

SUCCESS STORY

The Spitfire Group

The Spitfire Group™
Business-Driven Technology Solutions



Amanda Ericson
Director of Talent
Acquisition

FinancialForce HCM was an ideal choice for a growing organization. Not only did it offer a solution for recruitment and talent management, but it also has functions for core HR needs as well."

The Spitfire Group

The Spitfire Group is a business-focused technology consulting firm, serving clients that consistently seek to remain competitive and innovative. They ensure timely and successful delivery of crucial projects by leveraging their knowledge and experience as an extension of internal technology teams.

A big objective for the company was to grow both staff and revenue. The pressure was on HR to find skilled staff but there was no applicant tracking system making it hard to meet requirements of the business. With FinancialForce HCM in the mix, they now have an integrated, seamless applicant sourcing and tracking system that takes them from initial requisition to onboarding new hires. Not only did it offer a solution for recruitment and talent management, but it helps the HR team manage all the Core HR functions as well.

Featured Product

FinancialForce HCM

Systems Replaced

Sharepoint

Company Size

Small

Location

Firestone, Colorado, United States

AppExchange Rating



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Business Issues

- Information silos made reporting and collaboration difficult
- No integration between Sharepoint and Salesforce CRM
- No applicant tracking system made it hard to meet requirements of the business
- No visibility into recruitment pipeline
- Difficulties finding skilled staff exacerbated by lack of tracking system
- 14 hours a day spent on recruiting e.g. posting to job boards, cold calling, inputting info into system

Benefits & Results

- One tool for recruitment to hiring, through performance reviews
- Organized system with all documents stored in one place has enabled Spitfire to stay connected with suitable candidates and gives visibility into their availability
- Regular automated reminders when candidates matching listed vacancies come available
- FinancialForce HCM has helped Spitfire double in size over the last year with zero recruitment advertising costs
- Time spent on recruiting halved
- All candidates in system linked to their LinkedIn profiles
- Can easily pull reports on attrition rates, candidates turned away etc
- FinancialForce HCM has allowed Spitfire to only hire the top 15% of candidates in their field leading to a reputation as a top employer
- Sharing function allows Spitfire to share posts easily on social media and LinkedIn
- Ability to email candidates directly from job applicant screen
- Also allows information useful to Sales to be pulled instantly getting around complications of multiple cost centres e.g. Employees Vs contractors and how many of each are on which job sites, preventing heavy focus on one client
- System allows comparisons against market e.g. desired Vs actual salaries. This allowed Spitfire to recently carry out a cost analysis of who was over/under paid



Using HCM has been a tremendous asset to our company, and has allowed us to develop customized processes for the recruitment and hiring for our business."

Amanda Ericson |
Director of Talent Acquisition