Sligro gains direct access to the right candidates at the right time, putting it ahead of the competition

Right
candidates
at the right time

The Sligro Food Group employs over ten thousand people. Each year Sligro recruits about 600 new employees at various levels within the organisation. For an organisation like the Sligro Food Group it is important to fill vacancies quickly.

Until the Sligro Food Group started using Lumesse* Talent Acquisition, the entire recruitment process was time consuming and involved unnecessary paperwork, resulting in reduced operational efficiency.

"There definitely was a need for a recruitment system within the Sligro Food Group. We were looking for a system which would efficiently run our attraction and selection processes."

Setting the scene

Sligro Food Group consists of food retail and food service companies which focus on the entire Dutch food and beverage market. Sligro makes use of a multichannel strategy with a variety of sales and distribution channels (44 self-service and 10 delivery-service) and through different distributions channels (retail and wholesale trade). The food retail business consists of 80 full-service supermarkets.

Inspiring solutions

The Sligro Food Group has been working with Lumesse Talent Acquisition since September 2008. "Naturally we discussed our business requirements with many different parties before deciding to invest in Lumesse. The other providers suggested modular systems which appeared confusing and lacked the flexibility to match our internal processes. The software that Lumesse offered was transparent and did not require a complicated consulting or implementation process. We were able to agree in advance our business and process requirements which were translated directly into the e-recruitment system without the need for time consuming project meetings," explains a satisfied Arthur van der Loop. "On initial investigation it appeared that Lumesse Talent Acquisition was the most expensive. However, due to the completeness of functionality, and implementation, pricing became very competitive."

"This system completely meets our needs," says Arthur van der Loop. A project group was formed for the software implementation. The entire implementation took six months of which the implementation together with Lumesse took about three months.

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Sligro Food Group

Fantastic outcomes

For the Sligro Food Group it was
important that the new talent
acquisition solution integrated
with existing systems and was
user-friendly to maximise speed of
adoption and daily use. According to
Arthur van der Loop both demands
were met. With the introduction of
this system not only has the entire
HR process become much clearer
for the Sligro Food Group but also
the employee turnover rate has
reduced while overall efficiency
of the HR function has increased.
Arthur van der Loop believes that
the implementation of the talent
acquisition solution enables Sligro
to gain direct access to the right
candidates at the right time, putting
it steps ahead of its competitors in
terms of the speed and accuracy
that new talent can be sourced and
contracted to join the company.

Sligro Food Group is convinced that
as it starts to use the system, both
changes in and creation of new
workflow processes will be realised
to fine-tune its talent acquisition
best practice further. "The beauty
of Lumesse Talent Acquisition is the
flexibility of the solution because
we can adapt the system to our
individual needs," says Arthur
van der Loop.

In brief

Solution: Talent Acquisition
Industry: Retail
Country: Netherlands
Employees: 10,000

In the retail business it is important to fill vacancies quickly, so efficient recruitment was important for Netherlands-based Sligro Food Group. An environment had to be created to replace the manual, paper-based processes.

Lumesse Talent Acquisition gives recruiters the tools for complete control over all aspects of external and internal recruitment processes. It allows customers to manage their own branded career sites, covering both external and internal candidates.

For the Sligro Food Group attracting and recruiting has become automated with over 600 vacancies a year now processed via a web-based solution. Vacancies are filled in an efficient manner with reduced paper work and resources required. The talent acquisition process has been streamlined to provide a professional and transparent process to candidates.

About

Lumesse is the only global company making talent management solutions work locally. We help customers around the world to implement successful local talent management initiatives that identify, nurture and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

1,700 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

www.lumesse.com/get-in-touch

Lumesse
inspiring talent management