

Cashflow Manager makes Expr3ss! recruitment decisions in less than seven days

With the current jobs shortage and unemployment at all an all-time high, the number of resumes passing across the desks of employers is on the rise.

One of Australia's leading web-based recruitment management services, Expr3ss!, is taking the headache and strain out of recruitment by providing easy-to-use and effective tools to help organisations to save both time and money.

Expr3ss! not only helps businesses to identify the 'can do,' 'will do' and 'fit to' applicants for the job, it provides online systems that allow employers to manage the recruitment process themselves, from storing data through to reliable communication with applicants.

Expr3ss! Managing Director, Carolynne Burns, says communication is the key to attracting high quality staff and plays a critical role in an organisation's overall branding.

"Applicants are now expecting a high level of communication when they apply for positions," Carolynne said.

"It's no longer enough to get back to people via the mail or within a few weeks. Applicants are moving fast to pursue job opportunities and if organisations don't act quickly, they risk losing the best people for the job. That's why we've developed a system that allows employers to communicate in real time with applicants via email and SMS," she said.

Expr3ss! client Cashflow Manager has been using the web-based tools for over 12 months and has noticed the dramatic impact the service has had on its recruitment process.

Founder and Managing Director of Cashflow Manager, Wayne Burgan, says since using Expr3ss! the organisation can appoint new staff for their call centre in as little as four days.

"We've been able to considerably streamline our recruitment processes by simply placing an ad online or in the paper, reviewing a short list of the best suited applicants for the job prepared using the Expr3ss! web service and conducting phone or face-to-face interviews," Wayne said.

"Expr3ss! is a real time and money saver. We used to spend an incredible amount of time going through CVs and resumes, then conducting a long drawn-out process of interviews, which was a costly and time consuming exercise.

"Now, approximately 70% of applicants are eliminated by initial screening questions that highlight those that are inappropriate for the job. Psychometric testing of the remaining suitable applicants then provides us with a short-list identifying the people who best fit the job and our organisation's culture.

"We also use benchmarking which compares each applicant to a profile of the 'perfect employee' determined by us with the help of Expr3ss!, ensuring we get the right people for any job.

"Now we can be comforted knowing that we are capturing the best applicants and that no one is kept in the dark as we're communicating to everyone," Wayne said.

Cashflow Manager was recently inducted into Expr3ss!'s 7 Day Club, whereby organisations are applauded for completing their recruitment process - from advertising the position through to the appointment of a new team member - within seven days.