

Novade boosts hiring efficiency and empowers hiring managers with LinkedIn Talent Hub

SUCCESS STORY

With a global footprint in over 20 countries across Europe and Asia, smart field management software company **Novade** is expanding at a time when many firms are turning to digitalization for business continuity amid COVID-19. The rising demand for digital health and safety solutions across the construction sector has given Novade greater urgency to accelerate its expansion plans.

Complementing its growth aspirations is **LinkedIn Talent Hub**, the world's only Applicant Tracking System to enable recruiters to source, manage and hire all on one platform. The consistency with candidate sourcing and outreach is helping the company expedite the hiring workflow and hire talent efficiently to fuel its international growth.

LinkedIn Talent Insights helped:



Greater control and visibility

With greater insights throughout the hiring process, hiring managers can make better talent decisions, accurately identify which stage of the recruitment process a candidate is at, and act swiftly to secure key talent – gaining an edge over its competitors.



Improved efficiency

By providing a one-stop center for companies to source, manage, and hire candidates, LinkedIn Talent Hub allows hiring managers and recruiters to spend time on what matters most – engaging and building networks to find the ideal candidate.



Diversified workforce

LinkedIn Talent Hub's real-time talent pool insights provide Novade with a clear picture of the talent market across different parts of the world, enabling them to look for the right talent in the right places.



THE CHALLENGE

Lack of proper candidate selection process

For Alan Simpson, Head of Human Resources, Novade APAC, the first big challenge was to resolve the ambiguity of the candidate selection process. Without a standardized process in place or quantifiable candidate data, hiring managers spent much of their time trying to determine how far a candidate had progressed in the selection process, which was both frustrating and time-consuming. The hiring managers' differing working styles and candidate selection criteria also meant disorganized and lengthy hiring cycles, which often led Novade to lose out on key talent. Over time, the inefficient workflows impacted communications, affecting the morale and outlook of hiring managers.

THE SOLUTION

A one-stop recruitment platform

To speed up hiring and empower its hiring managers, Novade turned to LinkedIn Talent Hub for an efficient and effective recruitment process.

Hiring managers now have greater control. At a glance, they can see the candidates' progression, share, tag, and review their information, and map out the next steps with clarity. The platform also allows each hiring manager to work together with the recruiter to create a hiring process that is aligned with their working styles, fostering mutual trust and respect. Today, despite its lean HR department, Novade competes effectively with bigger industry players and brings higher quality talent onboard. Its recruiting team brings added value to the hiring managers as strategic consultants as well, thanks to efficiency gains.

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LinkedIn Talent Hub provides better management and control over the hiring process. I get better hires – faster, and it has enhanced the relationship with my hiring managers who feel more empowered.



Alan Simpson

Head of Human Resources
Novade APAC