How SoftwareONE scales recruiting with an all-in-one hiring platform

With plans to double headcount and revenue in just four years, SoftwareONE needed a solution that would scale hiring and help globalize its recruiting strategy in one central platform.

iCIMS Talent Cloud	From attracting and engaging to hiring and advancing, SoftwareONE uses iCIMS CRM, ATS, Video Studio, Career Sites, Text Engagement, Offer Management and Onboarding.

THE CHALLENGE

Prior to iCIMS, SoftwareONE used a variety of systems for talent acquisition across regions. The team needed one streamlined platform that would function across all hiring locations and allow for maturity into the next stage of company growth.

> "iCIMS is our one-stop-shop for recruitment – it's the first system we open in the morning and it's where we achieve every task throughout our day."
>
> – Head of global talent acquisition, SoftwareONE

THE RESULTS

The team not only improved candidate experience, but they also boosted diversity hiring. By tracking candidates, they can break down the candidate journey by business department, gender identity and ethnicity. This allows leaders to assess what they can do better to continue being a fair and inclusive employer.

The investments paid off. The hiring team cut time-to-fill by 10 days and improved efficiency across the talent acquisition model. They now track candidate data, allowing for consistency, improved candidate experience and better DEI hiring strategies.

HOW iCIMS HELPED

Using iCIMS, the team created a set of standard workflows, allowing each TA manager to follow the same process. Not only did this create efficiency but it also allowed TA managers to engage with their stakeholders by providing them with global information.

"It was an evolution getting the team onboard with iCIMS but once they understood the value to themselves and their role, they completely adopted it," said SoftwareONE's head of global talent acquisition.

Starting with the core iCIMS CRM, SoftwareONE built out its platform and now has 7 different iCIMS modules and 4 other external systems integrated into an all-in-one hiring platform.

With iCIMS, SoftwareONE can select the technologies that are important to the organization, allowing leaders to report on success and justify multiple rounds of investment at each stage of growth.

iCIMS