



Easy-To-Use ATS Helps Reinforce Employer Brand, Attract Mobile Job Seekers and Simplify Hiring Process and Reporting

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Surgical Specialties Corporation
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Surgical Specialties Corporation is a sharp company driven by sharp, dedicated people. It has a proven track record within the field of precision surgical instrument design and manufacturing that underscores not only its high engineering standards, but also its customer-driven, collaborative values. Surgical Specialties Corporation is proud to provide quality products, flexible and accommodating customer service, and value to its customers. With US headquarters in Braintree, Massachusetts, along with commercial operations in Latin America, Europe, China, and other regions, Surgical Specialties Corporation offers its customers the best of all worlds.

INDUSTRY

Manufacturing

SOLUTIONS IMPLEMENTED



Recruitment and Applicant Tracking System

Challenges

- Existing processes are manual and not user-friendly, which consumed the HR department's time and resources
- Current ATS lacks functionality and the support services needed to meet the organization's business goals
- The Company requires reporting specific to compliance and recruiting outreach regulations

Key Selection Drivers

- Will automate and streamline all recruiting processes getting candidates into jobs faster and saving time and money
- Processes are easy-to-use, intuitive and mobile-optimized for the hiring managers that are consistently on the road and job seekers who want to apply via mobile device
- BirdDogHR Solutions team is responsive and collaborative demonstrating deep talent management knowledge and attention to client needs

Manual recruitment process lacks functionality and applicant tracking needs

Surgical Specialties' current ATS offers little functionality, which has made the recruitment process manual and time consuming. "We knew there was better functionality available today. We wanted to find an ATS that would automate and streamline our recruitment process," said Jane Clough, Senior HR Manager at Surgical Specialties. "The current recruitment process lacks the functionality we are looking for to meet our business goals."

Responsive system and team automates recruitment process

Clough evaluated six different ATS systems before choosing the BirdDogHR ATS. Clough was looking for a system that met her price point, streamlined the recruitment process and had a responsive team that was knowledgeable and supportive, and that's what she found with BirdDogHR. She is also interested in the ability to add on other talent management modules as company needs evolve.

Mobile-optimized ATS provides ease of use and will help improve employer brand

Surgical Specialties looks forward to the compliance reporting and tracking and mobile capabilities of the BirdDogHR Recruitment and Applicant Tracking System. "Many of our hiring managers are on the road. It's rare that they're ever in the office at a computer, so we need an ATS that is mobile-optimized and available to them from their smart phone. In addition our job seekers also expect an easy mobile-apply process, so I look forward to gaining more qualified candidates and building our employer brand with the BirdDogHR ATS," said Clough. Surgical Specialties also anticipates decreasing the time to fill a job opening and utilizing a more efficient process for communicating with applicants and interviewees.



BirdDogHR™ offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind.