



Software that Simplifies  
Staff Selection

# P&R Electrical

With 12 branches across South Australia and over 30,000 products on offer, P&R Electrical's recruitment mandate revolves around employing a team that can help them effectively service the needs of a variety of commercial operations.

*"I love Expr3ss! -  
The system does all  
the interviews that  
I don't need to do."*

**Robert Godden**

People and Performance Manager  
P&R Electrical

## **P&R Electrical is a family owned business that prides itself on offering exemplary quality products and service.**

Founded in 1977 by George Pappas and George Rhigas, the business has organically grown into one of the largest independent electrical wholesale networks in Australia. With 12 branches across South Australia and over 30,000 products on offer, P&R Electrical's recruitment mandate revolves around employing a team that can help them effectively service the needs of a variety of commercial operations.

Before jumping on board Expr3ss!, P&R Electrical experienced many of the typical recruitment and Human Resource-related challenges. An increasing influx of applications to work through (many of which were duplicate applications or unsuitable candidates applying for multiple roles multiple times) was one such a challenge. Another was the time it took to vet applicants, decide which applicants to invite for interview, communicate with the applicants

who have been shortlisted for interview and coordinate schedule-syncing and face-to-face interviews. Not to mention the task of communicating with those who had not made the shortlist for interviews and were not going to progress. Once a successful applicant had been pinpointed, generating the paperwork, too, was a laborious and time-consuming process.

With Robert Godden, People and Performance Manager at P&R Electrical, significantly cutting back his time spent at the office as he moved into a part-time role, they needed to find a clever way to sustain the department's current output. Having experienced the benefits of automating their Learning and Development processes, doing the same with their human resource management was the logical next step.

## Exceptional application experience that keeps the fluff out.

"I've attended two presentations by Dr. Glyn Brokensha, co-founder of Expr3ss!, and was amazed by some of the stats he reported on. Like the fact that it takes as little as eight seconds to apply for a role on many of the online job searching platforms. This means people are applying for an average of 105 jobs. My experience is that such applications made in bulk with a 'spray and pray' philosophy are often of low quality." The Expr3ss! Checklist application process, thus, functions as another hoop through which applicants who are serious about the role in question need to jump.

"We use it as the first vetting mechanism in our process... If an applicant is not willing to complete the Expr3ss! Checklist with our screening questions, that applicant is likely not a cultural fit for P&R Electrical," explains Mr. Godden. "After all, we want team members who demonstrate a 'can-do attitude' and are willing to go the extra mile."

As their Applicant Experience rating shows, the majority of applicants find the application process which is facilitated by the Expr3ss! system easy and report having a high-quality experience overall – having rated the process 4.2 out of 5.

## The Expr3ss! applicant ranking system is spot on.

"It's actually a funny story..." Mr. Godden reminisces, "the very first time I advertised a job using Expr3ss! I thought I'd put the system to the ultimate test. So I invited all of the applicants for a particular role to interviews... It quickly became clear which candidates Expr3ss! had ranked as 5 stars, and with good reason." Since then, P&R Electrical have put full faith in Expr3ss! which has allowed them to invite five-star applicants for interviews faster - accelerating the entire hiring process. "Expr3ss! really is predictive hiring technology that gets it right!"



*"The integration between Expr3ss! and FlareHR takes a matter of days to deploy, but saves eons of time, boosts efficiencies, slashes job advertising costs, improves applicant experience and helps you get the right people into the right jobs - who wouldn't recommend it?"*

**Robert Godden**  
People and Performance Manager  
P&R Electrical

## Seamless integration with FlareHR offers comprehensive solution

It is true that P&R Electrical experienced hiring challenges that are common and typical of their industry, but the solution they required needed to be both unique and tailored. A best-of-breed solution that was fit-for-purpose was required here. "We needed a solution that would standardise and optimise our hiring processes - so that we spend less time and resources hiring and simultaneously increase the quality of the people that we hire - while also improving our onboarding, HRIS and payroll. That's when Andrew Lester, National Sales Manager at Expr3ss!, suggested that we integrate the Expr3ss! software that simplifies staff selection with FlareHR, a platform that streamlines HR processes and payroll," explains Mr. Godden.

## Reduced admin and time-to-offer

Thanks to this seamless integration, P&R Electrical's People and Performance Management department has significantly reduced the time it takes to generate the paperwork and extend an offer to a candidate... "In the past, hiring managers would call me and ask that I start working on the offer and this would take me at least 30 minutes to do. It required that I be in the office, manually preparing the documentation and flicking it across the correct channels. Needless to say, once I was only working two days per week, this would slow down the entire company's hiring." Since jumping on board Expr3ss! and FlareHR, P&R Electrical take less than four minutes to complete all of the same tasks that used to take 30 minutes. Even if Mr. Godden is not in the office when he gets the request for offer documentation, he can access the systems remotely, and on his mobile device, and complete the entire process in a couple of minutes - which means P&R Electrical can continue with business as usual even on days when the People and Performance Manager is not in the office.

A match made in heaven, the Expr3ss! and FlareHR combination has had a substantial impact on the way P&R Electrical hire and onboard people: "I recommend Expr3ss! and FlareHR to every hirer I meet. It takes a matter of days to deploy, but saves eons of time, boosts efficiencies, slashes job advertising costs, improves applicant experience and helps you get the right people into the right jobs - who wouldn't recommend it?"

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People and Performance Manager  
P&R Electrical

**Just imagine how much better your life and business would be with absolutely awesome staff in every role**

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TOUR**



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