Expr3ss!

Software that Simplifies
Staff Selection

The lowdown on Lowes' hiring success

As a future-focused retail employer, the team at Lowes moved to Expr3ss! to eliminate the need for CV reading, simplify their recruitment process and cut recruitment friction, wastage and mistakes.

82,000

Unique job applications processed through Lowes' Expr3ss! system since 2016

4.3/5

Applicant rating of the Lowes' application process and recruitment experience

25.4 days

Average time to hire an applicant after application

1

All of this with only one Recruitment Manager
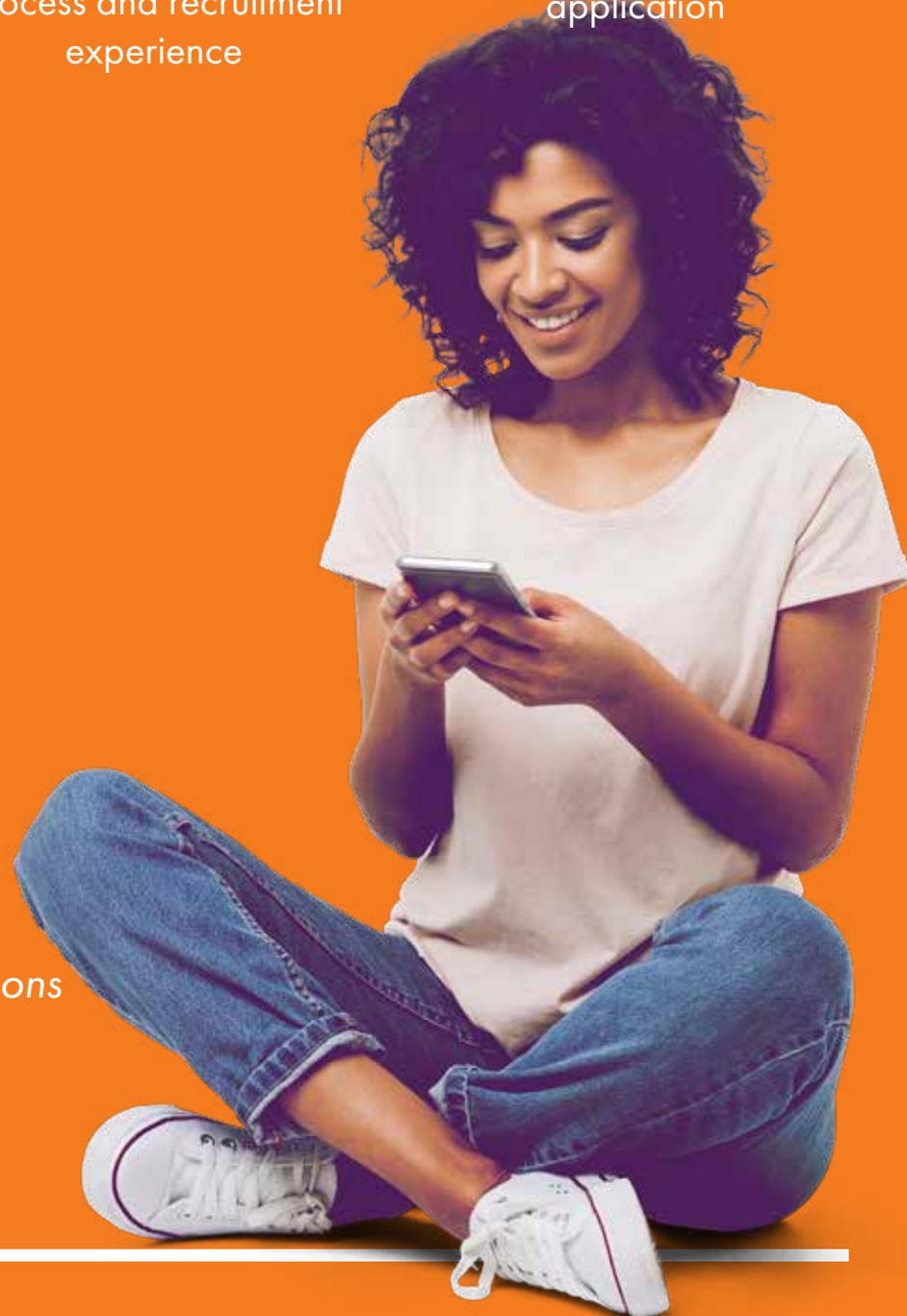
"Thanks to Expr3ss!, Lowes experiences significant reductions in job advertising costs."

Angela Jang
Human Resource Coordinator

"Expr3ss! is our secret weapon. It consistently helps us simplify our staff selection."

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Lowes Manhattan, a leading and proudly Australian-owned menswear retailer, celebrated its 120th year of business in 2018. With 200 stores nationwide, Lowes is a business "built on integrity, forward planning, and financial success".

This emphasis on being future-focused is evident in their recruitment practices too. Since jumping onboard Expr3ss! in 2016, Lowes has received more than 82,000 unique job applications (more than 1,200 of these applications were received within the last week of writing this white paper, of which 339 were received in the last 24 hours alone).

Applicants consistently rate Lowes' application process and recruitment experience 4.3 stars out of 5. On average, applicants are communicated with in 19 days after submitting their applications and they are hired within 25.4 days. All of this, with only one Recruitment Manager.

Award-winning recruitment, year after year

It is no surprise, then, that Lowes has been awarded the Retail Employer of the Year Award for two consecutive years.

"To qualify, the Retail Employer of the Year must have an excellent reputation, applicant experience and employment branding. As you can imagine, we are delighted to consistently be considered for this competitive award - where so many nominated companies hope to get recognised as the best place to work," explains Angela Jang, Human Resource Coordinator at Lowes.

"The competitiveness to recruit and retain the very best people is growing ever tougher," states the Retail Employer of the Year Award website. "This means that retailers have to place an even greater emphasis on their

people across the entire business from the way they are attracted to the company and then in meeting their career aspirations. Retailers have to be at the forefront of the most advanced policies in human resources."

"Expr3ss! has become our secret weapon. It consistently helps us simplify our staff selection and, as a result, we have also seen significant reductions in job advertising costs," says Angela.

Clever technology adopted by HR innovators

Research by the Australian HR Institute shows that local HR professionals are leading the way in adopting clever technology, adopting smart-tech that improves processes and efficiency.

After six months onboard Expr3ss!, the team at Lowes had a new appreciation for the benefits of Predictive Hiring Technology. As a result of integrating visa and online reference checking, their recruitment process accelerated even further.

"Expr3ss! is simply awesome! The software helps us create a great experience for those wanting to join a business. In some cases, it's the first opportunity for a new employee to become acquainted with the business and brand. We all know that first impressions matter, so really, it's what experience Expr3ss! creates for both the business and the applicant, plus the value it adds to the public view of the business. Not only is it great, but it definitely adds and amplifies the values of the business."

Just imagine how much better your life and business would be with absolutely awesome staff in every role

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