

# How Vistry Group tailored iCIMS for its 1,200 hiring managers

Vistry Group

## THE CHALLENGE

- With a shortage of new homes in the UK, Vistry Group is expanding to meet the demand – the homebuilder typically has between 250 and 300 active jobs at any given time.
- Before moving to iCIMS, Vistry Group used manual processes and spreadsheets for everything from tracking candidates to creating requisitions.
- Vistry's recruiting team needed a recruiting solution that could scale with the business, automate manual processes and be tailored to its more than 1,200 hiring managers.

## THE RESULTS

By partnering with iCIMS, Vistry Group's talent leaders gained visibility into the recruiting process overall, while individual hiring managers now have direct control over how they recruit. This allows hiring managers to tailor the platform to meet their needs and those of their hiring location, managing everything from posting job ads to making offers.

Vistry's team significantly reduced its manual administration by automating processes.

For example, event notifications let each department know when a candidate's status changes. When a candidate accepts an offer letter, the IT team is notified to set up their tech, and payroll is alerted about their paycheck.

**"iCIMS provides us visibility, control and efficiency."**

Emma Jones  
Group Head of Recruitment  
Vistry Group



### Reaching candidates where they are

With iCIMS Text Engagement, hiring managers at Vistry Group automate texts for everything from prescreening checks to scheduling interviews.

When a candidate's status changes in the system, it triggers a preset message, helping streamline processes and making communication with candidates easier.

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