



Cezanne Connect Recruitment

Streamline and improve your recruitment activities, and benefit from an integrated careers website to help fill vacancies even faster

Recruitment is a significant challenge for every organization today. How can you attract the right candidates and manage the flow of information between managers, candidates and HR to get the best results for everyone involved?

Cezanne Connect Recruitment provides flexible, easy-to-use functionality that makes it easier to manage the complete recruitment life cycle, from creating and publishing vacancies through screening and selection to making the final job offer.

Importantly, Cezanne Connect Recruitment has an integrated careers website that provides the interactive features that today's job applicants demand. As you create vacancies in Cezanne Connect Recruitment, they can be automatically posted to your own careers intranet or internet site, which can be easily customised to reflect your own website branding.

Candidates are able to search for up-to-date vacancies, review job descriptions, create or amend online CVs and submit applications. And, since you can include screening questions, and conduct best fit searches against education and skills, it's much easier for you to identify the candidates that best fit your needs.

You'll benefit from dramatically reduced administration, full control over the vacancies on your own careers website, faster time to hire, better informed decisions and a complete view of all of your recruitment activities.

Search Jobs

Keywords: [] Job Type: Permanent Function: IT

Location: London Posted Within: Any

[Search]

Page 1 of 1 (3 records) |< First < Previous Next > Last >| Sort By: Job Title

Date Posted	Job Details
05 Nov 2008	SQL Server 2005 dba SQL Server 2005 DBA Ambitious MSCD qualified SQL Server 2005 DBA required for gr... Job Type: Permanent Salary: £30k - £40k
04 Sep 2008	Java / Oracle Developer Java Developer with specific experience of Java Swing , preferably but not ess... Job Type: Permanent Salary: £27k - £32k
04 Sep 2008	Software Engineer / C / C++ / Gloucester / £25,000 - 40,000 Software Engineer / C / C++ A UK market leading organisation who are currently experien... Job Type: Permanent Salary: £25k - £40k

The integrated careers site can be configured to reflect company branding and provides the interactive functionality, such as job search, that today's candidates demand.

Gain control over your offline and online recruitment activities

Cezanne Connect Recruitment is part of an integrated suite of applications for Human Capital Management and Compensation Management. These include systems for people management, training and development, succession and career planning, performance management, employee surveys and compensation planning and management.

Extra functionality can be added as required, allowing you to select the options that best fit your needs.

Work the way you want to

Cezanne Connect Recruitment is designed to fit around your recruitment processes and reflect the way you work. You can define different selection processes for individual vacancies, or groups of vacancies, that contain as many or as few steps as you want. For example, graduate recruitment may include preliminary screening, assessment centres and final interview, while a more senior vacancy may involve panel interviews as well as one or more interviews with senior managers.

You can choose when and where to post your vacancies, and define what communication happens at each step in your process. As each step is completed, the system can automatically generate the appropriate correspondence. At any time HR professionals can check the status of recruitment activities and identify bottlenecks or other issues.

Administration is reduced, activities can't be overlooked and everyone gets the information they need.

Engage with managers

Line managers can be allowed to requisition vacancies (with requests automatically routed to HR for approval), as well as engage in the selection process. They are able to review and accept or reject applications for their own vacancies, approve applicant short lists, enter comments against the candidates they've interviewed and initiate next steps.

As HR or recruitment administrators can track the progress of each application, it is easy to identify bottlenecks and address them.

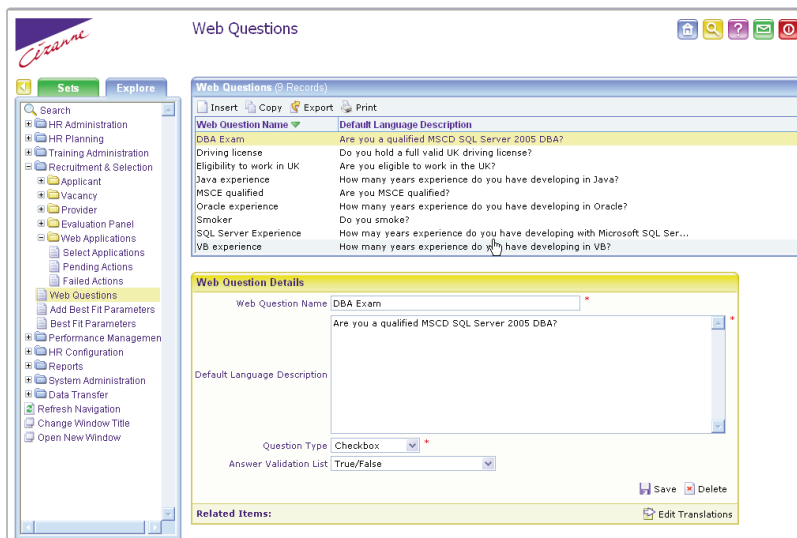
Manage recruitment on line

Cezanne Connect Recruitment has an integrated career site that is designed to be easily branded to match your own website or intranet.

You can specify when vacancies created in Cezanne Connect Recruitment should be published and where they should appear; on your company intranet or public website or both.

For every vacancy you can set up a series of screening questions, such as "Are you eligible to work in the UK?" or "How many years of Oracle programming experience do you have?" Applicants can be asked to answer specific questions about their education, qualifications and language skills, each related to a specific vacancy, or group of vacancies, with associated scoring. These questions may be selected from your own library or created for individual vacancies, giving you maximum flexibility to ask for the information you need.

As applications are completed you'll have instant access to all the information that the candidate has provided, including their preferred method of contact, whether or not they meet your screening questions, and their overall scores, so you can decide next steps quickly. This is a significant benefit when you are operating in a competitive job market.



HR and recruitment specialists can easily set up qualifying questions for each vacancy.

How you benefit

Ensure information is always up to date

Each time a candidate searches for a position on your careers site the information is automatically updated from the core recruitment system, ensuring your site only displays the latest details. You don't have to worry about making sure that new vacancies have gone live, or closed vacancies have been removed. The system automatically takes care of this for you.

Improve the candidate experience

Many of today's job seekers expect careers sites to be highly professional and highly interactive. With Cezanne Connect Recruitment you can put in place a site that not only reflects your own brand, but provides the level of interaction that potential candidates expect. They can search for jobs, submit applications online, tell you how they want to be contacted and track the status of their applications. Screening questions can also help them to understand from the start if the job is right for them.

Identify the right candidates with ease

Quickly identifying the candidates with the best fit for your vacancies can be challenging, especially when you need to process a large number of applications in a short period of time. With Cezanne Connect Recruitment you can create 'ideal profiles' for your vacancies, with associated scoring, and then run searches that show you the candidates with the best match. You can search against applicants for a specific vacancy, broader applicant pools or a combination of both, giving you the maximum flexibility to identify candidates with the best possible fit, and fast track them to interview if you want to.

Manage communication

As candidates progress through the selection stages, workflow can be configured to automatically generate appropriate emails or letters, saving hours of effort and ensuring that applicants, agencies and others involved in the process are kept up to date. At each stage, information is captured about the applicant's progress so that activities and outcomes can be tracked. Once an offer has been made, or the vacancy closed, all unsuccessful candidates can be notified in a single "bulk reject" process.

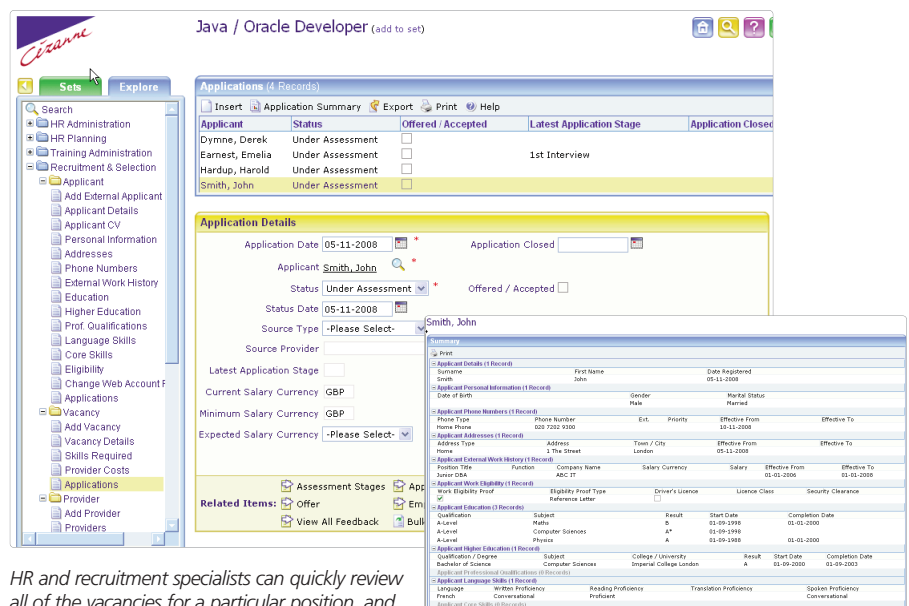
Gain control over the complete process

With Cezanne Connect Recruitment you gain control and visibility over the complete recruitment process, from authorising job requisitions to applicant screening, and from posting vacancies to your careers website to managing costs. Comprehensive query and reporting allows you to track the costs and effectiveness of your off-line and on-line recruitment activities, while inbuilt workflow automates administrative tasks, giving you more time to focus on strategic issues.

Benefit from integration

Cezanne Connect Recruitment is a fully integrated module of the Cezanne Connect suite of HCM applications. Seamless integration means that you benefit from increased productivity, better support for processes and a single source of information about every aspect of people, positions and performance, making it easier to manage recruitment within the overall context of your business needs.

Competency analysis against current or future positions can be used to identify skills shortages; job specifications are easier to write since recruiters can use existing job descriptions; external and internal candidates can be managed side by side; and, when a candidate accepts a job offer, their recruitment details are automatically carried across into their employment record.



HR and recruitment specialists can quickly review all of the vacancies for a particular position, and drill down to detailed information about the individual candidates.



Key features

Cezanne Software provides leading-edge Human Capital Management solutions that help companies better manage, develop, reward and retain their most important asset - their people. With many years' experience of delivering HCM solutions and hundreds of customers worldwide, Cezanne is committed to service excellence.

Our focus is to provide flexible, people-centred solutions that improve the day-to-day management of HR activities, drive the processes that are critical to an organization's success and help companies to develop and maintain a competitive talent advantage.

United Kingdom - Cezanne Software Limited
Tel + 44 (0)20 7202 9300
Email info.uk@cezannesw.com

Italy - Cezanne Software S.p.A.
Tel +39 080 549 84 11
Email info.italia@cezannesw.com

France - Cezanne Software S.a.r.l.
Tel 33 (0)1 44 09 71 21
Email info.france@cezannesw.com

Portugal - Cezanne Software Ibérica S.A.
Tel +351 21 3562024
Email info.portugal@cezannesw.com

Spain - Cezanne Software Ibérica S.A.
Tel +34 91 7684080
Email info.espana@cezannesw.com

USA - Cezanne Software, Inc.
Tel +1 617 418-3945 (from the USA 1 800 CEZANNE)
Email info.usa@cezannesw.com

Venezuela - Cezanne Solution C.A.
Tel +58 212 952 75 28
Email info.lam@cezannesw.com

For other locations please email:
info@cezannesw.com or visit www.cezannesw.com

CREATE AND MANAGE VACANCIES

- base vacancy details on existing position information, or re-use or even re-open historic vacancy information
- use a single vacancy description to recruit for multiple openings
- use inbuilt multi-language spell checker to validate spelling of job descriptions
- monitor vacancy status (expiry date, applicants, offers etc.)
- set expiry dates with related workflow notification
- allow line manager to request vacancies, with workflow authorisation

PUBLISH TO CAREERS SITE

- automatically publish vacancies with job descriptions to a company-branded intranet or internet careers website (or both)
- include vacancy-specific screening questions and capture information about education, skills and languages with associated scoring
- select questions from a customer-defined library or create new ones
- allow candidates to search for vacancies based on location, job type, job function, date posted or key word
- let candidates create and maintain online CVs, with secure password access, and apply for multiple vacancies
- manage off-line applications alongside applications submitted through website

IDENTIFY CANDIDATES

- use scores to quickly see best candidates or those that fail screening questions
- create ideal profiles for any vacancy and search candidate database to identify 'best fit'
- include in best fit searches candidates for a specific vacancy or widen search to include candidates for other vacancies or from a candidate pool
- involve line managers by automatically routing pre-screened applicants to them for review and comment

STREAMLINE SELECTION

- configure candidate selection based on vacancy type
- automatically route information and activities based on workflow to those involved in the selection process
- generate personalised interview invitations, offer letters, rejections etc. based on company-defined templates
- allow evaluators to add feedback throughout the selection process
- record and track progress, outcomes and correspondence

MANAGE PROVIDERS

- store details of external providers including; key contacts, rates, areas of expertise etc.
- track costs and services provided

BENEFIT FROM INTEGRATION

- implement as an integrated solution for Cezanne Connect HCM suite
- make use of existing position information to help define job descriptions, required competencies etc.
- search existing employee database for appropriate candidates
- on offer automatically carry across candidate information to employee record

GENERAL SYSTEM FEATURES

- integrated module of the Cezanne Connect HCM suite
- pure web architecture, requires no client side software
- integrated with Business Objects' Crystal Reports for standard and ad hoc reporting
- exports data in a wide range of formats, including Excel, Word, CSV and HTML
- advanced security based on roles
- supports multi-language deployment
- implement inhouse, or on a hosted or on demand (SaaS) basis
- careers site uses Web Services to communicate with Cezanne Connect Recruitment, allowing the site to be hosted remotely if required