



Recruitment Management

The competition for top talent continues to intensify as organizations race to find and hire the most talented candidates from a shrinking resource pool.

The experienced recruitment professionals at TELUS Sourcing Solutions (TSSI) deliver a proven solution that helps organizations reduce recruiting costs and source talent faster and smarter. We offer professional recruitment expertise, continuing best practice guidance and recruiting process redesign – all supported by best-in-class technology.

Recruit better, faster, smarter

Automate your approval, offer and on-boarding processes for new employees to increase revenue generation by getting them up and running faster.

- When you integrate with an HRIS application, position data pre-populates requisitions
- Take advantage of automated email notifications to prompt or notify managers when an interaction is required, and keep candidates informed regarding their application – even send offer details to successful candidates
- External and internal candidates maintain their resume profile and submit applications quickly and easily online
- Job templates provide a consistent and streamlined basis for posting language

- Cross-posting enables seamless advertising on external job boards
- Online approvals provide efficient tracking and robust audit trails
- Resume search capabilities and applicant pools enable proactive sourcing

Integrate your investments

Our scalable and easily customizable online solution provides a cost effective alternative that meets your unique recruiting needs. TSSI offers organizations the option of integrating the Recruitment Management System (RMS) with your existing HRIS application.

An integrated RMS can seamlessly:

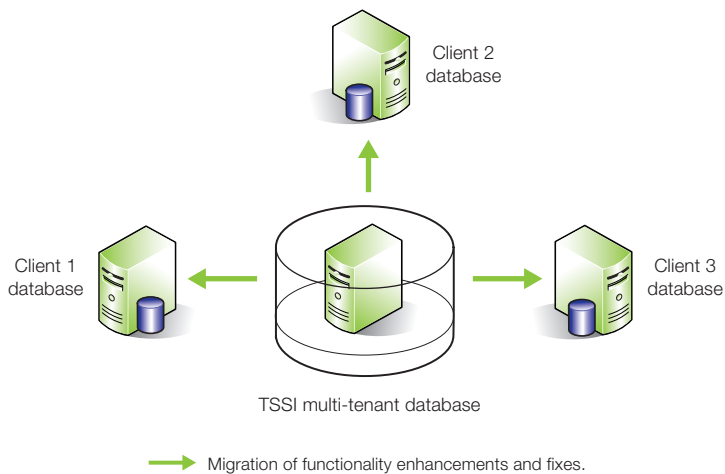
- Extract your organizational data into a job requisition template
- Collect candidate data to create profiles all with minimal touch points
- Transfer time sensitive data to your HRIS for processing

Organizations receive the benefit of faster processing times, fewer mistakes and uniform data management. These benefits can be designed to meet your organization's unique data management and scheduling requirements, reducing touch points and overhead costs.



Take advantage of TSSIs multi-tenant platform

In a multi-tenant setup, as pictured below, each client's data is housed in their own highly secure database, hosted in a TELUS best-in-class data centre. The client database is linked with the TSSI database which houses all the multi-tenant functionality, allowing TSSI to move developed, custom functionality from the TSSI database to the client database. Each server provides redundancy, nightly backups and incremental offsite backups.



Benefits of the multi-tenant platform

- As clients come on board, or as TSSI improves our processes, new functionality is developed and can then be applied to all existing clients as a system update
- Align functionality and updates with your organizations specific strategic needs and change management timelines
- Each client decides for themselves if a specific update aligns with their strategic business needs and rolls out new functionality within their own change management timelines
- New clients benefit from the enhancements requested by previous clients — existing clients benefit from the enhancements requested by new clients

Know your talent

Understand recruiting activities and support strategic decisions at-a-glance with valuable, real-time data.

- Screening questionnaires elicit quantitative and qualitative information from applicants and attributes appropriate scores
- Resume profiles provide a one-stop-shop for candidate data
- Leverage reports included with TSSIs RMS, or create your own to easily extract RMS data to get the most out of recruiting efforts

It is possible to reduce costs and increase the efficiency of your recruiting process and still win the race for talent. Let our technology, business process expertise and proven implementation approach help you automate, streamline and optimize your recruitment processes.

For more information about
TELUS Workforce Contact
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at telussourcingsolutions.com

We have a passion for growth.

