



Danish integrated power company DONG Energy enhances recruitment across Europe with StepStone

London 8 December, 2009 – Denmark-based integrated power company DONG Energy has rolled out a Europe wide e-recruitment systems from StepStone to help it manage over 1000 new vacancies every year. As well as substantially reducing administration for the company's 30 HR staff and 300 hiring managers, the system is fully integrated with DONG Energy's corporate recruitment website, providing consistent, high quality employer branding and a superior candidate experience.

Before implementing the StepStone solution DONG Energy had multiple recruitment processes across different divisions, as a result of several company mergers. In most cases these processes were paper-based, inefficient and time-consuming. The introduction of StepStone e-recruitment, in Denmark, Norway, Holland, Germany and the UK, has given the company a consistent, highly-automated process that makes life easier for recruiters and candidates alike:

"Everyone finds the StepStone e-recruitment solution very intuitive to use. It makes posting job advertisements and tracking applicants completely straightforward and ensures the whole company follows our standard recruitment processes," says Søren Daugaard Hansen, HR Consultant and Group HR Project Leader for the StepStone solution at DONG Energy.

Headquartered in Denmark, DONG Energy is an integrated energy company covering the entire energy value chain. It explores for oil and gas; produces power and heat from power stations and renewable energy sources; trades on energy exchanges; and also sells gas and power to wholesale, domestic and business customers. DONG Energy generated revenues of over DKK

60 billion (approx. €8.2 billion) in 2008 and is a market leader in Denmark and other parts of Northern Europe.

“The international energy business is very competitive. DONG Energy will benefit not only from reduced administration effort with StepStone e-recruitment but also an enhanced ability to attract the best staff across multiple countries,” said Matthew Parker, Group MD of StepStone Solutions.

About StepStone

StepStone helps businesses get increased performance from their people, helps them build and develop global talent pools, and helps people find new jobs that match their talents. Across the world thousands of organisations rely on StepStone every day to improve their business performance and talent development strategies while millions of people rely on StepStone to improve their careers. StepStone delivers world class technology and services for finding, recruiting, retaining, managing and developing talented people.

StepStone operates some of Europe’s largest talent networks, accurately matching employers with potential employees, and provides a complete suite of Human Capital Management software solutions. StepStone’s on-demand (SaaS) software and services enable organisations to implement efficient processes, including; attraction and hiring, post-hire talent management, performance management, compensation management, skills and competency management, career and succession planning, training and development management.

At the end of September 2009 more than 1,600 organisations, including many of the world’s leading businesses, use StepStone software and services. It operates in 17 countries and employs around 800 people. Its global customers include Aviva, Deloitte, Deutsche Telekom, Lufthansa, McDonald’s, Telefonica, ThyssenKrupp and Volkswagen.

For more information see: www.stepstone.com.

Read our blog at: <http://www.stepstonesolutions.com/communitypost>

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