

## Sustainable Talent Development



### The Problem

Like many organizations, the global pandemic forced SCS into an immediate hiring freeze, and then a steady increase in remote hiring. SCS' previous recruiting and onboarding systems couldn't keep up with its need to hire and onboard top talent across the country. SCS needed employees with specialized training across a number of scientific disciplines - not the typical qualifications found on major job boards. Its manual performance management process couldn't adequately meet the needs of SCS' expanding workforce. Most importantly, all of these processes and systems needed to integrate seamlessly with its payroll provider, ADP. SCS looked at separate systems for recruiting, onboarding, and performance management, but realized it needed one fully-integrated talent platform to bring everything together, while still fitting in its budget.

*"In 2020, we knew we were going to hire beyond the boundaries of California more and more. But our legacy onboarding system posed significant challenges for expanding into new states. With the added strain of COVID interruptions, it took up to six-plus weeks to set up payroll in new states. At this point, it became clear that we needed a much more nimble onboarding solution."*

### About the Company

SCS Global Services is a global leader in third-party environmental and sustainability verification, certification, auditing, testing, and standards development. Its more than 100 programs span a cross-section of industries, recognizing achievements in natural resource management, green building, product manufacturing, food and agriculture, supply chains, and climate mitigation, and helping to create a safer and more livable world since 1984.



**Prior to March 2020, about 25% of SCS' workforce was remote, spread across 15 states. Now 60% of their employees are remote, across 37 states.**



*"The ability to tie together the Applicant Tracking System (ATS), onboarding, and performance into one platform has been invaluable. This helps us define what success will look like for a particular role and helps us to recruit efficiently and effectively. We save time and money in the overall recruiting process and I think that's the greatest value of ClearCompany."*



**Stowe Beam**  
Vice President,  
Human Resources,  
SCS Global Services



## The Solution

Only ClearCompany offered a modern, intuitive full cycle talent platform that met all of SCS' needs. SCS immediately implemented Performance Management with Recruiting and Onboarding shortly after.

Recruiting allows SCS to efficiently find top talent across the country, utilizing ClearCompany's industry-leading integrations with LinkedIn. SCS' special two-part application allows it to quickly screen for top candidates, then gather crucial training and certification information depending on the requisition. Interview scorecards help SCS objectively evaluate candidates to find the best hires.

Paperless onboarding simplifies form completion and centralizes record keeping for a process that boosts efficiency and ensures compliance. ClearCompany's built-in Employee Surveys tool gives them a critical pulse-check from new hires and their managers.



**SCS uses ClearCompany's Employee Surveys tool to administer a 6 month check in for all new employees and their managers. This gives them crucial insight into the development of every new hire.**

Comprehensive Performance tools allow SCS to set goals and align them with corporate objectives. And ClearCompany's mobile-friendly interface and automated reminders help employees and managers stay on top of regular goal updates. They can effectively track goal progress and employee development anywhere, and for any position.

*"LinkedIn Apply Connect is fantastic and has been very, very good for us. We're still in the early stages, but we see how that's becoming a pretty high quality source for us."*

## The ClearCompany Difference

"Only ClearCompany offered a platform that met so many of SCS Global Services' talent needs, including an industry-leading integration with their payroll provider, ADP. Using advanced features like LinkedIn Apply Connect and our Employee Surveys tool, they'll not only hire the best employees, but they'll be able to retain them for years to come."



**Christine Rose**

Vice President of Customer Success,  
ClearCompany

## The Results

With ClearCompany, SCS has been able to consolidate all of their talent processes into one platform that's easy to use for both HR admins and hiring managers. ClearCompany's hands-on implementation process set SCS up for success. Their dedicated Customer Success Manager and their additional investment in ClearCompany's Concierge level of support will ensure that their processes continue running smoothly. For SCS, ClearCompany means great hires, easy onboarding, comprehensive compliance coverage, and performance management and goal setting that can grow with them. The outcome: higher standards for safety and sustainability for us all.

*"The onboarding package is by far the biggest value. We can onboard before we're finished being set up in a new state. We can put in clear instructions from the admin side so that the candidate, even before their first day, they understand what we want, why we want it, and what it's going to mean for us. It's great."*



*"The implementation manager that we worked with was the best implementation manager I've worked with across any kind of software-as-a-service platform. I think the implementation is a clear strength of ClearCompany."*



**Stowe Beam**

Vice President,  
Human Resources,  
SCS Global Services

