



Predictive Hiring
Technology

A full-page photograph of a young man with short, wavy brown hair and a light beard, smiling broadly. He is wearing a blue and green plaid button-down shirt. The background is a solid orange color.

SUPERCHARGING STAFF SELECTION



33% Cut

In job advertising costs



18.9 Days

Average time to fill a role



44,675

Number of applicants
available in Talent Pool



4.2/5

25,044 Applicants have
voted on the ease, speed and
acceptability of the Frizelle's
Sunshine application process



Supercharging staff selection

Frizelle's Sunshine was established in 1985 and was one of the largest motor vehicle dealers in Queensland, representing 15 brands across 6 sites throughout South East Queensland and Northern New South Wales at the time. After joining forces with the family-owned Peter Warren Group in 2017, the Frizelle Group became the biggest privately-owned dealership group in Australia. Today, this automotive powerhouse owns 29 car brands nationwide, a collision repair business, media agency and a 4WD Lifestyle Accessory store. It is now known as Frizelle Sunshine Automotive.

“ Before jumping on board Expr3ss! in 2014 the hiring team managed the entire talent attraction, sourcing and hiring process through a shared HR email inbox.

This was extremely time consuming, explains the Human Resources Team. We needed to open every single resume and cover letter to review an applicant. Not to mention the challenge of cross-referencing applicants who applied to multiple roles. We also had no efficient way to track HOT candidates that we would like to keep in touch with for future vacancies.

“ Gone is the need to download or review resumes. The View Applicants screen provides a complete overview of the information needed to shortlist a candidate.

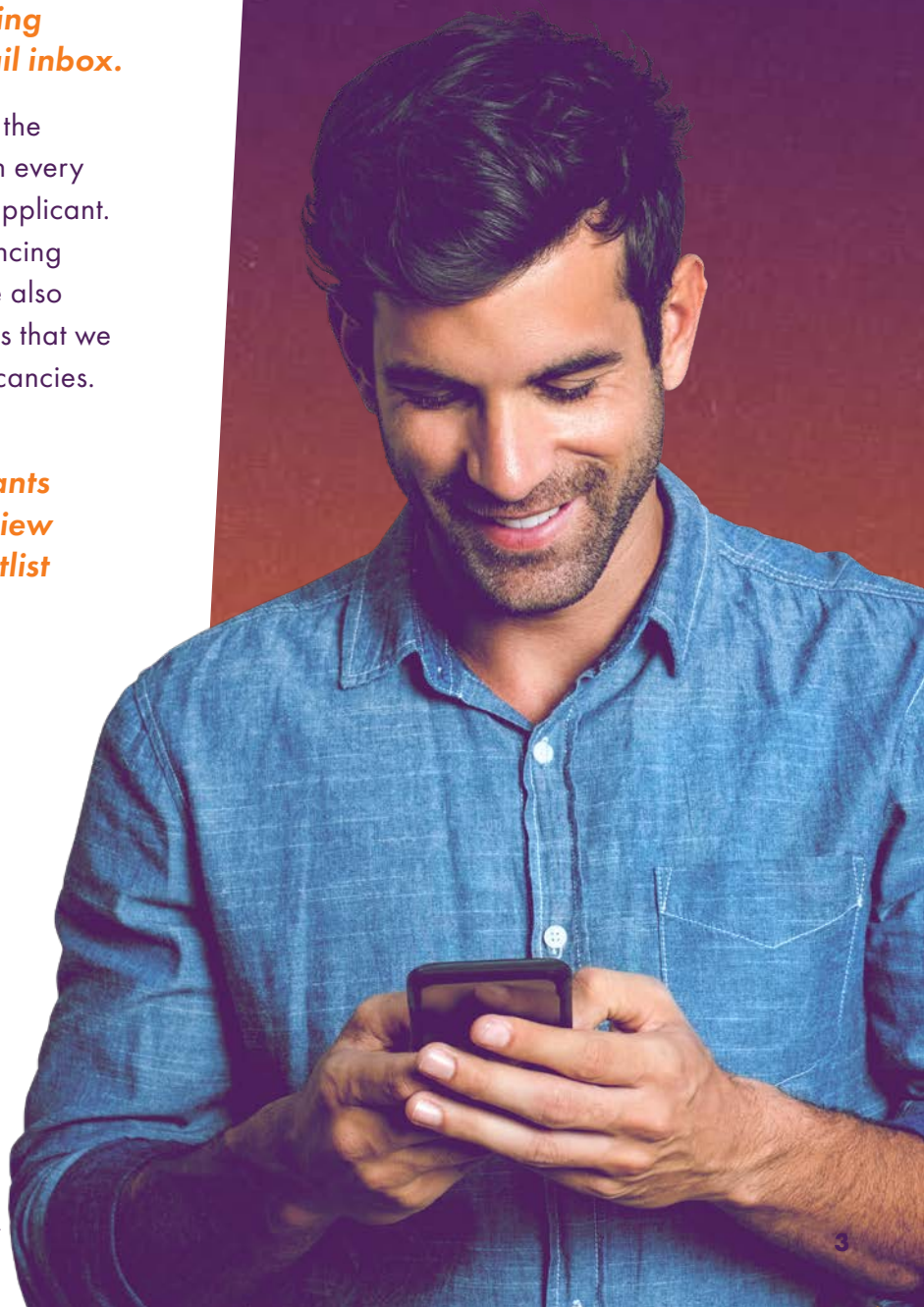


1,210

Number of jobs advertised
- helps build Talent Pool

“ We have been an Expr3ss! customer for five years and could not be happier. The Expr3ss! platform has evolved over the past five years and keeps evolving to meet the ever-changing needs of recruitment management.”

Megan McKenzie
Group Human Resources Manager



Expr3ss! – the “must haves” and the “nice to haves” in one solution

“ Expr3ss! combined the recruitment efficiencies we needed - the must haves - with the candidate profiling we were looking for - the nice to haves.

Access to a comprehensive suite of features meant that the Frizelle’s Sunshine Automotive Human Resources team were able to recruit more effectively without having to invest time they did not have in reviewing applicants that did not meet their business needs.

While the Human Resources team see that a resume has a place, they are adamant though that they cannot show character, behaviours or cultural fit.

Our recruitment process involves many facets which Expr3ss! facilitates efficiently and seamlessly - screening questions, personality profiling, interviews, online referencing, visa checking and reference to the resume. From which they pinpoint the applicants with the “Can Do” skills, the “Will Do” attitudes, that “Fit To” the role and company culture.

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Transparency and Talent Pool drives business objectives

“ Once we have hired our desired applicant, we can share our remaining applicants with managers who are recruiting for similar roles.

Our Team have empowered their managers to have full access and accountability throughout the recruitment process. This, in turn, has given the Talent and Attraction Team the opportunity to focus on greater employer branding which has resulted in a significant boost in applicant quality and quantity.

“ Boost in applicant quality and quantity has lead to increased business performance, improved organisational culture and greater staff retention.

“ Using Expr3ss! has enabled us to cut our job advertising costs by 33 percent. We had been heavily reliant on paid jobs in the past, Expr3ss! offers us the opportunity to use the agile Talent Pool functionality instead, allowing us to deliberately move away from transactional recruitment and paid job boards.”

Megan McKenzie
Group Human Resources Manager





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



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