

Industry: Public Sector
Employees: 180

The City of Artesia in the southeastern portion of New Mexico, nestled in Pecos Valley, may be considered New Mexico's Best Kept Secret. The city's 12 departments serve a current population of 12,000 residents. The city's economy thrives on the oil and gas industry along with farming, ranching, dairies and small businesses and the Federal Law Enforcement Training Center.



The City of Artesia Operates More Efficiently with Taleo Business Edition

“The biggest positive with Taleo Business Edition is that it frees up my time. Budgets are tight and Taleo reduces repetitive, administrative tasks so I can spend my time where it's most valuable.”

Bill Thalman, Director of HR
City of Artesia

Challenges

- › The City of Artesia's HR department handles the recruiting, hiring, and onboarding of employees for 12 city departments with minimal budget and resources.
- › The existing paper-based system was time-consuming, redundant, and labor-intensive and provided a poor candidate experience.
- › Job posting created a lot of paper copies for each position due to public notification requirements.
- › Information availability was cumbersome and time-consuming to locate whenever discrepancies about the application process or hiring arose.
- › The city could not compete effectively for candidates due to the lengthy application process and slow notifications to candidates.

Solution

The City of Artesia selected Taleo Business Edition Recruit, Perform, and OnBoard as a single web-based platform for recruiting, hiring, onboarding, and performance evaluations. The OnBoard application was attractive to the city for the rapid transition from candidate to employee without cumbersome integration issues. The price-point fit within the city's budget and easy customization fit with the city's requirement for candidate applications.

Results

- › The city's lean HR department now saves valuable time on job postings, candidate application review and repetitive administrative tasks.
- › Every department can quickly access candidate information and execute performance evaluations anytime, anywhere.
- › The city is poised to attract more candidates now that recruiting processes are streamlined making it more responsive to potential employees.
- › Applicants can apply online to a branded career website, speeding up the application process, making it easier to apply for multiple positions, and improving candidate experience.
- › When the city deploys Taleo OnBoard, the HR department expects to cut down employee onboarding from 2 hours to about 30 minutes.

CONTACT

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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