



| Case Study |

Elevate

Berkley Increases Interview to Hire Ratio by 25%

Company

Berkley Group is an Irish headquartered recruitment company that was established in 1995 and is a specialist in the Technology, Life Science and Supply Chain markets for both Permanent and Contingent opportunities. Berkley supports clients across Ireland, UK and Europe.



Problem Statement

Berkley adopted Bullhorn ATS over ten years ago and is an integral part of the business operations, however, identifying the right candidates in Bullhorn requires the recruitment consultants to complete Boolean search strings. This is a problem for the following reasons:

- Some Consultants do not have the necessary subject matter knowledge
- Some Consultants are not strong on writing Boolean Search Strings
- The Consultants knowledge and bias is reflected in the candidates identified
- The time taken by the consultant on search is very expensive and doesn't always identify the best candidates in the Database
- As a result, the Consultants tend to spend more money on Jobs boards searching

We describe this above as the **"Cost of Search"**.

Solution

Berkley is a technology focused organisation and has always sought out innovation where appropriate. In an effort to automate search and speed up the delivery process Berkley identified Elevate Direct and worked with the team at Elevate to define **'what the business needed'**.

As a result Berkley now has a solution that allows the Berkley consultant to just work in Bullhorn but also utilising the Elevate AI platform for – Matching/Scoring/ Ranking candidates.

"In a very streamlined process the consultant adds the 'Job Req' as normal, hits the 'Send to Elevate' button and within minutes can review a shortlist of the most relevant candidates presented."

Paddy O Connell

Director



Bullhorn®

+

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Impact

The impact on Berkley is reflected in the key metrics the business tracks, such as consultants having more time to engage with clients and present opportunities to candidates. The effects of same are that the number of job reqs serviced has increased, Berkley's jobs board spend has reduced, and the CV to Interview ratio has improved

Each company is unique, but a lot of recruitment businesses have the same problems. We are happy to share our experience with how the Elevate integration to Bullhorn has positively impacted our business.

We asked Question asked of the Berkley consultants: "Is the Elevate integration giving you more time - is it reducing your time spent on search?"

Emma

Yes it is helping with reducing my time I spend searching which is great because I have a lot of roles in at the moment."



Louise:

"Elevate integration much more seamless"



Aidan

"Definitely giving me more time.its so easy on Bullhorn to hit the Elevate button for it to bring back relevant candidates instantly. I'm super impressed with how it works and how it is saving me countless hours of building search strings!"



For further information on the Elevate Platform please
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