

# McCormack Schreiber Legal Search Inc.

## BULLHORN CASE STUDY

Staffing and Recruiting Software, On Target, On Demand™ • 1.888.GoLive8 • sales@bullhorn.com • [www.bullhorn.com](http://www.bullhorn.com)



**“We invested in Bullhorn during a time when we were incredibly busy; however, we have really discovered its true value in the down economy. Competition is stiff for every job out there currently and Bullhorn gives us the edge we need to stay ahead of the curve.”**

••• *Amy McCormack, President*

**Business Type:** Permanent

**Areas of Concentration:** Legal

Founded in 1998 as a woman owned and managed attorney search and placement firm, McCormack Schreiber Legal Search Inc. has grown to become the largest all attorney search firm in Chicago. McCormack Schreiber Legal Search Inc.'s previous system was homegrown and piecemeal. It only recorded what was necessary and was not customizable enough to encompass all the pieces of the recruiting puzzle. With the implementation of Bullhorn, McCormack Schreiber Legal Search Inc. doubled placements, while lowering costs.

### Challenges:

- McCormack Schreiber Legal Search Inc.'s previous system was rudimentary at best and required manual data entry. As a result, redundant information within their system occurred frequently, costing the company countless lost hours by replicating work.
- Reporting was not an option with the previous system. It was not robust enough to generate the types of reports that McCormack Schreiber Legal Search Inc. needed to track their recruiter's progress. Managers couldn't make realistic decisions for their business without metrics.
- McCormack Schreiber Legal Search Inc.'s previous system proved costly to maintain in both time and money.

### Solution:

- Bullhorn's On Demand, fully integrated front office solution 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, increasing efficiency and allowing the recruiter to focus on what really matters: making placements. With Bullhorn, McCormack Schreiber Legal Search Inc. does not have to spend countless hours updating their data and checking for replication of work and can now use their time better, which has led to a doubling of their placement rates.

**BULLHORN®**

- Since Bullhorn is Web-based and all information is automatically tracked, McCormack Schreiber Legal Search Inc. now has access to standard and custom reports from anytime and anyplace, which allows them to gain better insight into their business.
- With Bullhorn, everything from email, sourcing, applicant tracking, calendaring, task management, job management and customer relationship management are in one solution, reducing the need for additional applications and costly overhead to maintain them.

### Benefits:

- **Communication and Collaboration** – Integration is everything. Bullhorn captures and integrates all electronic communication and critical electronic documentation just the way McCormack Schreiber Legal Search Inc. wants it. Since Bullhorn is completely integrated, it provides 360° visibility into all steps of the staffing and recruiting process, tracking client activity, notes, emails and more. Once Bullhorn was implemented, McCormack Schreiber Legal Search Inc. was able to reduce the time they spent updating and recording data by half with tools such as the resume parser, which updated data with one click of a button. With daily administrative work cut down by fifty percent, recruiters were able to use their time more efficiently and could focus on landing job orders. They soon saw placement rates double.
- **Business Intelligence/Reporting** – Bullhorn's On Demand access to reports provides 360° visibility for managers and executives into their recruiter's performance, allowing them to spot which recruiter needs extra help and when. The On Demand reports allow managers to make real-time decisions about their business to better allocate time and resources. With Bullhorn, McCormack Schreiber Legal Search Inc. gains instant access to the accurate reports they need from just one system, at anytime and from anywhere.
- **Scalability/Growing the Business** – McCormack Schreiber Legal Search Inc. invested in Bullhorn when the economy was booming, but found the true value of Bullhorn is realized during a challenging economy. When competition is stiff for every job out there, time is of the essence and McCormack Schreiber Legal Search Inc. has been able to find multiple qualified candidates for their clients within hours of a request, instead of days like their competitors. Additionally, Bullhorn is cost effective because it is a single solution, and enables the team to live in Bullhorn, allowing them to eliminate their additional applications and reduce overhead.