

After moving to Bullhorn, Pioneer Selection were looking for a way to easily schedule interviews and format documents – what they didn't expect was the amount of time our products would save them.

Background

Pioneer Selection was established in 2007 and specialise in Engineering and Technical recruitment. It was in 2017 that Pioneer first came to Kyloe after Bullhorn recommended us to help implement Bullhorn and migrate them from their previous CRM. Following that, Pioneer became interested in our time-saving Bullhorn products, which are now engrained as part of their business processes.

Challenges

As many recruitment companies find, a lot of the documents being created contained human errors – for example, wrong start dates or wrong numbers on invoices, which was in turn causing delays to getting payment.

With 42 consultants, they were finding that formatting of CVs was inconsistent and not representing their brand in the desired way. They also found that they were reformatting the same CVs over and over because they weren't being stored in a central place.

There was also an opportunity to streamline the process involved with scheduling interviews, and reduce data protection issues resulting from sending invites incorrectly - something that Bullhorn did not cater for.

Key objectives

- Cut the time that consultants were spending on admin
- Reduce the opportunity for human error when carrying out activities
- Standardise the formatting of documents and add a professional polish

" Consultants are expensive – Kyloe products free up their time to focus on building relationships and making placements which is far more cost-effective!"

Matthew Banbury, Operations Director, Pioneer Selection

The Kyloe solution

There were two products that we knew would benefit Pioneer and help achieve them achieve their objectives.

- **Kyloe AwesomeDocs** - This allows Pioneer to setup formatted and branded document templates (including CVs and invoices) which pull information directly from Bullhorn, lessening the opportunity for human error. They also radically reduce the time consultants are spending on formatting, giving them a consistent and professional appearance, with less effort. Documents are saved centrally within Bullhorn, easing any issues associated with files being saved locally.
- **Workflow** – We often hear from clients who are missing a way of scheduling interviews quickly, and our recommendation is Workflow. Workflow automates and streamlines the time consuming tasks associated with communications such as sharing CVs, scheduling interviews, sending invites, and creating placements. Not only can you schedule interviews for multiple candidates at once, you can also send interview confirmation and invitations, and attach any documents you'd like.

"We must have saved 1,000s of hours thanks to Kyloe, if not tens of 1,000s of hours. It's really difficult to think of Bullhorn without these functionalities now."

Matthew Banbury, Operations Director, Pioneer Selection

The benefits

"These products have been essential to us getting the most out of Bullhorn, and allow our consultants to focus on clients and candidates instead of admin tasks." Matthew Banbury (Operations Director, Pioneer Selection) told us.

"We're saving an average of 15 minutes on formatting each CV by using Kyloe AwesomeDocs – we send 800+ CVs a week so this adds up to a huge time saving. They're all formatted and branded as they should be and we've seen a dramatic reduction in the amount of human error, all of which helps to improve client and candidate experience."

"The process for sharing CVs, scheduling interviews and sending invites has also been accelerated thanks to Workflow, and we have no more data protection issues. We've never known Bullhorn without these products – and I can't imagine using it without them!"



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