

Weightmans

Leading UK law firm, Weightmans,
committed to best possible Candidate Experience

Weightmans understands what sets them apart from others is its people. The recruitment team identified that their Applicant Tracking System had become outdated and no longer met their needs, creating a barrier to delivering the best recruitment journey for all stakeholders.

Weightmans is a top 45 UK law firm with a strong reputation and heritage offering a full legal service, employing over 1600 people.

The recruitment team realised they had outgrown the Applicant Tracking System in place. It lacked integration capabilities with other HR systems, and the experience had become disjointed and far from seamless for everyone involved.

Challenges & Aims

The recruitment team required an ATS that was user friendly for all stakeholders and included an on-boarding tool within the core platform. There was a need for transparency for hiring managers to easily see, in real time, the status of their vacancies. The new ATS system needed to reduce the volume of manual interventions and over reliance on spreadsheet reporting, to free up the recruiter's time to focus on more direct recruitment and client engagement.

After reviewing the marketplace for a functionally rich recruitment platform, Weightmans chose Eploy's ATS and Talent Acquisition platform to enhance the recruitment experience.



Implementing Eploy has assisted in the following:



Attract and nurture talent



Deliver more direct sourcing



Reduce time spent on transactional activity



Provide a seamless journey until a candidate's first day at the Firm.

Weightmans saw the opportunity to improve candidate communications and engagement, reduce admin and manual recruitment to improve the process for all involved. Another benefit was that Eploy would host contract and terms documents and generate these for candidates to access on the candidate portal, previously a manual process.

Candidates who have been offered a role can download and accept their offer/contract document from within the portal.

Eploy's self-service candidate platform is where candidates can manage their applications and data preferences. Candidates can see detailed vacancy information and role requirements to quickly decide if the role is for them and if so, easily apply using social profile registration. They can also sign up for job alerts, to be automatically alerted to relevant roles.

Eploy at Weightmans

- ✓ Improved candidate experience
- ✓ Improved diversity of hire
- ✓ Efficiency across recruitment process
- ✓ Joined-up recruitment tech through integration

Weightmans tailored its candidate communications within Eploy's recruitment workflows based on role type and employee status. This is aligned to its brand and values to engage with candidates throughout the recruitment process.

The use of Eploy's Applicant Tracking System platform was extended to the Early Careers Team who were experiencing increasing volumes of applications annually. Implementing Eploy eliminates manual interventions and spreadsheet reporting that impacted the candidate experience. The end-to-end recruitment process, managed using Eploy, is designed to provide open and equal access to opportunities and support candidates through their recruitment journey with a connected experience from careers site through the specific Early Careers programmes, pathways and online application process.

Eploy also offers powerful integration capabilities. Weightmans has utilised this for multiple key systems in use, including its HR system, Cascade, where new starter information is seamlessly exported from Eploy into Cascade.

Other integrated solutions include Amberjack for online assessment testing to evaluate candidate potential aligned to Weightmans values and speed up the assessment process.

Inclusive hiring

Weightmans is passionate and committed to ensuring its recruitment process attracts the best possible candidates and actively promotes diversity and inclusivity. Recite Me is a leading provider of website accessibility software and together, Recite Me and Eploy make the candidate experience more equitable at Weightmans by interfacing the Recite Me Assistive Toolbar directly onto its careers site.



This allows candidates to personalise the look and feel of the career's website according to their individual needs, reaching a more diverse talent pool and strengthening Weightmans reputation as an inclusive employer.

“Recite Me’s Assistive Toolbar provides visitors to Weightman’s careers pages with text-to-speech functionality, translations in over 100 languages, customisable text and colour settings, and reading aids. It’s ensuring that a broader range of candidates can engage with our job postings.”

Sarah Higham, HR Services Team Manager at Weightmans

Continuing the theme of diversity at Weightmans, Dandi’s Contextual Recruitment tool

‘Diversity Lens’ is also used to put candidate’s grades into context with their socioeconomic situation. This allows for a more diverse and inclusive approach to recruitment, specifically in Weightmans early careers programme. Dandi helps Weightmans identify high-performing candidates who may have faced disadvantages during their secondary education, allowing them to assess applicants on individual merit rather than solely on traditional academic qualifications.



The flexible recruitment workflows in Eploy were adapted to build in the stage at which the candidate’s application initiates an automatic transition to the Dandi workflow stage where Eploy’s integration triggers. The recruitment tech stack is working in harmony to present a fuller picture of an individual’s circumstances, creating a fairer and more inclusive recruitment process.

Implementing Eploy

Sarah Higham, HR Services Team Manager at Weightmans, commented, **“Since go-live with Eploy, we have improved our recruitment capability and streamlined our hiring processes to become much more efficient. For example, the interview scheduling tool removes the need for back and forth e-mails arranging interviews and the import functionality takes candidate information right through to our HR system.**

“With Eploy’s complete recruitment platform, there is less room for error and a clear compliance trail across every stage of the recruitment process. Hiring managers now have real-time data with the recruitment analytics available in Eploy to monitor the progress of their vacancies, and much more visibility of a candidate’s journey. Having a clear view of the recruitment bigger picture and the ability to dive into the detail in real-time is extremely powerful – no more spreadsheets or manual reporting!

“Using the Eploy candidate portal gives candidates effortless registrations and applications and allows flexibility to intuitively search and apply for vacancies. Vacancies are searchable by keywords, location and department. This online recruitment is seamlessly built into our careers site and reduces clicks to apply while fostering candidate engagement at the early stages.

“Hiring Managers now have real-time data with the recruitment analytics available in Eploy to monitor the progress of their vacancies, and much more visibility of a candidate’s journey. It’s now easy to see where delays are and act on those to keep candidates engaged and placed quickly.”



“Using the Eploy candidate portal gives candidates effortless registrations and applications and allows flexibility to intuitively search and apply for vacancies.”

*- Sarah Higham
HR Services Team Manager
Weightmans*

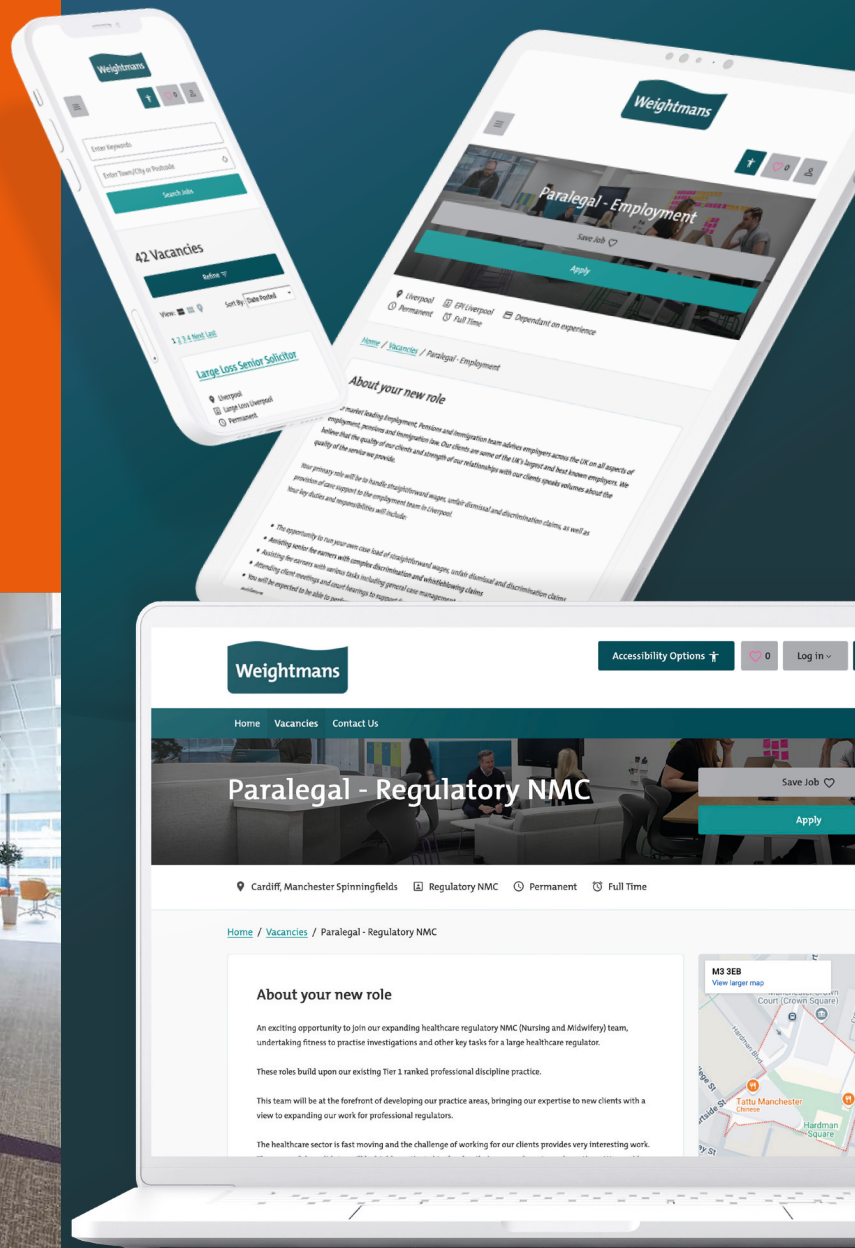


eploy.com

Discover more about Recite Me, Dandi and a curated selection of tools to streamline your hiring process.

Eploy Marketplace: Your hub for innovative recruitment solutions.

<https://www.eploy.com/product/eploy-marketplace/>



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.



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