

Delivering Rapid Change in the Food & Logistics Sector

Recruitment Transformation for one of the UK's largest food processing businesses.



Food & Logistic Sector Recruitment Challenges:



Volume recruitment



Poor Industry Perception



Multiple brands administrative and process complexities



Varied candidate experience

A leading organisation in the food and logistics sector required a rapid approach to incorporate a new brand into its centralised HR and recruitment model - using Eploy's Applicant Tracking System to successfully deliver the transition in just 5 weeks.

Background

The organisation operates across multiple brands and needed to integrate a newly acquired business into its recruitment and HR service model. The goal was to align recruitment processes with group standards to bring consistency, efficiency, and access to centralised support.

The transition required Eploy's Applicant Tracking System (ATS), already implemented within the group, to be configured to include the new brand in the recruitment platform - complete with its own workflows and integrated within a unified careers site.

The Challenge

The acquired business did use a recruitment system; however, it lacked the automation and flexibility offered by Eploy. It relied heavily on manual processes, job boards and downloading CVs, creating inefficiencies and inconsistent candidate experiences. By moving to Eploy, manual steps were eliminated, speeding up recruitment and improving automation.

The organisation faced fast-approaching deadlines to incorporate the new brand into its recruitment processes. Having used Eploy's ATS for several years, the team leveraged the flexibility of the ATS to integrate the new brand without disrupting ongoing hiring activity.

This included:

- Building custom recruitment workflows
- Incorporating compliance checks
- End-to-end testing for a smooth transition

The Solution

Recruitment processes varied significantly between the organisations, which posed a challenge for consistency. For example, the timing of right-to-work and background checks differed, as did offer-stage workflows.

Using Eploy's flexible ATS, the team created custom recruitment workflows for the new brand, aligning processes with group standards while maintaining brand identity.

Key elements included:

- Dedicated workflows and compliance steps
- Fully integrated careers site within the unified platform
- Automated job board posting and source tracking
- Candidate self-service portal
- Early right-to-work and background check automation

The project involved full build, system integration, testing, training, and launch, all delivered within 5 weeks without disrupting live recruitment activity.

Immediate Benefits & Key Features

- ✓ Increase in applications - 2,000 applications processed in 4 weeks.
- ✓ Time-to-hire significantly reduced.
- ✓ Consistent requisition approvals via a job library, customised requisition forms, and vacancy authorisation.
- ✓ Customisable candidate registration process and application journeys.
- ✓ Automated advertising to careers site, job boards, and social platforms with source tracking.
- ✓ Recruitment automation removed risks of manual processes and spreadsheets.
- ✓ Enhanced candidate experience with timely updates and early compliance checks.
- ✓ Dedicated candidate portal for self-service, job alerts, application tracking, and interview booking.
- ✓ Fully branded careers pages integrated into the main careers site.
- ✓ Eploy recruitment analytics dashboards provide full visibility to make data driven decisions.

Outcome

The new way of working has been well received by the wider team. Vacancies can now go live quickly and self-sufficiently, and manual workflows have been replaced with automation and centralised management. The project demonstrates that rapid change can be achieved with Eploy's ATS through customisation and flexibility.

UK Candidate Attraction Report 2025: FMCG Spotlight

The UK Candidate Attraction Report 2025: FMCG Spotlight offers an in-depth analysis of the sector sourcing channels, challenges, priorities, and more for planning your candidate attraction strategy with actionable insights.

The report is available for free! [Download your copy today.](#)



How can an ATS support Food Manufacturing and Logistics Sector hiring?

Eploy goes beyond the traditional recruitment framework. Our features allow for an agile approach so you can flex and evolve your recruitment process. Whether you need name-blind applications, a multilingual solution, multiple workflows, or specific requirements on your careers site for multiple brands or business functions, we understand it's your recruitment process, so we can do things your way.

Book a demo with our team today and learn more about ways Eploy can elevate your recruitment game.



FAQs

What is an Applicant Tracking System (ATS) for the Food and Logistics sector?

An [Applicant Tracking System](#) for the Food Manufacturing and Logistics sector is a recruitment platform that helps restaurants, cafes, bars, pubs, catering companies, food manufacturers and food logistics businesses manage job applications, streamline hiring, as well as [onboard](#) and secure qualified candidates faster.

How can an ATS help food manufacturing and logistics businesses recruit more effectively?

An ATS system [automates job posting](#) and CV screening, streamlines the process of scheduling interviews, and manages candidate communication. All of this saves time and [reduces the time to hire](#) for food production, delivery and logistics roles.

Can an ATS recruitment platform integrate with rota planning and payroll software used in food and logistics businesses?

Yes, most ATS platforms integrate with popular scheduling, HR, and payroll tools, making staff management and shift planning seamless. [Visit Eploy's Marketplace](#) to find what software Eploy's talent acquisition platform can be integrated with.

Want to know more?

Leading Food & Drink brands rely on Eploy. [Find out more](#)

 [Read our Case Studies](#)

 [Download the FMCG Sector Report](#)

About Eploy

Eploy is the complete cloud-based recruitment platform for modern in-house recruitment teams. Eploy combines Applicant Tracking, Recruitment CRM, Talent Pools and Analytics into a unified web-based platform integrated seamlessly with your website 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, much easier.

We've been helping leading companies move to the cloud and recruit faster and smarter since 1998.

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 platform 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.