

FAIRFIELD RESIDENTIAL LLC

Fairfield Residential, LLC
San Diego, CA
www.fairfield-residential.net

Industry:

Engineering & Construction

Employees:

2,150

Oracle Products & Services:

JD Edwards EnterpriseOne
Human Capital Management
Suite
eRecruit

“Oracle’s JD Edwards EnterpriseOne eRecruit provides us with integrated and automated capabilities to efficiently manage our complex recruiting process. With Oracle, we have saved our recruiters approximately 15 minutes per application, which allows them to devote additional time to more value-adding tasks.” – Jorge Farfan, Human Capital Management Information System Analyst, Fairfield Residential, LLC

Fairfield Residential, LLC Increases Web Applications and Streamlines Recruiting with Automated Solution

Fairfield Residential, LLC is a privately held real estate operating company that provides acquisition, entitlement, development, construction, redevelopment, property management, asset management, and disposition services to its clients.

Challenges

- Upgrade a legacy human resources (HR) system to streamline the recruiting for positions at the company’s 245 locations
- Support the company’s business model of buying and selling properties frequently by providing a recruiting solution that can manage high turnover rates and seasonal application volumes
- Expand user controls to eliminate duplicate data entry and improve access to accurate information

Solution

- Upgraded Oracle’s JD Edwards EnterpriseOne Human Capital Management Suite to provide applicants and recruiters with easy access to up-to-date job vacancy information
- Reduced manual data entry by linking corporate Web site postings to data stored in Oracle’s JD Edwards EnterpriseOne eRecruit—enabling automatic removal of expired and closed postings without manual intervention
- Saved approximately 15 minutes per application by eliminating duplicate data entry—freeing up approximately 60 hours per year for recruiters to focus on more value-adding tasks
- Increased the percentage of applications received through the corporate Web site to approximately 35% thanks to easy-to-use applicant tools like the ability to copy and paste resumes and cover letters and a “job basket” for storing potential positions
- Gained the ability to quickly identify qualified applicants by providing keyword search capabilities and eliminating cumbersome resume and cover letter attachments
- Delivered real-time updates to recruiters, eliminating the lag time previously required by nightly batch updates and making it easier to manage as many as 60 to 70 concurrent openings
- Provided self-service tools for applicants to create online usernames and passwords, and also reset passwords—reducing the burden on IT staff
- Enabled the company to automatically import data for hired applicants into the company’s HR management system