



Isagenix International Cuts Time-to-Fill in Half and Onboarding Time by 90%

Isagenix International, a health and wellness company established in 2002, expanded rapidly to more than 700 employees in the U.S. and 1,000 internationally, with 600,000 customers across Asia, Europe and North America and \$6 billion in cumulative sales, helping the company grow by 33% in 2017 alone.

To hire top talent for corporate positions, including scientists, IT professionals, and sales and marketing associates against larger, well-known neighboring companies in the Phoenix, AZ area, including General Motors, PayPal, Wells Fargo, Intel, and GoDaddy, Isagenix needed to deliver a compelling candidate experience. But, with its previous applicant tracking system (ATS), each recruiter was spending 70% of their time on administrative tasks. As Luke Haden, Isagenix's senior corporate recruiter, explained,

“With such a lean team, it is critical for us to operate efficiently. Manual processes are culture killers.”

“We chose iCIMS to help Isagenix continue to grow and scale. iCIMS focuses on evolving demands, consumer trends, and mission critical recruitment challenges.”

Shortly after Haden joined Isagenix in 2015, he and his team of two recruiters comprehensively searched for an ATS that could:

- Scale and support growth
- Streamline and automate recruiting and onboarding processes so they could focus on hiring top talent
- Be customizable and easy-to-use
- Seamlessly integrate HRIS, background screening, I-9 and E-Verify solutions

Isagenix selected iCIMS' world leading Talent Cloud and within two years dramatically improved sourcing, candidate engagement, hiring, and onboarding processes.

**95% reduction
in onboarding
time**

**30X increase
in resume
database**

**83% decrease in
new hire
processing time**

**Time to fill
cut in half**

Focus Area	Previous ATS	iCIMS & Isagenix Partnership
Candidate Experience	A careers page that routed candidates to error messages instead of job applications.	Differentiated the candidate and new hire experience by: <ul style="list-style-type: none"> • Improving the online job search and application process • Engaging culture initiatives • Offering competitive pay and benefits • Completely making over the career site
Candidate Engagement	1,200 resumes in database	35,000 resumes in database, a 30x increase
Productivity	70% of each recruiter's time spent on administrative duties, including emails, voicemails, data entry and interview scheduling	Streamlined and automated recruiting processes, including: <ul style="list-style-type: none"> • Integrating ADP HRIS, and Sterling drug and background screening solutions within iCIMS • Automating postings to job boards • Cutting 120+ day requisition time in half • Achieving 100% reduction in manual emails per new hire
Onboarding New Hires	Manual processes and forms resulted in 600 recruiter hours per every 200 new employees	Cut onboarding time by 95% Cut new hire processing time by 83%, removing 75 minutes per new hire Eliminated all paper forms
Background Screening	Vendor took 3 weeks to return a screen, significantly delaying hiring.	With Sterling integrated into iCIMS, background screening is completed and returned in 3 days
Employee Referrals	Paid for "premium" job postings, an unnecessary cost	Significant increase in the number employee referrals through iCIMS, slashing time-to-fill in half