



Customer insight

Global talent acquisition platform strengthens employer brand





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Ramboll has almost 200 permanent and temporary offices in more than 20 countries. As part of its globalisation progress the company needed a recruitment solution, usable by all business units, that would enable it to streamline recruitment practices whilst improving performance, efficiency and quality.

One of the biggest challenges Ramboll faced was to create business alignment during the implementation process and ensure that all business units took active ownership. "The key to success was creating the right project team and involving the right stakeholders at the right time," says Elmer Mortensen, Head of Group HRD at Ramboll.

Setting the scene

Ramboll is a leading engineering, design and consultancy firm that was founded in Denmark in 1945. Today Ramboll has a strong presence throughout Northern Europe, India, Russia and the Middle East, employing close to 9,000 experts working on projects all around the world.

Inspiring solutions

To increase the efficiency and quality of its recruitment processes Ramboll implemented Lumesse* Talent Acquisition. Although initially rolled-out to the Nordic countries, the project scope was subsequently expanded to deliver a global solution that covers all primary business units in the Ramboll Group and is available in twelve languages. The expertise of Lumesse in implementing global IT solutions was a key factor in Ramboll's selection process.

"We chose Lumesse because it could deliver the most user-friendly and sustainable solution that met our requirements and our user structure," says Ane-Kathrine Banke, Group Jobsite Manager at Ramboll. "The Lumesse solution supports Ramboll's recruitment process and means that we can operate as one company across our business units and service areas," she continues. And commenting on the close working relationship that has developed between the two companies, she says: "We regard the cooperation with Lumesse as a true partnership."

The web-based Lumesse solution is integrated with all of Ramboll's internal and external web sites. Potential candidates can easily get a global view of all available positions within Ramboll and can register CVs and applications online. The solution also gave Ramboll the flexibility to customise the web publication to reflect its 'look and feel'.

Through close collaboration between the HR, IT and Communication departments, Ramboll has further enhanced its recruitment process with the following:

- Development of a 'one company' publication channel that enables job advertisements to be published in eight different categories (seven service areas plus administration/support)
- Rationalisation and alignment of the administrative side of its recruitment processes
- Access to a global database of qualified candidates' CVs

“The Lumesse solution we have implemented creates value for all business units within the company and makes HR’s contribution to business results more visible.”

Ramboll

Fantastic outcomes

The Lumesse solution enables Ramboll to publish all available jobs on Ramboll’s own websites as well as to external job portals. Ramboll uses its intranet as a publication channel and this allows the company’s employees to also get an overview of career opportunities in other parts of the business.

According to Elmer Mortensen: “Having a single set of efficient, professional recruitment processes is essential for a large company like Ramboll.” Speaking about the Lumesse solution, he explains: “This global solution matches our requirements perfectly.”

In Ane-Kathrine Banke’s view, the solution is helping to encourage the right applicants to apply for vacancies at Ramboll. “Our jobsite functionality helps to ensure that potential and current employees perceive us as a professional employer,” she says. “This strengthens our employer brand and therefore our ability to attract and retain quality candidates.”

With the help of the Lumesse solution Ramboll’s HR department has shown itself to be a leader in the implementation of aligned global processes and governance and is actively contributing to the company’s success. “The Lumesse solution we have implemented creates value for all business units within the company,” explains Ane-Kathrine Banke, “and makes HR’s contribution to business results more visible.”



In brief

Solution: Talent Acquisition
Industry: Engineering
Country: Worldwide
Employees: 8,000

As an international company Ramboll needed consistent processes to improve the professionalism, efficiency and quality of recruitment practices across its many business units.

Ramboll's HR department chose Lumesse to deliver a global, talent acquisition solution. This gives Ramboll's business units a common system for recruitment that is fully integrated with the company's web and intranet sites.

Lumesse Talent Acquisition is strengthening Ramboll's employer brand. With a common, global recruitment platform and high-quality communication, the overall candidate experience has been improved.

About

Lumesse is the only global company making talent management solutions work locally. We help customers around the world to implement successful local talent management initiatives that identify, nurture and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

1,700 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

www.lumesse.com/get-in-touch



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