

Key elements

Public sector -
Government

2022

Launch of the ARC project

Key benefits

80%

Users report reduced recruitment times

Better Quality

Service to candidates

Security and regulatory

Compliance reinforced

The need

The ARC project “application for recruiting contract staff”, launched in 2022 with Neocase as a partner, meets three objectives that were initially expected both by contract candidates and HR managers of the MEF central administration.

The objectives were:

- **automation and dematerialization** of recruitment and renewal procedures for contract staff in the MEF central administration.
- **reduction of recruitment times** and **simplification of the administrative procedure** that occurs between the pre-selection of a contract candidate by the recruiting department and the end of the new agent’s trial period.
- **centralized monitoring** of ongoing recruitments and renewals for everyone within a single application.

ARC also addresses a reporting challenge through the development of **statistics** on the recruitment of contract staff (gender distribution, recruitment times).



The solution & results

With the ARC application based on Neocase, the MEF has implemented a centralized, secure, and interconnected platform that covers the entire recruitment and renewal cycle for contract staff.

Results :

- **Automation and dematerialization** of recruitment and renewal procedures for contract staff, benefiting both candidates and HR managers.
- **Reduction of processing times and administrative simplification**
- **Centralized monitoring of recruitments** within a single application, accessible to all actors in the process.
- **Analysis reports provided by ARC** partially meet the need; integration into POLARHIS will eventually allow for a greater volume of analytical data.
- **User satisfaction and institutional recognition:** Users have expressed high satisfaction with the application, and an interministerial presentation was organized by the DGAFP.

80% of users believe that the ARC application helps reduce the processing time of files.

Florent Rode, Deputy Director of Human Resources of the Central Administration (SRH2) – Human Resources Department (SRH) – General Secretariat (SG), Ministry of Economy and Finance (MEF).

Focus on...

Change Management

- **Deployment in successive waves:** progressive rollout of ARC, allowing close support for users in each wave.
- **Systematic training before authorization:** all users were trained by the project owner and familiarized themselves with the application before being authorized.
- **Structured feedback loops:** after each wave, exchange sessions were held to answer questions and collect suggestions for improvements.
- **Continuous improvement:** suggestions were assessed for feasibility and then implemented in an optimized version deployed for the next wave.

Compliance & Security

- **Compliance with regulatory frameworks:** ARC is part of the “Tell us once” initiative and complies with **RGS** (General Security Framework) and **GDPR** standards.
- **Data protection:** centralized and shared application, with very strict visibility criteria for structured data and documents uploaded by candidates.
- **Security approvals:** ARC was granted a security approval on May 30, 2024, renewed on July 2, 2025.

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