). But the underlying challenges needed to be addressed in a structured way or, in essence, they would be creating the same levels of complexity, just with a different provider.

There was also the challenge of finding and recruiting candidates/operators who are the perfect fit for the varied business operations with differing needs and requirements. Marston's realised that if its back-end system was not fit for purpose and caused candidates to disengage and drop off, they would need to fix that first and streamline efficiencies.

## The Results

Eploy's web based ATS/e-recruitment platform was implemented in just 10 weeks, being rolled out to over 800 Hiring Managers across the business resulting in 2,913 vacancies being raised in the first few months. Up to 3000 candidates per month are registering for Marston's job alerts, ensuring an efficient talent pool for recruiters to search from.

**"The project has had a major impact on the business as it has given us a candidate-centric, mobile-enabled platform to showcase our offer to the external market."**

*Emma Whitehouse,  
Head of HR Business Partnering,  
Marston's PLC*

- The improved quality of the recruitment updates deliver a true business partner relationship with the operational stakeholders.
- Using real-time metrics in visual dashboards on generation sources, ROI and recruiter activity logs has led to stronger business decisions being made and increased credibility as a HR team. The visibility of the number of candidates our recruiters are managing through a recruitment workflow has led to us investing in an additional recruiter to the team.

Marston's journey is by no means complete. Having completed phase one, the HR team are working on phase two in developing the EVP and careers website to continue attracting stronger talent and providing an even better online candidate experience.



**£30K**

Saved per annum



**98%**

Registration completion

**"Marston's now have a solid foundation that combines Applicant Tracking, Recruitment CRM, Talent Pools and Analytics in a unified recruitment platform to support an excellent candidate experience and underpin their EVP. Working with them to deliver a flexible and agile system has delivered benefits on many levels."**

*Chris Bogh,  
Eploy Co-Founder & CEO*



**MARSTON'S**

# Case study: Mencap

**Mencap is the voice of learning disability. Everything Mencap does is about valuing and supporting people with a learning disability, and their families and carers.**

Mencap works with people with a learning disability to change laws and services, challenge prejudice and directly support thousands of people to live their lives as they choose.



## Recruitment Challenge

Previously, the learning disability charity Mencap, had been using numerous databases to coordinate candidate applications and activity. For three years Mencap had used these databases to manage the candidate journeys of tens of thousands of applications and over 2000 new employees each year.

*"Our primary challenges were:*

- *Immediate access to relevant management information;*
- *Our ability to manage effectively and efficiently an ever increasing demand for new team members across the whole organisation.*
- *Ensure our career pages and employer branding clearly reflected our values.*
- *To decrease the number of administrative hours dedicated to manual recruitment activities."* Rob Walker, Head of Resourcing, Mencap

*"We had a disjointed and fragmented recruitment process which was lengthy, difficult to coordinate and almost impossible to manage effectively.*

*We lost 35% of candidates at various stages of the recruitment process through technology gaps and broken processes."*

*Rob Walker,  
Head of Resourcing, Mencap*

A further challenge was an ever increasing number of requests for new hires.

- 110% increase in headcount requests
- 35% increase in vacancy requests
- 37.5% increase in full time employee requests

To meet these challenges, Mencap selected Eploy.

## The Result

Within just six months of implementing Eploy the results have transformed Mencap's recruitment capability.



**750+**  
Administrative hours saved



**£145K+**  
Annual cost savings

The new system has provided a rapid return on investment (ROI) including:

- Reduction of over 500 HR Administrative hours per month saving over £60,000 per annum
- Reduction of over 250 Resourcing Administrative hours per month, saving over £35,000 per annum
- Savings over £45,000 per annum in redundant software costs

**40%**  
Reduction in time to hire

**60%**  
Reduction of candidate drop-out rate

*"Our new Eploy ATS has proven to be more than recruitment software; it is an intelligent system which automates and enables the simplification of our entire recruitment workflow, manages our talent pipeline, hosts our employee files and serves as the central repository for all new hire documentation."*

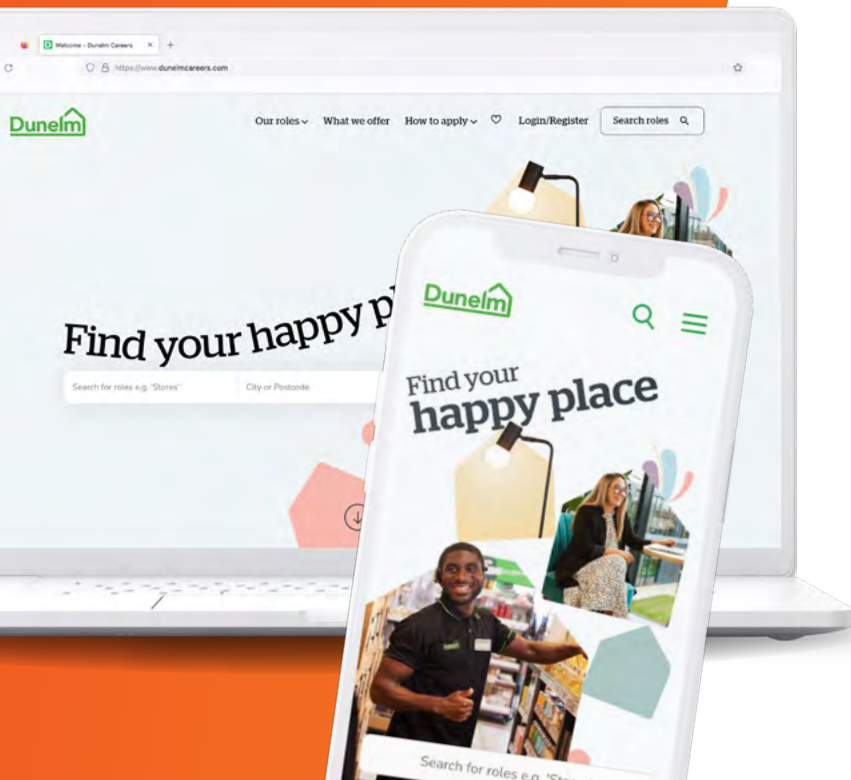
*Rob Walker,  
Head of Resourcing, Mencap*



# Case study: Dunelm

**Dunelm careers site was designed to deliver a great online candidate experience aligned with target audience and roles.**

It is intelligently structured for candidates to find the information they need to find and apply for a role, learn about Dunelm, the culture and what makes them tick!



Dunelm is the leader in the £11bn UK homewares market. The Group operates around 170 stores nationwide as well as an online store. Dunelm typically recruit for over 3000 roles annually.

## The Brief

Recruiting people from all backgrounds for a variety of roles, Dunelm wanted to revamp their careers site to engage with their wide and diverse audience. The brief was to deliver a great online candidate experience aligned with Dunelm target audience and roles. The careers site needed to show people what it is like to work at Dunelm with information to understand the roles using dynamic content to create a great user-defined experience along with videos and stories of employees. Core to this was the need to consistently communicate the employer brand and culture, delivering an improved experience for candidates, with a high degree of measurability. Planning out the structure and elements of the careers site was crucial to creating a candidate centric careers site.

**“We had visibility that less applications were coming through sponsored ads, yet one month after go live of the new careers site we saw a 50% increase in direct applications via the careers site for the same period the prior year.”**

*Paul Jenkins,  
Senior Resourcing Manager at Dunelm*

## The Result

The careers site is intelligently structured for candidates to find the information they need to find and apply for a role and learn about Dunelm. Candidates can even take a quick online quiz to drill down on skills and interests to provide possible career areas to consider within Dunelm.

The careers site is mobile responsive, optimised for multiple devices - mobile, tablet and desktop to automatically respond to users behaviour and environment.

The site navigation is flexible and intuitive for candidates which provides an optimum user experience. Job search is now across the site with extensive filtering options and clever searches by keyword, role type and location. Each job has its own page with detailed job descriptions, Google Maps and employee benefits so candidates can apply to be part of the Dunelm success story. The job pages also encourage social sharing to spread the search for talent to become part of the Dunelm family.

Dunelm can clearly see the split of devices that are visiting the careers site which reinforces the requirement for the responsive web design that was used to ensure a consistent candidate experience across devices.

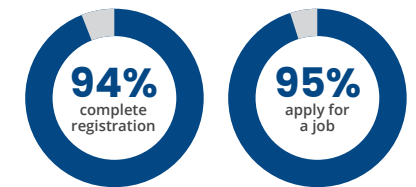
Even in the early stages of the careers site launch, Dunelm recognised the benefits of not only a more brand aligned experience but increased visitors/users and increased sessions.

Total Users (visitors/engagement) increased by:



Using dynamic content has created a user-defined experience that uses videos of employees to share their stories of working at Dunelm. The metrics are beginning to tell a story of an improved experience for candidates that shows increased engagement through a personalised experience. Dunelm has seen an increase in careers site Users, New Users, Sessions and Page Views.

Of those visitors to the careers site who start the registration process:



The team are continually looking at where improvements can be made based on the analytics available to them.





Team Eploy collect the 2024 IHR Gold Award for Candidate Experience Enabler



# Award winning technology, projects & people.

We are proud to have won awards for our products and services. We're equally proud to have worked with award winning teams and people as their recruitment technology partner.



### Outstanding Impact Transformation & Change 2024

Winner: Arco in partnership with Eploy

### Best Onboarding 2022

Winner: Wren Kitchens



### Gold: Candidate Experience Enabler 2024

Winner: Eploy

### Best Tech Hiring Strategy 2021

Winner: NHS Digital

### Best In-house Recruitment Team (Newcomer) 2020

Winner: Sunbelt Rentals



### The Technical Innovation Award 2024

Winner: University of East Anglia

### Best Corporate Use of Online Recruitment 2023

Winner: GSF Car Parts

### Best Use of Mobile Recruitment 2023

Winner: Central England Co-operative

### Best Use of Online Recruitment in the Public Sector 2023

Winner: Defra

### Best Corporate Graduate Site 2023

Winner: Openwork

### Best Public Sector / NfP use of Online Recruitment 2022

Winner: NHS Digital

### Best Online Candidate Experience 2022

Winner: Wren Kitchens

### Best use of Mobile in Recruitment 2022

Winner: Fitness First

### Technology Innovation of the Year 2020

Winner: Eploy Recruitment Software



# Faster, smarter in-house recruitment teams





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