



SuccessFactors® Expertise.
Delivering HCM Results.



Hiring with Intention

Choosing the Right Partner for Recruiting & Onboarding Transformation



A candidate's experience begins long before their start date. Each interaction shapes how they perceive your organization from the moment they engage with your brand. A disjointed recruiting and onboarding process causes top talent to disengage, and slow, inefficient systems delay new hire productivity and increase HR's workload.

These systems can be powerful enablers for HR leaders working in SAP SuccessFactors—but only when configured with forethought and intention. When technology, process, and strategy are aligned, HR can attract, onboard, and retain top talent more effectively; that's where the right implementation partner makes all the difference.

This guide explains how EIR helps HR teams move faster, deliver stronger experiences, and reduce complexity without sacrificing precision.





Building the Future with Every Hire



Recruiting and onboarding are more than just tasks to complete—they are your first chance to demonstrate culture, clarity, and care. Done well, these experiences drive long-term engagement and faster ramp-up; conducted poorly, they frustrate everyone involved.

Organizations that excel in these areas see:

- ✓ Increased candidate engagement, which transitions to increased employee productivity
- ✓ Reduced new-hire turnover
- ✓ Enhanced innovation and collaboration

Getting to this desired lifecycle requires more than deploying software. For SAP SuccessFactors users, this means using the platform to its full potential—streamlining workflows, integrating tools, and tailoring the experience for every user. It also means choosing a partner who understands your goals and brings both HR and technical expertise to the table.



At EIR, we deliver **transformation without tradeoffs**—senior experts, agile service, and measurable outcomes.



The High Stakes of Talent Acquisition

Today's recruiting leaders face enormous pressure to:

- **Hire faster** across multiple regions and roles
- **Deliver inclusive and personalized** candidate experiences
- **Maintain compliance** with regional regulations.
- **Reduce manual work and system workarounds** while delivering a scalable, mobile-friendly tool.

SuccessFactors can help—but only when implemented with the right foundation. Too often, implementations fail to reflect business realities, typically due to data that doesn't flow cleanly, excessive customizations, and hiring teams reverting to manual workarounds.

The result? Slower time-to-hire, disengaged candidates, and frustrated hiring managers.



What to Look for in a Recruiting & Onboarding Partner

To get real value from your recruiting and onboarding systems, look for a partner with:

- **Process-first orientation** – One who starts by understanding your process, workflows, pain points, and goals, not the system.
- **HR domain expertise** – Who understands the nuance of recruiting, onboarding, and compliance.
- **Configurable, not overbuilt** – Building for flexibility and sustainability, not complexity.
- **Proven scalability** – Able to support enterprise-grade and mid-market implementations.
- **Enablement mindset** – Focused on knowledge transfer and client independence.





How EIR Delivers – Our Approach

EIR's approach is grounded in our core pillars:

Experts, not generalists

Credentialed SAP SuccessFactors professionals and HR practitioners lead every project.

Boutique mindset

Agile teams focused on outcomes, not hours.

Precision in every piece

Every detail matters, from job requisitions to compliance automation.

Our Recruiting & Onboarding services include:

- **Job Requisition & Position Management** – Streamlined templates, aligned to Families & Roles and job architectures
- **Career Site Optimization** – Engaging, branded experiences through SAP Career Site Builder
- **Application & Workflow Configuration** – Tailored templates, automated communications, and intelligent workflow design
- **Objective Hiring Enhancements** – Configuration for equitable candidate experiences and better decision-making
- **Tool Integration** – Connecting with third-party tools for interviews, assessments, background checks, and seamless transition of data to the majority of external systems
- **Seamless Onboarding** – Scalable processes for external candidates (Onboarding), internal candidates (Cross-boarding), and terminating employees (Offboarding)



And we don't just go live—we help clients **maintain, enhance, and evolve** their environments with ongoing optimization and support.



EIR in Action – Outcomes That Matter

Our clients consistently report:



30% reduction in time-to-hire



Improved hiring manager and talent management coordinator satisfaction and candidate NPS



Improved compliance, recruiting, and onboarding consistency across business units

With **800+ engagements** and a **60+ client base** relying on us for recruitment and onboarding optimization, **EIR brings scale and personal attention.**



Questions to Ask Before You Choose a Partner

To evaluate implementation partners effectively, HR leaders should ask:

- How do you tailor recruiting and onboarding workflows to match our unique process?
- What experience do you have integrating SuccessFactors with our existing tools?
- How do you build ease-of-use in compliance and talent management users?
- Is the vendor capturing all our scope elements within their assessment/estimate, or will we be changed ordered throughout the delivery?
- What does post-launch support look like—who's accountable for success?
- How do you reduce complexity and ensure future scalability?



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Choosing EIR Means Hiring With Intention



Your recruiting and onboarding platforms should be more than operational—they should be strategic assets. With EIR, you gain a team that understands HR and SAP SuccessFactors, moves quickly, and delivers lasting value.

Let's build a better hiring experience—together.

Book some time with our SuccessFactors Experts

Founded in 2007 by France Lampron, a pioneer in HR technology, EIR is built on a passion for innovation and a commitment to excellence. Our collaborative approach and proven expertise ensure tailored, state-of-the-art solutions for every client, solidifying our reputation as a trusted partner in delivering measurable results.

By combining deep expertise with a client-first approach, EIR ensures every engagement produces meaningful outcomes. We transform HCM technology into a strategic enabler of business success, helping HR & HCM teams deliver quality, impactful results that elevate their organizational role.

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