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## Change Driver

A medium-sized company in the packaging industry is expanding. As a result they are urgently looking for new sales and engineering specialists.

The company's main location is in a rural area with no direct rail or air connections. This makes the recruitment process very difficult. It takes interview candidates a lot of time and money to get to the interview location. As a result the HR department funds the travel expenses to make it more attractive for the candidate.

Due to the high number of applicants, it was becoming increasingly difficult for the HR department to answer all inquiries as quickly as possible, document the application process, and pay the travel expenses.





## Damovo Approach

Damovo met with the HR department and listened to their issues. As a result Cisco's Webex Teams solution was proposed as an answer to their problems.

With this solution, the HR department can now open a space for each potential candidate and invite them to join. The candidate can then download the application free of charge, either as a browser version or via an app. They will then receive the necessary information regarding the application process and also be kept up to date as their application progresses.

In addition, Cisco Webex offers the option of setting up video meetings so that all initial interviews with previously selected candidates can now be conducted via video.



## Customer Value

DAMOVO

### How the **HR department** benefits

The application process has been significantly accelerated. All relevant information provided can now be made available to the applicant and the internal team much more quickly via Webex teams.

The travel costs incurred by the applicants have also been drastically reduced, as all initial interviews are now conducted via video conferencing.

Internal coworkers can also dial into the interviews via video where necessary – saving them unnecessary travel time too.

### How the **company** benefits

Due to the simplified application process the number of initial interviews has increased slightly – giving a better applicant selection and quicker overall recruitment process.

The company has saved money on unnecessary travel costs.

There has been a lot of positive feedback from the applicants - who perceived the company as very innovative and efficient – which enhances the company's brand as an attractive employer.