

Signature Senior Lifestyle Success Story

Company Profile

Signature launched in 2006 with a vision to create a superior alternative to the existing offering of residential and nursing care homes in the UK. Their aim is to provide a select number of communities with a refreshing, premium service that delivers a unique, thoughtful and sensitive response to the physical and emotional needs of seniors of needing both expert care and a happy and stimulating environment.

Problem

Before Signature started looking into recruitment systems they relied on a very manual process. They mainly managed their recruitment on a home by home level, allowing each home to choose where and when to advertise and spend their budget, as this had worked well in the past. However they noticed a change in not only the way that their prospective candidates were searching and applying for jobs but also the demand for staff increased dramatically. Both these points combined meant they had to re-evaluate their recruitment strategies.

Solution

With the implementation of Talentstream Recruit, Signature's recruitment process became efficient and streamlined, offering a mobile friendly career site to engage and capture candidates along with an intuitive applicant tracking system. This allowed Signature to start managing recruitment centrally with minimal effort whilst still giving their care homes the level of autonomy and input required. Talentstream Recruit has already allowed them to reduce agency spend and start reporting on their recruitment efforts quickly and accurately.

Results

- Reduced agency spend
- Increased amount of quality applications
- Ability to report on key metrics such as source performance and time to hire allowing more control over the recruitment budget
- Reduced time and cost per hire due to a streamlined process
- Improved culture within HR

StaffNurse.com were fantastic with their consultative approach to helping us with our issues. They had great knowledge within the healthcare market and backed everything up with data and research.

"I would highly recommend StaffNurse.com and the Talentstream Recruit solution to anyone in the market for a recruitment platform."

Overall the team at StaffNurse.com, from our first point of contact/consultation through to implementation and getting up and running has been a great experience. They have always been there to answer any questions or make any changes – With special mention to Darya and Daniell!

— Creenagh Williamson, Group Operations Director at Signature Senior Lifestyle Limited

