

## **HR Access and R.Flex Solutions unite their talents for recruitment management**

**The R.Flex e-recruitment solutions round out the HR Access talent and human capital management offering**

*Paris, 11 March 2009 – Leading Human Resources management software and Human Resources Outsourcing services provider, HR Access has just signed a partnership agreement with e-recruitment solutions software vendor R.Flex Solutions. This partnership demonstrates HR Access' desire to offer its customers an ever more extensive and powerful range of solutions for deploying their H.R. projects on a national and international scale.*

In a competitive and globalised environment, knowing how to recruit, manage, develop, and secure the loyalty of talent is one of the keys for business success.

### **A combined offer to tackle recruitment issues**

The first phase of talent management, recruiting, is a major issue in H.R. strategy. In the current economic climate, human resources departments must, more than ever, target their needs and maintain the quality of their services to operational departments while reducing the costs and delays associated with the recruitment process.

Today, the evolution of practices is leading companies to favour online recruitment, generalise the distribution of job offers on the Internet, and improve their image as employers by playing the interactivity card with candidates.

The partnership with R.Flex Solutions allows HR Access to round out its talent management offering with an open, multilingual solution designed to automate the processes of online recruitment: publication of job offers on the company website, posting job offers to several medias (Job Boards, schools, universities, social networks etc.), ability to render anonymous candidate personal data, automatised of the application processes, enrichment of the enterprise candidates bank with external CV bank such as those of Monster and AdenClassifieds (Cadremploi, Keljob, etc.), integration of the candidates Viadeo profiles, video CV, semantic searches in the business CV bank to optimise the sourcing, etc.

### **A global response to the Talent Management challenges**

This partnership with R.Flex Solutions reinforces HR Access' HRa Suite 7 solution, which offers comprehensive facilities for talent management in the service of company performance and the new challenges in the field of Human Capital. HRa Suite 7 integrates and optimises all the business processes to recruit the best profiles efficiently, to train and develop skills to meet the needs of the international environment and the transformation of business functions, and to evaluate, reward, and ensure the loyalty of all the company's resources.

Since its release at the end of 2007, about 30 companies have selected HRa Suite 7 – companies such as Nexity, the French Post Office, Bouygues Construction in France, CAF in Spain, and National Bank of Abu Dhabi in the Middle East. More and more customers are being attracted to HRa Suite 7 by its capacity to help them simplify, automate and homogenise their H.R. processes.

**Combined, HR Access and R.Flex Solutions products offer a global response to the requirements of large international groups, by simplifying and harmonising HR processes, from recruitment to skills management on a company-wide scale.** The partnership will be operating in France, Spain, the UK, Benelux, Germany, Switzerland, North Africa (Morocco, Algeria, Tunisia), and the Middle East.

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**About HR Access:**

A European leader in Human Resources management, **HR Access** Solutions has almost 900 employees - based in France, Spain, Germany, Belgium, Italy, Great Britain, Ireland, Switzerland, Morocco and Tunisia - and 600 clients in 54 countries.

HR expertise and consultancy, software solutions, implementation and integration, outsourcing, training, regulatory intelligence, maintenance: HR Access offers a comprehensive range of solutions and services, combining local expertise and international management.

The services and solutions from HR Access are the result of 35 years of experience, research, development, implementation and sector-specific skills in terms of Human Resources management.

Today, over 9,5 million employees throughout the world are managed by HR Access.

HR Access is a registered trademark of HR Access Solutions.

For more information: [www.hraccess.com](http://www.hraccess.com)

**About R.Flex Solutions**

R.Flex Solutions is one of the major French software vendor of e-HR solutions, with more than 150 customers in 70 countries. R.Flex Solutions' solutions help companies to manage internal and external recruitment, internal mobility, and the planning of positions and employees.

An offshoot of the R.FLEX human resources consultancy set up in 1990, R.Flex Solutions launched the first version of its Profils suite in 2001, based on its double expertise in information technology and human resources. Today, Profils.net includes 6 packaged solutions that are equally suited to major groups, small- and medium-sized businesses, public sector organisations, and recruitment professionals.

Modular and full web, the Profils solutions can be directly integrated into the customer company's website or intranet. They are available as Software-as-a-Service (SaaS – subscription) or by purchasing licences.

Amongst R.Flex Solutions' customers are companies such as Accor, Adecco, AG2R, Air France, Bosch, Bouygues Immobilier, Canal+, Capgemini, EDF, Foncia, Française des Jeux, Galeries Lafayette, Grand Optical, Heineken, HSBC, Michelin, Nestlé, Norauto, Norisko, Pierre et Vacances, Prisma Presse, Safran, TF1, VediorBis, Vinci, and many more.

Based in France (headquarter in Boulogne-Billancourt), R.Flex Solutions is developing its international activity, particularly in England. The company has 60 employees, devotes 1/3 of its gross margin to R&D, and had a turnover of € 4.6 million in 2008.

For more information: [www.rflex-solutions.com](http://www.rflex-solutions.com)