



# 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
<b>Candidate Experience</b>	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"> <li>• Improving the online job search and application process</li> <li>• Engaging culture initiatives</li> <li>• Offering competitive pay and benefits</li> <li>• Completely making over the career site</li> </ul>
<b>Candidate Engagement</b>	1,200 resumes in database	35,000 resumes in database, a 30x increase
<b>Productivity</b>	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"> <li>• Integrating ADP HRIS, and Sterling drug and background screening solutions within iCIMS</li> <li>• Automating postings to job boards</li> <li>• Cutting 120+ day requisition time in half</li> <li>• Achieving 100% reduction in manual emails per new hire</li> </ul>
<b>Onboarding New Hires</b>	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
<b>Background Screening</b>	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
<b>Employee Referrals</b>	Paid for "premium" job postings, an unnecessary cost	Significant increase in the number employee referrals through iCIMS, slashing time-to-fill in half