



INTELLIGENT
TALENT
ACQUISITION
TECHNOLOGY

M&S

EST. 1884

WHY M&S USES OLEEO RECRUITING ENABLEMENT

THE ULTIMATE GAME CHANGING TECHNOLOGY FOR RECRUITERS

How will using Oleeo's algorithms help M&S candidate selection?

By using Oleeo's algorithms alongside our assessment centres, we can make informed selection decisions in a fraction of the time - almost 40% less time than before! This helps strengthen our conversion rates of interviews to hires.

What does Oleeo Recruiting Enablement provide M&S?

The scoring system that Oleeo Recruiting Enablement offers us responds to thousands of data points in our application processes to identify the strongest predictors of success. It means that we are able to improve the quality of candidates going through to assessment centres by between *5 and 16%*.

Does Oleeo Recruiting Enablement help manage diversity in selection?

Yes, it also helps us to reduce unconscious bias & improve diverse hiring. Leveraging AI to manage adverse impact enables increases in ethnic diversity of interviewees *by at least 48%*.

What's the best thing about Oleeo Recruiting Enablement?

The best thing about Oleeo Recruiting Enablement is that it enables M&S recruiters to focus on doing what they love, engaging with candidates. We can really nurture top talent to make sure we are finding great ambassadors for our esteemed brand.

What's next for your use of Oleeo Recruiting Enablement?

This is just the start for us. We will continue to evolve Oleeo's algorithms to make them more robust. We are now beginning to add post-hire performance data into the system. This will help us to ensure continuous improvement in data-driven recruitment selection and also employee retention.

40% recruitment time savings

16% improvement in candidate quality

48% increase in interviewee diversity

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