

# AmTrust Financial switches to best-in-class recruiting, saves \$13 million



## THE CHALLENGE

- With 40+ acquisitions and counting, AmTrust's manual recruiting processes and disjointed HR systems struggled to keep up with the company's rapid growth
- AmTrust spent roughly \$16 million on staffing agencies per year, but still needed an average of 80 days to fill open roles
- Lack of visibility into job applications and offers hampered the efficiency of AmTrust's recruiters – and lost candidates as a result

## THE RESULTS

By partnering with iCIMS, AmTrust Financial overhauled and optimized their hiring processes, saving time and money in the process.

### **\$13 million saved**

In recruitment costs, including from agencies and recruitment marketing spend.

### **700% growth**

In AmTrust's talent pipeline by switching to iCIMS

### **50% faster hires**

Time-to-fill is more than a month faster than it was, due to more efficient processes

**"We chose iCIMS because we needed a system that understands modern-day recruiters and prioritizes recruitment."**

Kimberly Bowen,  
former vice president  
of talent acquisition  
AmTrust Financial

## Why didn't AmTrust use Workday for hiring?

With the rest of the business already using Workday, AmTrust considered using Workday's native recruiting module. Having already used less ideal solutions, AmTrust's team ultimately decided a more robust hiring platform was needed.

As Bowen explains, "I didn't want a solution that was one piece of an offering. I wanted a system and a provider that was a subject matter expert."

