

# NorthStar Anesthesia dropped Workday Recruiting for iCIMS and saved \$200K



## THE CHALLENGE

- Hiring mostly in-demand anesthesiologists and certified registered nurse anesthesiologists, NorthStar's candidates expect a straightforward, high-touch hiring process
- However, a national talent shortage, compounded with a high rate of retirements, shrunk the number of applicants NorthStar was receiving
- NorthStar's team still relied on manual spreadsheets to fill their hiring system's inadequacies and lack of integration capabilities

## THE RESULTS

By partnering with iCIMS, NorthStar overhauled and optimized their hiring processes, gaining big efficiencies that alone save them about \$200,000 per year.

### 50% increase

In open roles filled per month since switching to iCIMS

### 40% decrease

In NorthStar's physician-vacancy rate, notoriously difficult positions to fill

### 2+ hours

Of productivity gained per day, per recruiter

**"We chose the best, best-in-class recruiting platform to maximize functionality and minimize wasted motion for all users – recruiters, candidates and hiring managers."**

Tony Blake,  
former Chief People Officer  
NorthStar Anesthesia

## Why did NorthStar choose iCIMS over Workday or Jobvite?

NorthStar's team was using Workday's included recruiting module before switching to iCIMS. After trying to make it work, the team decided "core problems could not be fixed."

The decision came down to iCIMS and Jobvite, but after further evaluation, the team decided they "liked iCIMS' functionality better, and felt more comfortable with the company's stability."

