Signature

Recruitment that cares

Signature Senior Lifestyle offer award winning, luxury residential, nursing and dementia care across London and the home counties.

Their staff are central to the high levels of care they provide and they have a variety of roles from nursing and care assistants, to chefs, administration and housekeeping.

Signature need to fill roles fast, with high quality candidates, to ensure they can continue to provide the best care possible for their residents.

Tribepad

The challenge

There is a shortage of high quality candidates in the care industry and attracting and retaining these is of key importance to Signature.

A long application process and time to hire means more time before a candidate can start making a difference. The length of time taken to apply and then screen applicants was a big challenge.

All Signature care homes manage their recruitment individually, which meant differing experiences for candidates, particularly when it came to onboarding new starters.

"Tribepad has revolutionised the way we onboard new starters at Signature.

Being able to onboard candidates online and send them their e-contract has streamlined our processes, saving our managers' time. It's also meant we've improved the candidate experience, something which is incredibly important to us."

Laura Purvis
Head of Resourcing
& Talent
Signature

Our solution

Speed and simplicity
A streamlined application process makes for a smooth and better experience for candidates, with the quick apply feature helping to speed things up. Automatic screening allows Signature to process candidates on volume roles quickly and easily. Simple scalability means the system can be easily rolled out to new homes.

Keeping track with reporting
Using our Insights reporting platform means Signature can establish how each home is performing, monitor time to hire and see which job boards perform best. This helps them to face their biggest challenges head on with all the key information at their fingertips.

**800+ candidates
hired in 16 months**

Consistency with Onboarding
Adding the Onboarding package to the ATS means Signature can offer a standardised process across all of their homes. The process is simple and more engaging for candidates. It is easy to generate contracts, collect references and get new starter forms completed - all minimising the admin burden on recruiters.