

## Top French law firm FIDAL works with StepStone to optimise its recruitment process

London/Paris, 27 October 2009 - StepStone, a global leader in talent management solutions, has announced that FIDAL, the top business law firm in France has opted for its e-recruitment solution. As part of a comprehensive streamlining and decentralisation of recruitment, FIDAL will implement StepStone E-recruitment to modernise and harmonise its recruitment practices at both central and regional levels. FIDAL, which currently has 2,300 employees, of which more than 1,200 are lawyers and jurists, has offices in Paris and the French provinces to address the legal and financial issues of its clients.

FIDAL set four major challenges for its new e-recruitment system: Meeting ambitious recruitment targets for the coming years (hiring 120-140 lawyers annually); assisting regional leaders in the operational management of their recruitment activities; reducing recruitment time by automating workflow and the automatic publication of vacancies on job boards, and; ensuring its ability to attract the best candidates in a highly competitive environment, where having the right profile is crucial.

StepStone's 100% web-based SaaS solution has contributed to an improved candidate user experience by providing dedicated services and facilitating communication between recruiters and prospective employees. The project was completed in only eight weeks and has allowed FIDAL to directly interface with all its preferred recruitment sites. Three months after the implementation of the solution, the user feedback is excellent, as seen by the high utilisation rate - 70% of FIDAL regional recruiters now use it to manage their recruitment.

Muriel Meneguzzo, head of recruitment at FIDAL stresses the day-to-day benefits of the tool: *"Thanks to StepStone's solution we note a greater involvement of regional recruiters in the operational monitoring of their recruitment. The recruitment time is shortening and communication with our candidates has significantly improved. In addition, the solution allows us to select from a pool of talented candidates that we are already beginning to develop."*



With more than 1,300 lawyers in France and partners in 150 countries, FIDAL is the top business law firm in France by size and revenues\*, and the only French firm to appear in the world top 100. The firm offers its customers a triple competency:

- Domestic, with a strong presence in Paris (354 lawyers) and the provinces;
- European, with the support of its Brussels office, specialising in community issues;
- International, with dedicated teams accompanying our clients in their cross-border operations.

FIDAL's lawyers advise 40,000 customers, consisting of large groups and Middle Market companies, individuals, public authorities, and non-profit associations and organisations. Specialist departments cover the main areas of business law: tax law, company law, social and management law, competition and distribution law, intellectual property and information technology law, heritage law, resolution of litigation, and public law.

For more information: <http://www.FIDAL.fr/>

### 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.

### About StepStone

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