Recruitment and HR Integration

Integrate Your People Teams

Recruitment and HR both handle key aspects of an organisation's people processes, and so it's paramount that the two functions can work efficiently together. Both often over-burdened and under-resourced, the right tools can have a significant impact on the results these teams are able to see from their hard work.

Hireserve ATS integrates with the xcd people platform – a single solution for HR and Payroll. The integration covers the end-to-end recruitment process, from the initial stages of gaining budget and approval for your vacancy to onboarding and retaining your new employees. The integration is designed to make each step of your talent activities simple, straightforward and effective.

The Benefits

Significant Time Savings

The xcd and Hireserve integration is designed to drastically reduce your time-to-hire by eliminating the need for manual, time-consuming data transfer throughout the recruitment process.

For example, users will create the request for a new role in the xcd system, containing all the relevant information from salary to skills. Once this is approved your vacancy flows through to Hireserve ATS, removing the need for manual re-keying between systems.

Stakeholder Management

With this integration, visibility is given to all the necessary stakeholders, so there's no need for convoluted email chains or scouring colleague's calendars for a free slot.

This not only slashes workload for everyone but also reduces the risk for error and miscommunication which can slow down the hiring process and endanger candidate experience.

Data Security

With a robust recruitment and HR integration your team can significantly improve your data security practices. If you are dependent on emails, spreadsheets and e-chat communications to discuss your upcoming vacancies or current candidates, there's a risk of access to these being given to the wrong person, or information being put in the wrong place. With the xcd and Hireserve integration, all sensitive information can be kept within the two systems where only relevant stakeholders have access to information which is applicable to their responsibilities.

Collaboration

With this seamless integration, the collaboration between HR and recruitment sees significant improvement. Additionally, as xcd is the sister company of Hireserve, many of our people work across the two brands, giving them an in-depth understanding of each system as well as the crucial role both recruitment and HR functions play in business success.

This means there's a level of synergy to the implementation and maintenance of the integration which you just don't get with other providers who are in a more traditional partnership set-up.

Candidate Experience

With the budgets of recruitment and HR shrinking while business costs soar, it's crucial that the hiring process is not only efficient in filling a vacancy swiftly, but also retaining the acquired talent.

As an effective onboarding process boosts new employee retention by as much as 82%, the streamlined experience and improved HR and recruitment communication supported by the integration can prove hugely valuable in terms of saving your organisation money in both the short and long term.



xcd

By HR, for HR

The xcd solution was founded by a global HR Director who felt that many systems on the market failed to address the most pressing needs of HR teams and didn't address their grievances at the root cause. So, he founded xcd with the with the practicalities of day-to-day HR operations in mind. The xcd software is fundamentally built to relieve the admin burden and enable HR to become more strategic.

hireserve

Configurability

The xcd solution is one of the most flexible on the market. It is highly scalable and can be configured according to unique organisational needs and goals, so whether you're in the public sector with strict compliance requirements or a university looking to grow, the xcd solution perfectly supports this.

Empower Your People

From streamlining leave requests to acknowledging achievements, the xcd platform is designed to lay the groundwork for long-term employee retention and engagement. The solution focuses on making employee self-service straight-forward, improving employee satisfaction and reducing queries that come into HR.

"The reporting side has been really helpful. Things like gender pay gap reporting were taking a huge amount of time before. We wanted to provide better reporting functionality across the whole charity which, without the system in place, was just impossible to do."

Anna Haldane
Change Management Lead at CAP

hireserve