

# **TUI UK & Ireland slashes recruitment costs by 50% and reduces time to hire by 90%, without compromising quality of its recruits, with StepStone**

Submitted by: Brands2Life

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London UK, 30 July 2009: StepStone, Europe's leading provider of Human Capital Management solutions, has today announced that TUI UK & Ireland, part of the international leisure travel group, TUI Travel PLC, has implemented its e-recruitment and onboarding solution to support recruitment across its business in the UK and Ireland. The StepStone platform is enabling the company to reduce the time from job offer to contract from three weeks to 48 hours, cut recruitment costs by 50 per cent and create a consistent and superior candidate experience to attract the right talent. Since going live in November 2008 TUI UK & Ireland has managed over 22,000 applications through StepStone's e-recruitment solution.

TUI UK & Ireland, created after Thomson and First Choice merged in 2007, decided to implement StepStone's i-GRasp e-recruitment solution across its new business to streamline its application-to-offer process. Now, all candidates apply for positions and receive contracts through its online career site [www.tuitraveljobs.co.uk](http://www.tuitraveljobs.co.uk), and, with such high levels of interest from candidates, has had a significant business impact. The company also wanted to differentiate itself by providing a superior candidate experience as part of its service delivery. As a consequence, StepStone's onboarding module has automated the production of contracts, enabling TUI UK & Ireland to speed up the time to hire and, as a result, provide a more efficient offer process for its candidates. StepStone's innovations have also enabled TUI to decrease the time it takes to issue contracts for the 1,100 job offers it has made since November 2008 by 90 per cent.

"We're delighted with the results StepStone has helped us to achieve," explains Sue Chatfield, Head of Resourcing & HR Services, TUI UK & Ireland. "The quantitative results have been outstanding and we've witnessed significant time and cost savings in the first six months alone. But what these figures don't show is how we've also managed to improve the quality of our hires. By being the first company to offer employment to those we wish to hire, we increase our chances of recruiting the talent we're looking for. We've had less candidates decline our offers as the system, as part of our overall recruitment strategy, has allowed us to move more quickly than anyone else. Some of our new recruits have said that they accepted the position because of the overall recruitment experience and the fact that we were the first to get back to them."

Matthew Parker, Managing Director of StepStone Solutions, comments: "Even in a downturn companies need to develop their employer brand and enhance the candidate experience to secure the best talent. TUI has shown that having the right recruitment technology pays dividends in attracting great staff and strengthening TUI as a key player in the leisure and tourism sector. We're excited to be involved in TUI's intensive rebranding programme and helping them cut recruitment costs and shorten hiring cycles."

ENDS.

About StepStone

For more information see: [www.stepstone.com](http://www.stepstone.com)

Read our blog at: [www.Stepstonesolutions.com/communitypost](http://www.Stepstonesolutions.com/communitypost)

Take the talent Strategy Assessment at: [www.talentstrategyassessment.com](http://www.talentstrategyassessment.com)

StepStone is Europe's leading international provider of human capital management ("HCM") software and services. Its technology and services help organisations attract, retain and develop their talent. StepStone was founded in Norway in 1996 and listed on the Oslo Børs (Ticker@ STP.NO) in 2000 and the London Stock Exchange (LSE: STPS) in 2008.

StepStone operates some of Europe's largest talent networks which match employers with potential employees and provides a complete suite of HCM software solutions. Through its extensive talent network in Europe, StepStone has privileged insight into the needs and demands of today's workforce, allowing the company to develop highly innovative HCM solutions.

StepStone's comprehensive portfolio of software and services enable organisations to implement efficient HCM processes. These services include; attraction and hiring, post-hire talent management, performance management, compensation management, skills and competency management, career and succession planning, training and development management.

As at Q4 2008 more than 1,600 organisations, including many of the world's leading businesses, use StepStone software and services. It operates in 16 countries and employs more than 900 people. Its global customers include Aviva, Deloitte, Deutsche Telekom, Lufthansa, McDonald's, Telefonica, ThyssenKrupp and Volkswagen.

Robin Grainger / Catherine Moran  
Brands2Life  
+44 (0)20 7592 1200  
[stepstone@brands2life.com](mailto:stepstone@brands2life.com)

Andrew Rodaway  
Director of Communications  
StepStone  
+44 7540 666439  
[Andrew.rodaway@stepstone.com](mailto:Andrew.rodaway@stepstone.com)