

Nomination: 8081

ecosio

**Page: General Information**

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

**Name of Organization/Company**

ecosio

**Additional Contacts**

I would also like to have others receive emails about the disposition of our entries.

**Page: Entry Information**

**Entry Title**

ecosio

**Category**

M01 - M04 HiBob Sponsored Categories > M02 - Best Use of Bob for Supporting DEI&B

**HiBob Sponsored Format**

Written Answers

**a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required**

ecosio's journey began back in 2012 with a commitment to make B2B integration simple and accessible for everyone. Despite the significant challenges posed by the 2020 pandemic, ecosio achieved sustainable growth worldwide while consistently meeting primary objectives.

Since 2021, ecosio's primary focus has been on expanding our team internationally. ecosio scaled from a small team of fewer than 10 people in Austria in 2012 to a diverse and talented workforce of over 130 employees spanning 9 countries in 2024. Furthermore, the company leveraged this challenge to facilitate the automation of communication across entire supply chains.

Our slogan, "Connections That Work", refers not only to the technical connections we provide for our clients, but also to the personal connections we build with customers and colleagues. Just like a successful sports team, we recognise the importance of having the right employees in the right roles, as this is crucial to fostering a culture of growth and well-being. Amidst a remote-first environment, our HR initiatives prioritise employee wellness and work-life balance, reinforcing our dedication to our team's success and fulfillment.

**b. Outline the team's or organization's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required**

Midway through 2022 we conducted a thorough re-evaluation and redefinition of all core HR employee processes. This involved rebuilding the HR Operations function entirely, and establishing robust processes and systems to support the entire employee lifecycle.

In 2023 we successfully spearheaded an HRIS (HiBob) implementation project, ensuring seamless integration and efficiency across the organisation. This enabled us to offer guidance and support to employees, managers, and executives regarding HR policies, procedures, and best practices, while also developing and implementing HR metrics and analytics for data-driven decision-making and continuous improvement.

Building on this success, over the past 12 months we have continued our drive to improve HR processes, including creating a comprehensive compensation framework utilising the integrated HiBob Compensation tool and automating our HRIS with our benchmarking tool to analyse salaries, minimise existing gaps, and establish competitive salary bands.

As part of our conscious effort to integrate feedback into the company, we have implemented a quarterly review rhythm. Additionally, we reviewed our annual performance cycles, aligning them with our annual salary review cycle, while extending our onboarding processes to ensure a seamless start for new employees and gather continuous feedback for improvement.

Multiple employee lifecycle surveys have been conducted to monitor our eNPS, culminating in us being awarded Top Employer on kununu for the third consecutive year in January 2024, with a recommendation rating of over 70%.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

Executing the implementation of the new HRIS (HiBob) within a remarkable timeframe of just 60 days showcased our team's efficiency and capability for rapid adaptation. This swift implementation was crucial for ensuring compliance and establishing a unified source of information for our employees.

The integration of our HRIS in 2024 with our recruiting and hiring processes, and the introduction of an external benchmarking tool to establish a comprehensive compensation framework was a significant breakthrough.

By redefining each role within the organisation and mapping it to specific job families and levels, we achieved better transparency in salary bands, ensuring competitive market remuneration and addressing existing salary gaps. This allowed us also to pinpoint learning and development requirements and progress towards career development plans in 2024.

The transparency and fairness in compensation we've achieved stand out within the industry, marking a notable advancement for our organisation, particularly among companies of similar size and maturity.

Furthermore, our ability to gather valuable insights on our employee Net Promoter Score (eNPS) and leverage people data analytics demonstrates our commitment to understanding and improving the employee lifecycle. This agile approach to HR management reflects our dedication to fostering a supportive and rewarding work environment for our team members.

Moreover, our retention rate remains impressive in 2024, standing at a remarkable 91.1%. This serves as evidence of our commitment to fostering a supportive and fulfilling workplace, validating the effectiveness of our HR initiatives, and highlighting the value we place on our people.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

1. Supporting documentation – statistics from bob and external tools, including screenshots and description

2. Corporate and social responsibility presentation (short version)

3. Compensation framework (short version)

4. Remote experience – findings based on conducted survey

5. Kununu ranking (employer comparison portal in DACH)

6. Weblink 1: "Life at ecosio" LinkedIn page

7. Weblink 2: Employee voices - interviews with our employees where they share what is like working at ecosio

8. Weblink 3: Instagram page for an insight into daily life at ecosio

**Webpage Link**

<https://www.linkedin.com/company/ecosiohq/life/what-makes-us-tick/?viewAsMember=true> (<https://www.linkedin.com/company/ecosiohq/life/what-makes-us-tick/?viewAsMember=true>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://ecosio.com/en/employee-voices/> (<https://ecosio.com/en/employee-voices/>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 3**

<https://www.instagram.com/ecosiohq/> (<https://www.instagram.com/ecosiohq/>)

**Would you like to add an additional webpage link?**

**Supporting Document**

Download File ([https://stevies-sage.secure-platform.com/file/19845/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxOTg0NSwiYWxsYXN0b3R0aWduZWRVcmwiOiJGYWxzZSI6ImInbW9y8ioAifKxvP7WFoxMX-FHOUo?Stevie\\_Awards\\_%20Supporting\\_Statistics\\_ecosio\\_2024.pdf](https://stevies-sage.secure-platform.com/file/19845/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxOTg0NSwiYWxsYXN0b3R0aWduZWRVcmwiOiJGYWxzZSI6ImInbW9y8ioAifKxvP7WFoxMX-FHOUo?Stevie_Awards_%20Supporting_Statistics_ecosio_2024.pdf))

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 2**

Download File ([https://stevies-sage.secure-platform.com/file/19846/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxOTg0NiwiYWxsYXN0b3R0aWduZWRVcmwiOiJGYWxzZSI6ImInbW9y8ioAifKxvP7WFoxMX-FHOUo?Stevie\\_Awards\\_CSR\\_Strategy\\_Overview\\_ecosio\\_2024.pdf](https://stevies-sage.secure-platform.com/file/19846/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxOTg0NiwiYWxsYXN0b3R0aWduZWRVcmwiOiJGYWxzZSI6ImInbW9y8ioAifKxvP7WFoxMX-FHOUo?Stevie_Awards_CSR_Strategy_Overview_ecosio_2024.pdf))

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 3**

Download File ([https://stevies-sage.secure-platform.com/file/19847/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg0NywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9y7XCIDYow9mxir\\_Tcod\\_dIWxR2oyuVJPA6heYDRbM?Stevie\\_Awards\\_ecosio\\_Compensation-Framework\\_Short.pdf](https://stevies-sage.secure-platform.com/file/19847/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg0NywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9y7XCIDYow9mxir_Tcod_dIWxR2oyuVJPA6heYDRbM?Stevie_Awards_ecosio_Compensation-Framework_Short.pdf))

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 4**

Download File (<https://stevies-sage.secure-platform.com/file/19848/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg0OCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9Example%20-%20Remote%20Experience%202024%20-%20survey%20results.pdf>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 5**

Download File ([https://stevies-sage.secure-platform.com/file/19849/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg0OSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9iIKNVTwI6m8tqOnrpTiEJebAGObA?3.%20Kununu\\_Overview\\_2024.pdf](https://stevies-sage.secure-platform.com/file/19849/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg0OSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9iIKNVTwI6m8tqOnrpTiEJebAGObA?3.%20Kununu_Overview_2024.pdf))

**Would you like to add an additional supporting document?**

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