

Case Study: Halcrow

Symatrix helps Halcrow save US\$1 million annually while leveraging staff skills to sustain annual global growth of 15%

Challenge

- Gain a single global view of all employees and their skills
- Attract, recruit, develop, and retain the most highly skilled resources in the competitive construction services sector in order to sustain worldwide growth of 15% each year
- Streamline and optimise human resources management and cut administration whilst recruiting 1,500 staff in just one year
- Benefit from the expertise and ongoing support of a technology partner with specialist expertise in HR implementations.

Solution

- Replaced UK-centric, legacy HR and Payroll solutions with a single suite of scalable, self-service based, workflow-driven processes globally to support future strategic needs
- Evaluated four vendors and chose Oracle for its broad range of HR functionality and ability to manage all employees within a single system while adhering to local in-country regulations
- Commissioned Oracle Platinum Partner Symatrix to implement SIMPLY HCM, a comprehensive, pre-configured, out-of-the-box, rapidly deployed Human Capital Management solution built from the experience of more than 200 Oracle HR implementations
- Chose Symatrix for its in-depth knowledge of Oracle HCM, combined with its proven ability to configure Oracle's best-practice functionality to each customer's needs
- Benefited from Symatrix' Oracle expertise and the rapid deployment of Symatrix' SIMPLY HCM solution to go live on time and on budget
- Opted for Oracle On Demand to benefit from applications delivered on a managed basis, together with fixed-cost support, upgrades, and maintenance and unrivalled levels of service
- Leverages Oracle Human Resources to create a single HR database and enforce consistent, best-practice processes
- Cuts hiring cycle and saved US\$1million annually by using Oracle iRecruitment to find, recruit and hire new employees
- Mitigates problem of skills shortages by using Oracle Learning Management to deliver training and track staff qualifications.

Find out more

Contact Chris Brooks on 0844 800 4033 or email chris.brooks@symatrix.com

About the client

Halcrow specialises in the provision of planning, design and management services for infrastructure development worldwide. With interests in transportation, water, maritime and property, the company is undertaking commissions in over 70 countries from a network of more than 70 offices.



“Symatrix’ extensive knowledge of Oracle and human resources expertise has enabled us to support our staff with world-class HR services while reinforcing our position as a leading employer in our industry.”

Chris Farmer, Group IT Director, Halcrow

Oracle Products and Services

Oracle HCM
Oracle Human Resources
Oracle Payroll
Oracle Self-Service Human Resources
Oracle iRecruitment
Oracle Learning Management
Oracle iLearning
Oracle On Demand