# Backbone online system for recruitment agency

As early developers of online software applications (before they were called apps!), we have worked on a number of recruitment systems as well as our own 'pay as you go' software for small agencies, Apricot.

We've worked with agricultural recruitment specialist De Lacy Executive since 2006, when we visited the original owner John Davies at his house in rural Herefordshire. From that beginning, we've helped **migrate the business** from an early Access database to an online system, evolved functionality with a growing number of consultants, and still work with them under their new Canadian owner, Farms.com.

Read on to learn more about how we've helped De Lacy with:

**Creating a business asset**

**Getting exposure for new vacancies**

**Seamless candidate applications**

**A complete back office system**

## Secure

Security comes as standard with our encryption, user levels obfuscation of data fields and high end hosting.

## Creating a business asset

De Lacy Executive's bespoke recruitment system provides a **complete business management tool** for the agency. The current team of nine consultants manage their clients, candidates and jobs, as well as their daily workflow of tasks.

From its inception, the system has been developed to provide a centralised business process. This means a system that is independent of individual staff and forms its own business value. All the data is in one place so it's **easy for new consultants to take over** and maintain a consistent process.

## Getting exposure for new vacancies

When a consultant posts a new job, it's instantly added to the public website job board and sent out to relevant candidates by **email alert**. Candidates can also **search and filter** their job requirements as well as manage their own preferences, and apply online.

## Seamless candidate applications

Once a candidate has registered or been assigned to a job by a consultant, De Lacy manage their tailored process to **pass applicants through stages** and keep them updated. Consultants can also add office-only notes, to do items and communication with the client so the **full application process is stored**.

## A complete back office recruitment system

Every software project we produce is unique and built around the individual client's requirements. De Lacy can **directly change** various database elements such as dropdown lists, evolving their system instantly and without cost. We have added more features as the business has developed over 14 years and counting, helping to turn software into an **indispensable business asset**.

### About De Lacy Executive

De Lacy Executive Ltd started life as a one-man agricultural recruitment specialist in 2001. It has since grown to a team of nine, now part of the Canadian Farms.com Ltd international group of companies since 2016.

## Benefits

Turning informal processes into bespoke software creates a **real business asset** independent of individual staff

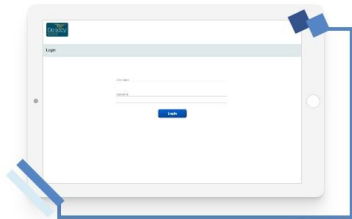Life is **easier for consultants**, who can use the system instantly within their daily routine

**Save money** by managing database elements directly, with **no support contract** and **no user licences**

Clients get **better service** as data is always up to date

"Working with De Lacy Executive has been very rewarding because as they've grown as a business, we've also been able to keep **evolving their software** to keep up. From replicating a very basic Access database, we now have a comprehensive recruitment back office used **every day** by multiple consultants."

James Brown, Bluelinemedia Project Manager.