

# Harvey Nash

## BULLHORN CASE STUDY

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**“Bullhorn has allowed us to be a dispersed but highly effective national organization. We have the tools to operate, communicate and collaborate as though we are all working in the same room.”**

••• *Robert J. Miano, President of U.S. Operations*

**Business Type:** Executive search, contract, direct hire

**Areas of Concentration:** Interim management, information technology, finance, IT outsourcing, healthcare

Harvey Nash is a global, professional recruitment and Information Technology outsourcing service provider operating from 30 offices with more than 3,000 employees. UK-based, Harvey Nash has been building a strong U.S. presence, acquiring multiple companies nationwide, each one bringing with it a different IT legacy and email system. Harvey Nash needed to replace their old and poorly performing systems with one solution that would synchronize their global teams and integrate the new companies quickly. Harvey Nash chose Bullhorn for its U.S. enterprise-wide staffing and recruiting software. Bullhorn enables Harvey Nash's U.S. Offices to communicate and collaborate with contacts, candidates, colleagues and clients in real-time to generate, source and fill job orders, at anytime and from anyplace.

### Challenges:

- Underperforming and incompatible systems of newly acquired companies needed to be replaced and all operations integrated.
- Disparate systems prohibited Harvey Nash from leveraging existing company data, improving sales process management and boosting candidate sourcing capabilities.
- Being a global organization, a solution was required that was accessible at any time and from anywhere, easy to support and quick to implement.
- They needed a faster way to parse resumes and make them searchable within the database.

### Solution:

- Bullhorn combines all applications they need into one fully integrated front office solution which includes email, sourcing, applicant tracking, calendaring, task management, job management and customer relationship management tools.

**BULLHORN®**

- Bullhorn synchronizes sales and recruiting to generate, source and fill job orders in real-time at anytime and from anyplace.
- Delivered through Software-as-a-Service, Bullhorn handles all system support and development. Product upgrades are instantaneous and included in the monthly cost.
- Bullhorn automatically parses resumes into the integrated applicant tracking system where they are matched against job orders, thus streamlining operations and increasing efficiency.

### Benefits:

- **Sourcing and Placing Candidates** – With Bullhorn, Harvey Nash's multiple offices are now on the same page through all steps of the process, increasing productivity and closing more sales.
- **Generating Job Orders** – Bullhorn enables the nationwide offices to better share sales and prospect data, increasing cross selling and company-wide lead generation. Every candidate and job order-related communication is automatically visible to the entire team.
- **Communication and Collaboration** – Thanks to Bullhorn, Harvey Nash's entire nationwide team has access to all client and candidate information in real-time, at anytime and from anyplace in one fully integrated solution.
- **Scalability/Growing the Business** – The Bullhorn automated database has allowed Harvey Nash to transform the previous disparate databases of several hundred resumes per office into a single, 100 percent searchable database of 40,000-plus candidates.