



Improving time to hire with digital recruitment software
**Australian Bureau of
Meteorology**

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Dorcus Ho, Senior Recruitment Manager



The Challenge

BOM, Australia's national weather, climate and water agency, assists Australians in dealing with the harsh realities of their natural environment, including drought, floods, fires, storms, tsunamis and tropical cyclones. It is led by a Chief Executive Officer, Director of Meteorology and six Group Executives. BOM maintains 8 state and territory offices and 14 field offices across Australia.

The Bureau has an ongoing need to attract, hire and onboard temporary workers, for engagements that can last several months or longer. A wide range of skills, talents and competencies is required across these positions.

The process of finding qualified candidates often takes several months, from approving of staffing requisition to advertising of the position, shortlisting of applicants and following by interviews. While managers want their positions approved and posted ASAP, HR had to locate approvers and compel them to act. Furthermore, at times it was difficult to find candidates with the desired set of skills or few quality candidates surfaced.

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The Solution

BOM determined that it would greatly benefit from a new Talent Register system for temporary employees that would help it locate, attract, hire and onboard high-quality candidates quickly and with a reduced burden on HR staff.

The bureau looked at what some other agencies had done with talent registers and used those as a base for creating its own register. BOM worked with HireRoad to build their job template. Different staff were then invited to test the new system and provide comments.

The Solution

Based on this feedback, BOM worked with HireRoad to incorporate feedback from involved stakeholders. In just a few months, the system was up and operational. “We’ve gone from a cumbersome, time-consuming system of trying to locate candidates with difficult-to-find technical skills to a robust talent register that succeeded in bringing in high-quality applicants beyond our expectations,” said Dorcas Ho, Senior Recruitment Manager at BOM.

“We received about 300 candidates in just the first two weeks of making the Talent Register system live – the feedback from managers and applicants has been overwhelmingly positive.” Ho attributes the system’s ease of use to much of its success.

“Now numerous qualified candidates come back to HR in just days,” added Ho. “These candidates can then be quickly assessed, followed by interviews if required and then a job offer.” BOM’s Talent Register also allows key words, making it easy to locate candidates that match a job or skill. For example, HR can select a location and then search for

a position – for example, “executive assistant,” and the system will return candidates who match the search request. Using Acendre Recruit Talent Warehouse capability, BOM has been able to set up searches to help HR and hiring managers locate candidates more quickly. “This will be very handy for people looking for a specific skill or trying to find someone in a certain location,” said Ho. BOM’s new Talent Register has ignited the hiring of qualified applicants across Australia, and the result is an agency that is now much better positioned to meet its ongoing mission and challenges.

The Impact

The Bureau of Meteorology (BOM) partners with HireRoad and creates a wildly popular Talent Register that quickly attracts hundreds of better-qualified candidates than ever before, with the desired skills.



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