

# **CASE STUDY**

# THE RANK GROUP (INCORPORATING MECCA BINGO AND GROSVENOR CASINOS)

## THE CHALLENGE

The Rank Group has over 10000 employees across the UK, plus Gibraltar. Most are employed at regional Mecca Bingo or Grosvenor Casino clubs. Rank needed a way to ensure a minimum quality level for recruitment, employee induction, and other HR functions at their 300+ regional sites and a way for these employees working remote from their maidenhead main HQ to access regulatory and other online training.

#### **OUR SOLUTION**

We built a bespoke recruitment system which allowed club managers to add and advertise their local jobs within a structure defined by HQ. In addition, a set of recruitment websites allowed over 250,000 candidates to apply for jobs every year with the successful ones being transferred seamlessly to an induction system and then through to an employee hub delivering the required training and other staff management functions in a highly automated fashion.

# **SCREENSHOTS**







### **COMPANY DETAILS**

Rank Group, which includes Mecca Bingo and Grosvenor Casinos has over 10000 employees across 300+ club locations throughout the UK.s.

#### **SERVICES PROVIDED**

Bespoke web platform created to deal with all recruitment, agency management, induction, training, employee referral program, employee recognition, and many other features.

#### **TECHNICAL DETAILS**

Our solution was based on an ASP.NET coded web application with password-protected multiple logins, MySQL database, and powerful reporting and tools. It was delivered to remote clubs via a cloud-based web platform, accessible from any device.

# **RESULTS/IMPACT**

The developed solution was used to handle all recruitment, on-boarding, and training across the company for over 7 years. During this time, over a million job applications were handled, over 5000 jobs successfully filled, and over 5 million online courses delivered.