

Sapphire Technologies

BULLHORN CASE STUDY

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



“It’s really enabled our sales team to do more cross-selling, because Bullhorn gives them visibility into everything. Before Bullhorn, sharing information about searches or candidates was a manual process and there was no mechanism for sharing. Now we maximize the resources we have and can capitalize on our strength of having multiple offices.”

••• *Martin Perry, CIO*

Business Type: Direct hire, contract, PEO, VOP

Areas of Concentration: Information technology

Sapphire Technologies has grown to become one of the largest and most extensive IT staffing companies in the world with a global network of 11 member companies operating in more than 60 offices in nine countries. Sapphire currently employs approximately 2,700 contract employees in the field and made nearly 4,000 contract placements last year alone. Sapphire Technologies is part of the Vedior Group of companies, which comprise one of the world's leading staffing companies, operating in 44 countries with a network of more than 2,200 offices worldwide.

Sapphire needed to consolidate information from their many offices and corresponding databases into one fully integrated solution to gain better visibility into their business, as well as capture and retain the knowledge of its recruiting consultants. Sapphire considered various solutions, but chose Bullhorn because of its performance and corporate culture.

Challenges:

- Sapphire needed to merge and consolidate information included in 40 databases, with over a million candidate records, into one. Each database was a little different, requiring a great deal of customization along the way.
- Their old system was very good at finding candidates that matched a job, but was unable to point out candidates’ availability on a day to day basis.
- Sapphire suffered when there was employee turnover – many times knowledge of candidate activity left with the employee – and they wanted to centrally capture that candidate activity.

Solution:

- Bullhorn combines all the applications Sapphire needs in one fully integrated front office solution: integrated email, sourcing, applicant tracking, calendaring, task management, job management and customer relationship management.

BULLHORN®

- Bullhorn synchronizes sales and recruiting to generate, source and fill job orders in real-time at anytime and from anyplace across global offices.
- Highly configurable and delivered through Software-as-a-Service, Bullhorn handles all system support and development.
- Completely integrated, Bullhorn provides 360° visibility into all steps of the staffing and recruiting process.

Benefits:

- **Sourcing and Placing Candidates** – Resume parsing is now automated and Bullhorn’s search capabilities go much deeper and are more flexible than job boards, which broadens candidate pools and allows their recruiters to identify more candidates for each job opening.
- **Generating Job Orders** – Bullhorn’s biggest benefit to their sales team is the ability to capture the whole business in one place. It records all the history, data, email and conversations. With one click you can verify a bill rate without digging through papers or searching email. Bullhorn simplifies things and makes it very easy to find the information you need.
- **Business Intelligence and Reporting** – With a centralized database and communications structure, Sapphire is able to leverage Bullhorn’s reporting functionality – from the basic reports that are standard in Bullhorn to numerous customized reports developed especially for Sapphire’s business needs. Bullhorn account management tools dramatically improved sales and service. Now managers are drilling down to very granular levels to measure client activity like never before.