



Halcrow  
London, England  
www.halcrow.com

#### Industry:

Engineering & Construction

#### Annual Revenue:

US\$687 million

#### Employees:

6,500

#### Oracle Products & Services:

Oracle Human Resources  
Oracle Payroll  
Oracle Self-Service Human Resources  
Oracle iRecruitment  
Oracle Learning Management  
Oracle iLearning

#### Oracle Partner:



Symatrix  
Leatherhead, England  
www.symatrix.com

**“Oracle Human Resources and payment give us proven, best-practice processes combined with rapid deployment and fast time to benefits. We now have a robust framework that will underpin our ability to deliver world-class HR services globally and support our rapid growth.”**

– Chris Farmer, Group IT Director,  
Halcrow

### Halcrow Saves US\$1 Million Annually While Leveraging Staff Skills to Sustain Annual Global Growth of 15%

Halcrow specializes 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.

#### Challenges

- 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 optimize human resources management and cut administration while recruiting 1,500 staff in 2008

#### 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 for growth in the construction services business
- Achieved broad HR functionality and the ability to manage all employees within a single system while adhering to local in-country regulations
- Commissioned Oracle Certified Advantage Partner Symatrix to implement Oracle SIMPLY HR, a comprehensive, out-of-the-box, rapidly deployed HR management solution
- Leveraged Oracle Human Resources to create a single HR database and enforce consistent, best-practice processes
- Cut hiring cycle and saved US\$1 million annually by using Oracle iRecruitment to find, recruit, and hire new employees
- Mitigated problem of skills shortages using Oracle Learning Management to deliver training and track staff qualifications