

## Washington County Uses Talent Management Platform to Enhance Recruiting and Performance Reviews

### Challenges

- Washington County relied on manual, labor-intensive processes for tracking candidate resumes and distributing them to appropriate departments.
- Posted job openings in newspapers or paper-based sources, limiting their access to quality candidates.
- The county could not compete effectively for candidates due to the lengthy application process and slow notification to candidates.
- Performance reviews were backlogged and often not completed in a timely manner.
- Difficult to motivate and engage employees as well as align performance with mission objectives.

### Solution

While searching for applicant tracking systems, the Director of Human Resources found Taleo Recruit and was impressed. Budget constraints were a consideration and Taleo Recruit's price-point was attractive. The county went with Taleo Recruit and Perform to streamline its recruiting and performance review processes.

### Results

- Streamlined and automated recruiting processes so the county can act quicker when it finds quality candidates.
- Able to use resources more strategically with administrative processes automated.
- Due to automated processes, the county has significantly reduced time to fill.
- More responsive to potential employees so the county is poised to attract more qualified candidates.
- Able to give employees positive feedback during performance reviews, which helps to engage and motivate performance.
- Speeds and improves the performance review process by using competencies that are relevant to each individual's job.



**Industry:** Public Sector  
**Employees:** 900

*“Our mantra is to automate and streamline— Taleo Recruit and Perform have enabled us to do just that.”*

Peter German  
Director of Human Resources  
Washington County, Wisconsin

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### CONTACT

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### ABOUT TALEO

Taleo (NASDAQ: TLEO) is the leader in on-demand unified talent management solutions that empower organizations of all sizes to assess, acquire, develop and align their workforces for improved business performance. More than 4,000 organizations use Taleo for talent acquisition and performance management, including 48 of the Fortune 100 and over 3,400 small and medium sized businesses across 200 countries and territories. Known for its strong configurability and usability, Taleo runs on a world-class infrastructure and offers 99.9% availability. Taleo's Talent Grid harnesses the resources of the Taleo community of customers, candidates, and partners to power the talent needs of companies around the world.