Recruitment software that increases your profitability

RDB ProNet's intuitive functionality and advanced capabilities will win back 25% of your time.

The CRM For Demanding Recruiters

The UK employment market is booming. According to the Office for National Statistics, 73.6% of people are in work - the highest employment rate since comparable records began in 1971.

This rise in employment is driven by temporary workers; figures from The Recruitment & Employment Confederation show that every day 1.1 million people are placed into temporary work assignments. Fees from temporary and contract recruitment make up 91% of an agency's revenue.

First Choice Software is your best software partner. We provide you with experience gained from decades in the recruitment industry. We have been in the recruitment industry for 40 years. We develop technology that empowers your business to be more productive and efficient.

RDB Pronet is the most comprehensive and intuitive CRM system that gives you full visibility on your applicants, clients, contacts and jobs, and how they can work together throughout the whole recruitment process.

In addition to this, we provide an all-encompassing Vendor Management System, Online Timesheets and a Virtual Office that allows you to work remotely.

First Choice Software is now part of the Access Group. By integrating Access Group's market leading finance and payroll software, you benefit from a seamless and complete end-to-end solution to solve all the daily challenges you face. Providing support throughout the entire recruitment cycle, from sourcing the right person to billing clients and paying staff, RDB ProNet improves the customer experience, provides efficiency savings and drives growth.

Gain your competitive edge by leveraging the power of CRM recruitment software, to:

| Hit your targets consistently | Comply with legislation | Improve profitability |

Our Products

We are an acknowledged leader in recruitment software for agencies and organisations of all sizes. Our flagship CRM solution is fully scalable and integrates with an innovative portfolio of modular business tools.

Virtual Office

Access your files, database and MS Office applications anytime, anywhere. You only need an Internet connection.

rdb ProNet
recruitment software

Best in class Recruitment CRM that serves as a central hub for everything to do with assignments, contacts, candidates and clients.

- Gain a better view of your business
- Ensure business continuity and compliance with legislation.
- Different deployment options
- Customised for your organisation.
- Integrates with most of the leading sector applications.

Online Timesheets

Allow clients and candidates to enter, view, edit and confirm timesheet details to make the entire process more efficient and demonstrate ROI.

Vendor Management System

Manage multiple vendor agreements. Our VMS provides additional data flow within the database and also portals for 2nd tier agents and vendor contacts to work with the vendor agreements.

Web Suite

Web application that includes a Job Board, Candidate Portal and Client Portal that you can mix and match according to your needs.

Mobile Suite

Using your iPhone, iPad or iPod Touch, access and view in real time your database and Main Index, with details of clients, contacts and applicants. Complete new client requirements out of hours without taking confidential documents out of the office.

Why First Choice Software

40 years of experience in the recruitment industry

Drive Your Profitability

The speed at which your consultants obtain actionable results from a range of common processes determines. if a contract is profitable and whether you secure that customer's loyalty. By providing better access to the right information, RDB ProNet gives your consultants 25% of their time back.

Flexible To Your Needs

Integrating seamlessly with your existing systems and third-party applications, RDB ProNet scales and adapts as your business grows. Its flexible features can be customised to suit your organisation's changing needs.

Comply with legislation

RDB ProNet ensures your information is secure and demonstrates compliance with the Data Protection Act. Furthermore, its automation features ensure you adhere to AWR and Working Time Directive, so candidates receive relevant entitlements at the correct time

Over 8000 users

Adele Carr
Financial Recruitment

randstad

Fabric

purosearch
THE EXTRA MILE

wade|macdonald

the placementgroup
placing people first

The Features

Built for speed, security & flexibility. Work in one place on one database.

Manage Applicant Workflow

Correspondence with candidates, interviews, background checks and the on-boarding process.

Simple Contact Management

Execute key searches on client, candidate and date range, set call back periods and view colleagues' diaries, which empowers you to achieve more than ever before.

Lighting Fast Search

Bring candidates to the interview stage quicker, with instantly searchable vacancies on your website that let the candidate learn of new vacancies as they are uploaded. The job board can also send applications to the multi-posting service that you use for processing into RDB ProNet.

CV Parsing

Website to database integration with CV parsing, creates an instant candidate record from data provided at registration or application. Increase data accuracy and spend less time on administration.

Automation

Automatically generate key documents, including contracts, reference requests and invoice covering letters. Improve productivity, consistency and reduce time to hire.

Alerts

Applicants and clients can be sent automated email or SMS 'updates' to either remind them of a timesheet to submit or to confirm or report the status of their timesheet submission.

Flexibility

Offering the widest range of deployment options, from in-house to cloud or hybrid solutions, RDB ProNet enables greater mobility for consultants.

Compliance

Data is stored within the database and can only be accessed through the RDB ProNet interface, which ensures it's always secure in line with the Data Protection Act.

The Benefits

Secure and flexible CRM system that enables you to do everything in one central location.
At the back end it manages everything to increase the efficiency of your business operations to keep things running smoothly.

Drive Efficiency

Your clients, candidates and consultants may not be geographically close. Empower them to connect quicker with direct communication, diary co-ordination, and access to documents including payslips, for a better candidate experience.

No Down Time

Increase productivity and place more candidates with software that's connected all the time, which keeps your consultants earning and delivering better candidate experiences.

Better Use Adoption

Get up and running quicker with intuitive, easy to use navigation that makes searching for candidates, contact management, and reporting easier than ever.

Greater Flexibility

Moving into temporary recruitment as well as permanent? Configure workflow to manage both, quickly and easily. With quicker searches and more control, you can manage more jobs on the go.

Compliance

Avoid non-compliance with legislation, including agency workers regulations (AWR) and the working time directive. Minimise the risk of internal database breaches with full audit and reporting capability.

Reporting & Analytics

Manage your key performance metrics and utilisation in real time and spot trends. Investigate, and provide support and training when required, to maximise engagement, productivity and performance.

Gross Margin Analysis

Monitor your KPIs on dashboards in real time, and keep in check your gross margin analysis by the metrics you need; by consultant, cost centre, client, site and sector, and see how you can increase revenue per consultant.

Prove Visibility

Gain a better view of your business by accessing everything you need to easily identify and engage candidates, and deliver them to clients fast.

Online Timesheets

More Efficient Time Keeping

Better Timesheet Management	Tight Security	Reduced Administration	More Efficient	Customisable Interface
Ideal for multi-branch, multi-client deployments.	Strict login and controlled access rights.	Eliminates paper-based reporting and automates processes.	Automated client and candidate alerts.	Integrate Online Timesheets as an own-branded solution.

Key Features

- Multi-branch, multi-client
- Secure login
- Reduced administration
- Automated client and candidate alerts
- Customisable interface

> Give a better service to your clients and candidates and make even more money.
>
> **Harrison Scott Associates**

Automated, Integrated Timesheets

As an extension of RDB ProNet, the online timesheet portal allows clients and candidates to enter, view, edit and confirm Timesheet details. Highly efficient processes generate a quick ROI. Since the software is web-based, it requires no imports or exports, which delivers real-time updates.

Automated email or SMS alerts can be set up to remind your clients and candidates of a timesheet to submit, or to confirm or report the status of their timesheet submission. These updates can be set to your specific business with no additional administration required.

Business Intelligence

A window into your business

Key Performance Indicators

Access reports in your office or on the go.

Customised Reports

Define the exact information you need.

Enables Mobility

Access main index and KPI reports direct to your mobile.

Easy Access

Gain access to clients, contacts, applicants and live, interactive reporting.

Greater Connectivity

Works over GPRS, 4G and Wi-Fi connections.

Intelligence to drive decision-making

Designed to provide instant access to information about your company, when you need it, from whenever you are. Business Intelligence enables directors, branch managers and users to access the progress reports they need through a unique set of integrated tools.

Providing live information from all your operational systems, the system allows you to identify, analyse and react to opportunities or issues as they occur. The result is improved decision-making across all operational activities to boost your performance.

Key Features

- Runs as a website locally at your office(s)
- Dashboard KPIs for your big screen or personal monitors
- Live interactive reporting

> First Choice Software have developed a product in RDB Pro Net that has everything a business needs to deliver effective recruitment solutions.
>
> **Genesis Associates**

Virtual Office

RDB, infrastructure, storage, backup and MS Office available as a complete solution

Simplicity
All you need is an Internet connection.

Better Access
Use your virtual desktop to access emails and office applications.

Reduce Your IT Costs
Free up your time to spend with clients and candidates.

Efficient Management
Automatically manage files, backups and software updates.

Cost-Effective
Automate 'business as usual' tasks.

Key Features

- Access all your files and your database anywhere, anytime
- Managed disaster recovery
- Office applications to hand
- Low-cost access to a high-cost solution

// The best recruitment platform for ease of use, productivity and flexibility. //

Wade Macdonald

Reduce or eliminate IT Support

With our Desktop as a Service solution, you can access all your files and your database anywhere, anytime. You only need an Internet connection to have on hand your virtual desktop with all your emails, the latest RDB ProNet recruitment software and Office applications.

Furthermore, you can save money by reducing, or even eliminating, IT support costs. All you have to do is connect to the Internet, everything else, such as support, server software, backups, anti-virus, firewall, and Office applications, is our responsibility.

Web Suite

Interactive Client and Candidate portals
plus integrated Job Boards

Stay Connected & Productive

Our Web Suite provides a 'real-time' website-to-database integration solution. Produced in tandem with the RDB ProNet database and using the same technology, the possibilities for extending the application's functionality is limitless. Any aspect of the database can be reproduced in web form.

Web application comprising a Job Board, a Candidate Portal and a Client Portal. They can be mixed and matched according to your needs and have been developed using the same industry standard coding practices used in RDB ProNet.

Key Features

- Post jobs to your website
- Candidates can register for job alerts and apply for jobs
- All vacancies instantly searchable on your website
- The moment you enter a job, candidates can see it via Job Alerts
- Data provided within the application is stored instantly within the database

Mobile Suite

Main Index and KPIs on your Phone

RDB ProNet Recruitment Software for your iPhone, iPad or iPod Touch accesses the RDB ProNet database in real time. View your database Main Index with details of all your clients, contacts and applicants as well as interactive mobile reporting live.

Our Mobile Suite allows you to fill in new client requirements out of hours without taking paper lists out of the office.

// Built by people that understand recruitment...tasks now take 40-50% less time to complete. //

Equation Recruitment

Vendor Management System

Web, Tiered & Vendor Portals

Flexible
Manage all your agreements in one place.

Manage Third-Parties
Share requirements and applications.

Stay Within The Database
Workflow is seamlessly contained within the database.

Better Management
Receive live updates and centrally manage the process.

Bespoke
Customised reports, flexible workflow and personal branding.

Key Features

- Secure web portal
- Live configurable reporting
- Flexible workflow
- Tiered/agency portal
- Vendor client portal

> Communication has improved, searching is more effective and it's integrated with other software.
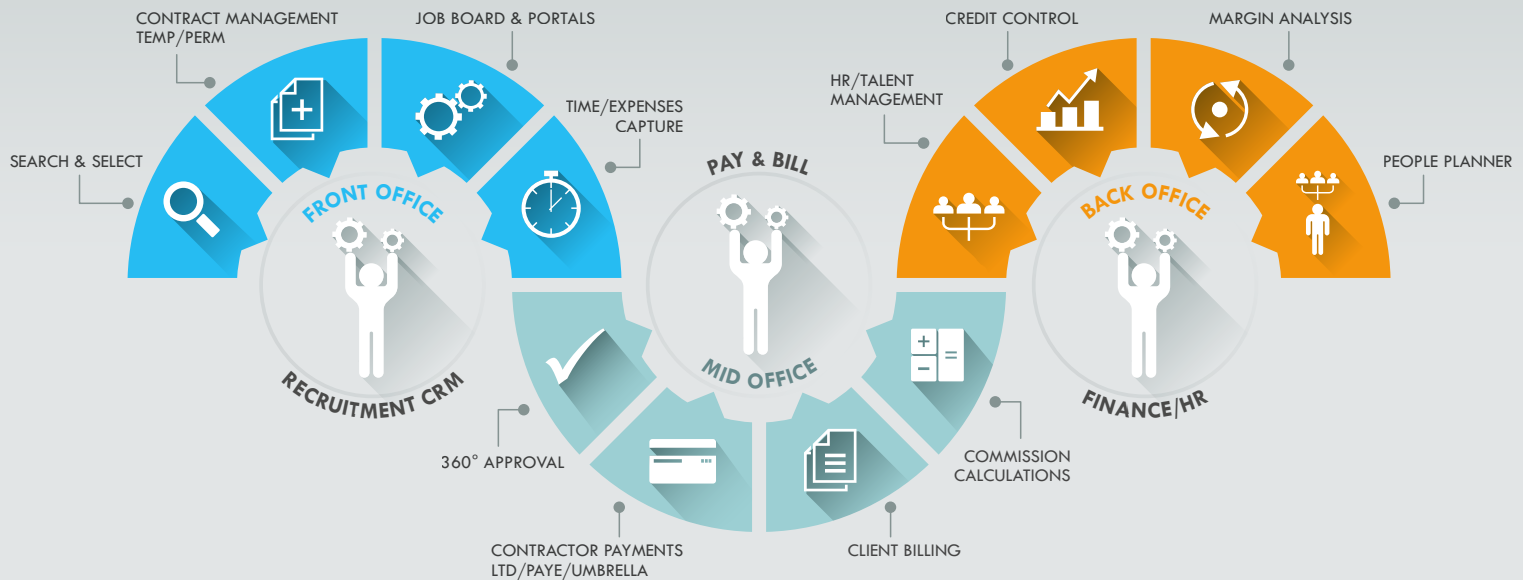>
> **Chadwick Nott**

Manage Multiple Vendor Agreements

Our Vendor Management System provides additional data flow within the database and portals. This allows second tier agents and vendor contacts to work with the vendor's requirements.

This highly flexible system enables you to control applications from any third-party.

Furthermore, using RDB ProNet's unique 'sectorisation' gives you the flexibility to run the Vendor Management System on a single database platform without duplicating data across your business.

The First End-to-End Solution For Recruiters

FRONT OFFICE — RECRUITMENT CRM
- SEARCH & SELECT
- CONTRACT MANAGEMENT TEMP/PERM
- JOB BOARD & PORTALS
- TIME/EXPENSES CAPTURE

MID OFFICE — PAY & BILL
- 360° APPROVAL
- CONTRACTOR PAYMENTS LTD/PAYE/UMBRELLA
- CLIENT BILLING
- COMMISSION CALCULATIONS

BACK OFFICE — FINANCE/HR
- HR/TALENT MANAGEMENT
- CREDIT CONTROL
- MARGIN ANALYSIS
- PEOPLE PLANNER

The distinction between front office CRM and back office administration is no longer clear cut. Therefore, the future of recruitment software has to provide better access, greater integration and business intelligence.

For ambitious companies working towards integration of CRM, bill and pay, finance and HR functions, we present Recruitment Suite.

The first end-to-end solution for recruitment consultants; Recruitment Suite allows you to manage three key business areas from a single platform.

RDB ProNet
Place more candidates with the CRM that makes you more efficient.

Pay and Bill
Invoice your clients for those candidates that you have placed using RDB ProNet and monitor business performance.

Payroll
Automate payroll to both your employees and contractors by pulling timesheet information from RDB ProNet.

first choice software

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About First Choice Software

Recruitment is in our DNA

Our software is developed by people with decades of front line recruitment experience, who understand what small, medium and large recruitment companies want to achieve.

We are committed to ongoing development

Ever since we developed our first Windows software we have many firsts to our name, including launching the first iPhone app in 2009.

We are here for your future

A financially stable company that re-invests in the recruitment industry, with exceptional staff retention and solutions that are scalable and future-proofed.