

Konetic Recruit empowered recruiting:

Case Study: Deutsche Bank

Deutsche Bank is a leading global financial service provider. With more than 75,000 employees, the bank serves more than 12 million customers in more than 75 countries worldwide; almost 50% of the bank's staff works outside Germany. Deutsche Bank is one of the world's largest recruiters of interns, undergraduate and graduate trainees.

Campus Recruitment at Deutsche Bank

As a global institution, a key element of Deutsche Bank's strategy is to hire the best new talent from universities and business schools around the world. To do this on a global basis is a complex and resource intensive task, requiring specialist teams of recruiters around the world and significant resource commitment from Deutsche Bank bankers.

Business Drivers

Deutsche Bank's goal was to increase the effectiveness and efficiency of their campus recruitment processes:

- co-ordinate campus recruiting globally
- better position Deutsche Bank to capture the "star" candidates
- reduce the administration burden on recruiters
- improve the efficiency of the recruitment process
- provide better management information

Technology

Deutsche Bank selected Konetic Recruit because the technology met key requirements:

- a solution that was robust and scalable enough to cope with high volumes of applicants to a multiple number of programmes
- a system that could manage the complex workflow required to allow large numbers of recruiters and line managers to collaborate on a cross divisional and global basis
- a technology that was flexible enough to be configured to Deutsche Bank's unique requirements
- a solution that provided candidates with the ability to interact online with Deutsche Bank

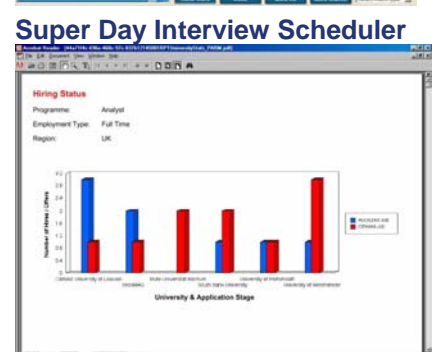
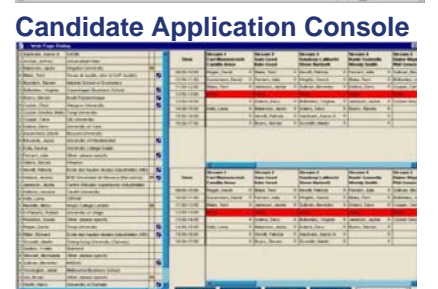
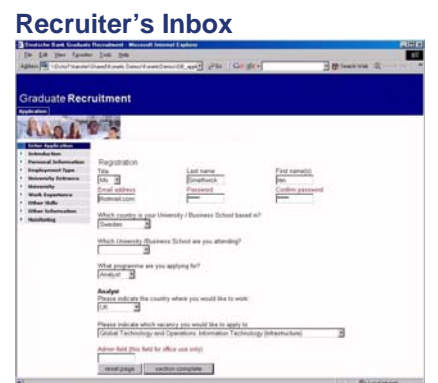
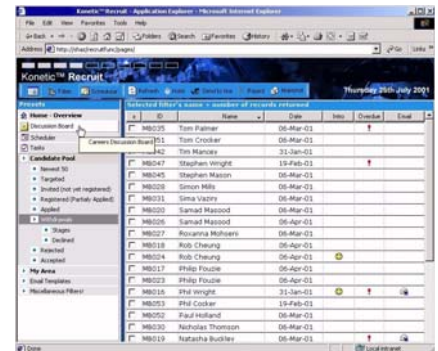
The Konetic Solution

Konetic delivered a customised and branded Konetic for Campus Recruiting solution to Deutsche Bank which commenced September 2001. The solution has been configured to meet the specific business requirements of individual recruiters in UK, Germany, USA, Hong Kong, Singapore, South Africa and Australia.

Key Deliverables

Since deployment, the solution has:

- accepted high volumes (many tens of thousands) of applications from all regions of the globe
- scheduled over 6,000 candidate interviews in multiple locations directly online
- enabled Deutsche Bank to manage and select from large volumes of high quality candidates quickly and efficiently
- provided detailed MIS & reporting on the Campus programme on a global basis for the first time



Real-time Report Generator