

# A WebRecruiter CASE STUDY



Tracing Its Roots Back To 1856, AstraZeneca Has Undergone Dozens Of Mergers And De-Mergers Over The Past 145 Years Resulting In Almost 60,000 Employees Spread Out Across More Than 100 Countries... Now It's Time To Automate Recruitment.

**Company:** AstraZeneca Pharmaceuticals

**Size:** **Sales:** approximately \$20 billion  
**Global Workforce:** approximately 60,000

**Description:** AstraZeneca is one of the largest pharmaceutical companies in the world, and the creator of Losec (commonly referred to as Prilosec), the world's best-selling prescription drug of all time as well as Nolvadex, the world's most prescribed breast cancer therapy.

**Problem:** Over the past 145 years AstraZeneca and its predecessor companies have been through dozens of mergers and de-mergers. Over this time, the various business units within AstraZeneca have accumulated many processes, with each business unit prescribing to its own process. In 2000, less than one year after the merger of Astra AB and Zeneca Pharmaceuticals, AstraZeneca decided to reengineer recruitment around a single standard and simultaneously took advantage of the opportunity by automating its entire recruitment process, from requisitions, employee referral, and offer letters to relocation, background checks and drug screens.

**Solution:** Every aspect of AstraZeneca's recruitment process was mapped into WebRecruiter's routing engine including process exceptions for unbudgeted requisitions, budgeted requisitions that are modified, and candidate offers outside of pay bands. WebRecruiter also developed an integrated online employee referral program driven by best practices from AstraZeneca and its vendors. Moreover, WebRecruiter integrated with AstraZeneca's deployment of PeopleSoft, AstraZeneca's background checking vendor & provided secure Web-based modules for AstraZeneca's health and travel departments as well as AstraZeneca's drug screen and relocation vendors.

**Results:** "WebRecruiter Outside was deployed by AstraZeneca to manage every aspect of our worldwide recruitment and staffing function. From scheduling interviews, generating offer letters, coordinating drug screens and managing background checks to seamlessly integrating with our deployment of PeopleSoft, WebRecruiter provided a true end-to-end paperless solution."

**Matthew Spirko**  
Director of Strategic Staffing  
AstraZeneca Pharmaceuticals