J MURPHY & SONS LTD INNOVATION CASE STUDY

PROJECT OUTLINE

Now a standalone division in the Morson Group's growing suite of added value talent solutions, Vencuro provides a multi-platform recruitment intelligence tool, which over the last 11 months has transformed talent acquisition at engineering and construction giant, Murphy. Working to source and retain labour crucial to the delivery of world-class infrastructure projects across the UK, Ireland and Canada, the company's adoption of Vencuro took place on October 1st 2018.

This technological leap forward has standardised and simplified recruitment by using automation to seamlessly manage end-to-end tasks, while enabling complete visibility of recruitment in real time, including costs, efficiency and retention.

KEY CHALLENGES

Murphy is one of many companies facing an increasingly competitive environment from which they must recruit and retain talent. In order to retain a competitive advantage, a streamlined model in which candidates with the right skillsets are quickly sourced, interviewed and placed is essential. Amid a rise in available data, it's important that effective data management systems are put in place to seize that opportunity to create value, by translating performance data into useful insights

Before Vencuro was adopted, CV filing was email-based and quite manual, which offered little accountability, trail or time stamp, meaning the management of time to hire was extremely difficult.

KEY BENEFITS

With the introduction of new technologies, there is an easy way to organise documents, errors are eliminated and a more transparent, streamlined process is achieved. Vencuro has developed bespoke dashboards, which provide detailed visual representations of KPI and hiring data, making it easier to understand at a glance the trends impacting the recruitment process. For example, when a role is approved onto the Murphy in-house technology, the integrated Vencuro system mirrors this application. Within four hours, the Vencuro/Morson team takes action and makes contact with the hiring manager. Other KPIs include: days to source CVs (target 3-5 days); number of CVs (minimum 3); days to interview (3-5); position filled (within 2 weeks).

TESTIMONY

"It is great that our leadership group has access to in depth, real-time data. This allows us to better manage our business"

- Mark Spiers, Head of Recruitment

SOLUTION

Through a multi-platform approach, Vencuro is helping Murphy meet these challenges, moving from a large supply chain to a vendor-managed solution.

CHAMPIONS

Charlotte Lewis, Head of Technology at Morson Group, added: "Vencuro harnesses our insight by overcoming industry pain points, aligning with individual needs and enabling innovation from a single, joined-up platform."