



“Our decision to choose Taleo was based on two things in the US. The first was the technology and the second was the level of customer service we received throughout the entire process leading up to our choice to submit our recommendation to France. We had over 10 demonstrations and contacts with various Applicant Tracking Systems during this period and nothing compared. The level of service was the difference maker in our decision process. Now that we are live with Taleo, I can say with 100% certainty that the level of service still holds true!”

Michael Vaughn
Human Resources
Workforce
Planning & Staffing
Technical Recruiter of
AREVA NP, Inc.



AREVA Takes a Global Talent Approach to Serving Local Subsidiaries

With an industrial presence in 43 countries and a sales network covering over 100 more, the AREVA Group is the world leader in nuclear energy and the only player working in every industrial activity in that sector. AREVA offers technology solutions to produce energy without CO² and to distribute electricity with absolute reliability. With a worldwide staff of 58,000, AREVA is committed to continual progress, putting sustainable development at the heart of the group’s industrial strategy. AREVA’s activities help meet the major challenges of the 21st century: access to energy for all, preservation of the planet, and responsibility in terms of future generations.

Talent Builder Drives Growth and Expansion

The AREVA Group created a Human Resources Division in 2004 for the entire group to partner in the company’s growth and worldwide expansion. This new division sought to implement consistent recruitment processes and talent management strategies worldwide. AREVA wanted to better meet specific demands at local level and move from a company focus to decentralized action. This policy, which is deployed worldwide and known as Talent Builder, is based on:

- Creation of an international campus management function.
- Establishment of a recruitment department for engineers and executives with less than five years experience.
- Launch of two communication campaigns: mobility and recruitment, in order to promote AREVA as a benchmark employer, both internally and externally.
- Deployment of a skills development policy, supported by AREVA University.
- Implementation of a performance and career management policy.
- Harmonization of remuneration practices.

Connecting AREVA HR Departments Globally, Meeting Specific Demands Locally

Since 2001, AREVA has recruited many talented staff, both internally and externally. At the same time, a certain number of experienced staff will be taking retirement within the next ten years. Also, the energy sector has developed quite considerably, resulting in a highly competitive recruitment market.

Taleo Case Study: AREVA Group

“We chose Taleo because it was an easily configurable unique solution that allowed us to adapt our processes to the language, culture, and legal requirements of each of our subsidiaries, while maintaining the field autonomy of our local HR managers. The Taleo solution is also able to address the huge diversity of skills and profiles required by a large organization such as AREVA Group.”

Pierre Hervé-Bazin
Recruitment Director
France
AREVA Group



This business context is forcing AREVA to look resolutely towards the future. The historical and geographical disparities within the group mean that the Human Resources department has to think at the world level and act at the local level, deploying a responsible and innovative social policy in view of the competitiveness generated by globalization.

The group's Human Resources Division is therefore based on a steering committee which brings together the Directors of Human Resources for each activity, in order to design and deploy a tool based on the following five key objectives:

- Implementation of world recruitment and talent management processes adapted to local requirements and regulations.
- Standardization of recruitment and assessment processes throughout the entire organization.
- Management of a 58,000 person staff speaking more than 20 different languages with visibility into all open positions within the group.
- Reduction of costs linked to these processes.
- Reinforcement of the AREVA employment brand for internal and external candidates worldwide.

In 2004, AREVA chose the Taleo solution. Known as e-Talent within AREVA, this tool has been designed to cover all recruitment and internal mobility processes within the group.

A group project with five recruiters from France, the United States, and Germany, as well as a representative from the Information Systems Division, was set up to launch a pilot experiment in a subsidiary in the United States.

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e-Talent: Unique Solution Positions AREVA as a Benchmark Employer

AREVA chose the Taleo deployment option of a single technology platform accessible to the whole group. Taleo enables all those concerned to initiate and manage the various stages in internal and external recruitment in real time:

- Design and distribution of job offers.
- Pre-selection and monitoring of applicants.
- Management of applicant relations.

Taleo Case Study: AREVA Group

“The power of the technology and Taleo’s depth of knowledge into the challenges that large organizations like ours are facing were the key factors for us in choosing a technology partner. Taleo answers the needs of multisite, multilingual, and multicultural organizations and the high security level matches our strong requirements in the various business units of AREVA Group.”

Alain Poissonnier
HRIS Director
AREVA Group



AREVA has opened a new recruitment space that gives online access to open positions within the group. Applicants, both internal and external, can consult ads and carry out job searches by geographic zone, business, or entity. They can register on the site and answer an ad or send a spontaneous application, which they can then monitor and manage directly online. To access a wide selection of job offers, ads are available in three languages, depending on the type of job, the entity recruiting, or the place where the job is based.

For their part, recruiters share a unique pool of internal and external candidates worldwide. They are in a position to supply managers with a shortlist of highly qualified candidates within a maximum period of three to four weeks, compared with over two months prior to implementation of Taleo.

Global standardization of the AREVA recruitment and internal mobility policy enables every entity within the group to adapt their policies to those in force in Europe, North and South America, and in Asia to meet local labour code requirements.

Improvement of internal mobility within the group has contributed to an increase in employee satisfaction and is forging a strong joint culture within a group of 58,000 people, speaking over 20 languages and spread across 100 countries.

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Recruitment and Mobility at the Heart of AREVA's Development Strategy

The task of the Recruitment Department is to provide a service on behalf of subsidiaries, collate requirements from entities, search for and pre-select candidates, and offer a pre-qualified list of candidate profiles. Its role within the organization is highly strategic as it must retain and develop talent and ensure the transfer of skills, expertise, and know-how in order to anticipate the requirements necessary for growth. Every effort is made to provide a top quality service to group entities by controlling both deadlines and the quality of applications offered. Thanks to e-Talent, AREVA has standardised the practices used by its recruiters and made them more professional.

Throughout project deployment, each recruiter was trained over a two day period by a Taleo Training Consultant and an AREVA recruiter who was also a member of the project committee. Every person trained learned to adapt their way of working to the methodology.

“Group staff will contribute to the developments and transformations happening at AREVA. Attracting, retaining, and ensuring the commitment of the best talents, encouraging internal learning of best practices, facilitating mobility, and transferring our know-how to the group’s future leaders are just some of the many challenges that unite and mobilise us,” said Anne Lauvergeon, Chairman of the AREVA Group.

The Taleo solution has already been deployed in France, Germany, Austria, Switzerland, China, India, United States, and Canada. Deployment to other group sites in South America and other European countries—specifically England, Poland, Turkey, and Spain—will happen gradually and be completely operational in 2007.



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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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