

Staffing and Recruiting Software, On Target, On Demand™ • 1.888.GoLive8 • sales@bullhorn.com • www.bullhorn.com



“With Bullhorn, the information is automatically linked – emails are integrated with other candidate and client files. Collectively, the whole team is saving hours per week while also increasing the integrity of data four-fold.”

••• *David Hayes, Principal*

Business Type: Direct hire

Areas of Concentration: Biotech/scientific, high-tech, creative/media

HireMinds, a leading specialty staffing firm in the greater Boston area, prides itself on being a high “touch and feel” styled agency. The formula is working: annual revenue grew 70 percent in the past year for the company, which specializes in permanent placement services for full-time positions in hot disciplines such as Biotech/Scientific, High Tech and Creative/Media. Previously, HireMinds was using a CRM system to track sales and account information and Microsoft Outlook for its email, resulting in information in one system being inaccessible from the other. Owner, David Hayes knew he needed a comprehensive solution that would give both his sales and recruiting teams a competitive edge and keep pace with the growing demand for his company’s staffing services. HireMinds chose Bullhorn for its ability to integrate the sales and recruiting components of the business and provide an open, information-rich environment where all client and candidate information is automatically linked.

Challenges:

- Information was not integrated and linked so teams were unable to communicate and collaborate in real-time.
- Sales and recruiting operations were not synchronized.
- They were not large enough to justify an IT staff and were vulnerable to IT crashes and lost information.
- Science job candidates required a large number of criteria to be searchable, but the past solution did not have the flexibility to create multiple tiers of skill matching.

Solution:

- Bullhorn synchronizes their sales and recruiting teams and they now have the ability to generate, source and fill job orders in real-time at anytime and from anyplace.

- All client emails, notes and activities are automatically tracked in real-time in Bullhorn and then linked to job orders.
- Bullhorn automatically parses resumes into the integrated applicant tracking system where they are matched against job orders, eliminating time-consuming manual inputs by recruiters, streamlining operations and increasing efficiency.
- Delivered via Software-as-a-Service, Bullhorn allows sales people to target the exact needs of new and existing clients, automatically and proactively.

Benefits:

- **Sourcing and Placing Candidates** – Bullhorn easily matches candidates and has increased HireMinds' ability to make more matches and placements by a significant percentage.
- **Communication and Collaboration** – Bullhorn enables HireMinds to sell and fill opportunities faster and more efficiently because teams are now empowered by information.
- **Business Intelligence and Reporting** – Bullhorn provides 360° visibility into all steps of the staffing and recruiting processes, such as the number of candidates submitted, resumes reviewed and interviews conducted.
- **Scalability/Growing the Business** – Bullhorn has eliminated their need to purchase hardware and software, contend with installations and upgrades and frees up management to concentrate on the business instead of worrying about system crashes and security. Bullhorn does it all and continually meets HireMinds evolving business needs.