

# INCREASE THE IQ

## OF YOUR RECRUITMENT PROCESS

A feature-rich solution repeatedly tested by HR/recruitment professionals in a variety of industry verticals. The end result has been the identification of best practice, which we then share with our clients.

Anywhere, Anytime  
Speed & Flexibility  
SaaS Solution  
Requisition Module  
Vendor Connectivity  
Quantifiable Success  
Dedicated Support

# SMARTER RECRUITMENT OUTCOMES

SAVE UP TO 80% OF TIME WHEN APPROVING REQUISITIONS.

RecruitAdvantage is a pioneer in the age of technology and consultative in the area of best practice.

We provide a feature-rich recruitment and human resource solution that has been repeatedly tested by industry professionals in a variety of verticals, and mirrors your recruitment workflows and processes.

Industries that have benefited from our solution include Legal, Construction, FMCG, Insurance, Mining, Oil & Gas, Utilities, Telecommunications, Education and Professional Services.

## A SIGNIFICANT RETURN ON INVESTMENT.

*Graeme Parkinson*  
*HR Consultant*  
*Sydney Water*



## APPLICABLE INTELLIGENCE.

STREAMLINED RECRUITMENT PROCESS.

- When using our Applicant Tracking System (ATS), clients have saved an average 40% on time to hire and an overall 30% on operating recruitment costs.
- Leverage artificial intelligence and automate matching processes no matter what size or vertical you are.
- A highly flexible, Web-based, recruitment case requisition workflow module.
- Concentrate on quality.
- Improve your processes to simplify the recruiting process.
- Our solution is suited to organisations of any size who wish to attract their own talent and recruit for their own vacancies.
- TurboRecruit has the ability to handle volume needs such as graduate recruitment drives and roles for which you expect hundreds or thousands of applicants.
- The packaged online application screening module and phone screening modules allow you to effectively filter and record candidate responses.

# CORE PRODUCT FEATURES

## POWERFUL, EASY TO USE, INTEGRATED SYSTEMS.

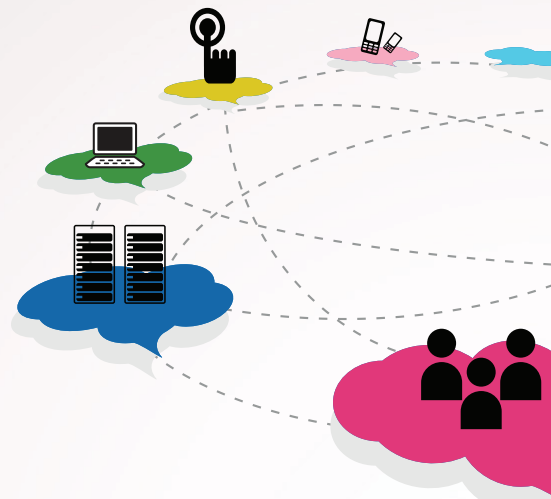
- Suited to organisations who recruit their own employees
- Web-based application delivery
- OFCCP compliant
- Branded careers site

### Functionality for:

- Requisitions authorisation workflow
- Full applicant tracking
- Automated resume data extraction
- Vendor management
- Contract generation
- Contractor management
- Onboarding functionality
- Interview management
- Duplicate candidate management
- Management metrics reporting
- Keyword-based searches
- Artificial intelligence-based searches
- Configurable fields
- Personalised bulk emails and SMS

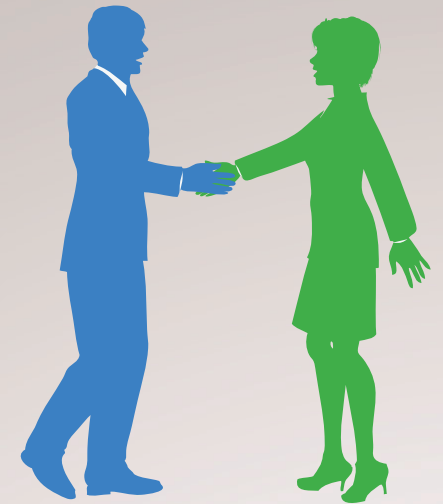
### Integrates with:

- Payroll packages
- Over 160 job boards and growing
- Psychometric testing
- Performance management
- Learning Management Systems
- MS Outlook
- Social networking sites



THE PEOPLE SUPPORT  
BEHIND THE PRODUCT  
HAS BEEN SECOND  
TO NONE

*John Rawlinson,  
Managing Director, Talent2*



## RECEIVE THE SUPPORT YOU NEED

With RecruitAdvantage you will have a dedicated e-Recruitment Consultant with you every step of the way. They will work with you through the implementation process and training, and will be assigned as your Account Manager during your time with us.

## A SOFTWARE AS SERVICE SOLUTION

Our solution is a seamless Software as a Service (SaaS) model - a Web-based platform, which can be accessed 24 hours a day, 365 days a year, anytime, anywhere.

No need for heavy infrastructure in your office. Your data is hosted on a cloud in one of the world's best datacentres, with the service being delivered by us over the internet. Don't bother your IT people, we provide all the IT support required with our system from our Head Office here in Australia.

When it comes to configuration and flexibility, your Implementations Consultant will walk you through the entire process to ensure you get maximum ROI.

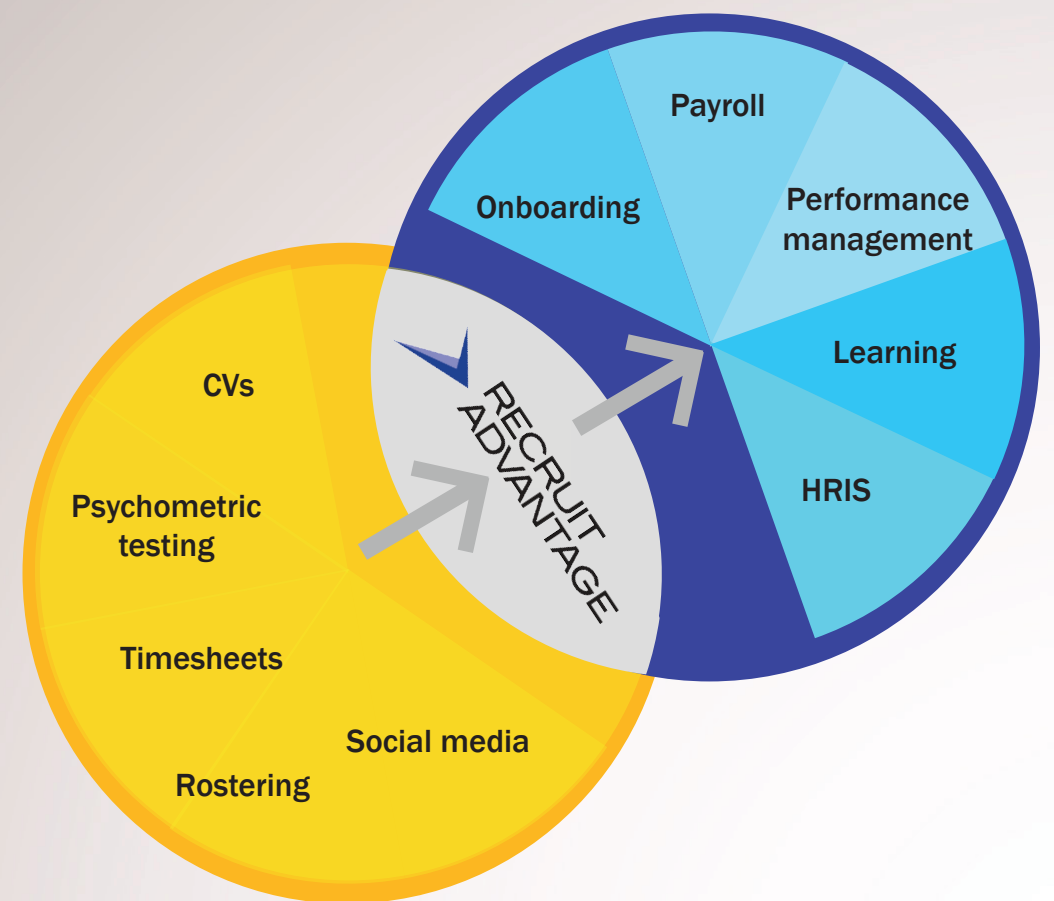
# APPLICANT TRACKING WORKFLOW



# INTEGRATION MODEL

A BEST-OF-BREED HR SOLUTION.

RecruitAdvantage has positioned its platform as an integrator of choice. We have adopted an end-to-end, best-of-breed HR solution and continue to integrate with experts in respective fields.



Some of our integration partners:





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# REQUISITIONS MODEL

*TurboRecruit's requisition module provides full workflow capabilities to mirror your approval process, no matter how complex it may be.*

COMPATIBLE WITH SMARTPHONES  
FULL BLACKBERRY & IPHONE SUPPORT  
FLEXIBLE WEB-BASED WORKFLOW  
SIMPLE ONE-CLICK PROCESSES

**Empower your line managers** by providing the right user roles and permissions. Line managers can create vacancy requisitions and get company approvals required through an online requisitions approval process.

**Email based processes** support time poor senior managers to do their part in the requisitions workflow by replying 'approved' or 'denied' through standard email, BlackBerry and iPhone.

**Unlimited approval levels** provide full flexibility and enable the mapping of automatic workflow templates against role types, division or business units, job location, requisition type and other relevant variables.

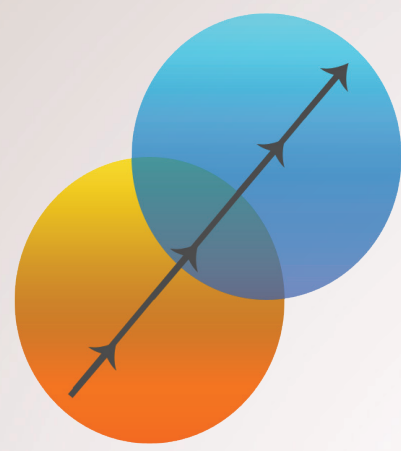
**Automated escalation process** provides date, time stamped and fully auditable requisition activities. Should a requisition be delayed beyond the pre-specified thresholds, you can nominate an escalation procedure, which is triggered via email so the appropriate escalation manager can intervene.

**Define the workflow paths once.** The Requisitions Module features a workflow template application, which is able to store requisition levels, authorisation modes and exceptions. These templates can then follow business rules to be applied to specific roles.

**A MAJOR STRENGTH IN THE COMPANY IS ITS CONTINUOUS INNOVATION.**

*Todd Wheatland, European Marketing Director, Kelly Services*

## REQUISITION LEVELS



**Single authoriser.**  
This is the simplest mode of authorisation where one and only one authorising manager is responsible to authorise this level of the overall workflow.

**ALL must authorise.**  
This authorisation mode requires ALL authorising managers at this level to authorise this level within the overall workflow.

**ANY may authorise.**  
This authorisation mode requires either authorising manager at this level to authorise this level within the overall workflow.

**Hiring Manager creates requisition.**  
When a requisition is created, the appropriate workflows are automatically selected and escalation, overriding and authorising managers assigned their respective tasks in managing the specific requisition.

# WE'LL CREATE A SOLUTION FOR YOU

RecruitAdvantage have helped over 7,000 HR/recruitment professionals find a smarter way to do their job.

Our suite of applications are used daily across 30 countries in 16 languages.

Our clients now have a combined three million employees worldwide, and we manage the online applications and talent pools of millions more per year on their behalf.

Call us at +61 02 9955 0422 and ask for an obligation-free demonstration.

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