



TESCO

A fresh approach to global recruitment

Tesco is the third-largest retailer in the world. Tesco required a multilingual talent acquisition platform which could support head office and retail roles, while delivering a superb user experience.

Since integrating with TribePad in 2014, Tesco have successfully processed more than 5 million applications per year.

- More than 440,000 colleagues
- 6,800 stores across Europe and Asia
- Serving 80 million customers a week

 **TribePad**

reaching talent through tech

tribepad.com

The challenge

Using different systems to manage, process and track applicants was a constant challenge for the recruitment team.

Tesco needed a simpler, self-service system for candidates which would make it easy to apply for roles and stay informed.

Recruiters needed to report on the entire hiring process and identify areas for improvement, across a diverse range of roles and business units. Supporting early careers and graduate recruitment as well as implementing guaranteed interviews for disabled candidates were key requirements.

Our solution

Mobile optimisation

Candidates can manage their profile, search for roles and apply for vacancies using their mobiles, tablets and other devices.

Faster registration

Parsing a CV or LinkedIn account, makes applying for jobs quicker and reduces drop-out.

CV search

TribePad ATS searches millions of candidate profiles in seconds, making it easy to search for talent and processing applications at scale.

Automated processing

Time and expense is saved by filtering out candidates who aren't qualified for a role, while still maintaining a positive candidate experience.

Multi-lingual

One system, with customisation for different roles, business units and countries enables standardised recruitment processes and reduces administration.

Reporting & auditing

TribePad Insights delivers real-time data organised into easy to understand reports and graphs. Tesco teams can identify areas for efficiencies and assure recruitment process compliance.

Hiring managers had a disconnected workflow making the recruitment process frustrating


Candidates faced a negative experience because of multiple systems being used

Time and money was wasted trying to make sense of the analytics and data presented

“We are a team of over 480,000 people dedicated to serving shoppers a little better every day.

Our operations in the UK are the largest within the Group, with over 3,500 stores and over 310,000 trusted colleagues.”

To read our full client testimonial or see more case studies visit: tribepad.com/case-studies



Vicky Wheatley,
TribePad's Service Delivery
Manager for Tesco