



# In Consultation with Talent:

## Halloran Consulting Group Elevates Life Sciences with ClearCompany

### The Customer

With employees spread across 24 states and Washington, D.C., Boston-based Halloran Consulting Group understands how important it is to be in the right place, at the right time. A consulting firm in the fast-moving life sciences industry, Halloran must be ready with top-tier consultants at a moment's notice. They work every day to optimize the people, processes, and technologies involved in clinical trials, positively impacting the health and wellbeing of patients around the world.

*"We work in a fast-paced, dynamic industry, and our clients want the best of the best. Our product is our people and if we're not growing and developing our people, then we're going to be left behind."*

- Michele Schneller, Associate Director of Human Resources

### The Problem

Halloran's dedication to quality consulting led to tremendous growth, doubling in size over the last five years. But these amazing results can bring their own share of problems. In order to get the best consultants possible, they began the transition from using staffing agencies to doing all of their recruiting in-house. This would give them more control over the recruiting process and allow them to tailor an amazing candidate experience. Equally important, they needed an organized system for tracking progress and continuing the development of their employees, creating highly engaged consultants for years to come.

*"It was hit or miss whether or not we could locate the performance documents we made in Excel. We didn't have good records of performance, and we wanted to get our ducks in a row as we continued to grow and scale."*

- Michele Schneller, Associate Director of Human Resources



*We're double the size we were five years ago. ClearCompany has been great because it's allowed us to build not only capacity and capabilities, but also the infrastructure to support our folks appropriately.*



**Patrick Ward**

Senior Talent Acquisition Partner,  
Halloran Consulting Group



Halloran Consulting Group **improved time-to-hire by 43% from 2019 to 2020**, utilizing multiple sources for candidates and capitalizing on ClearCompany's tools and integrations.

## The Solution

ClearCompany was the one platform that could provide them fully integrated applicant tracking and performance management in an intuitive, streamlined package with award-winning customer support. ClearCompany's leading-edge Applicant Tracking System empowered Halloran to be able to quickly find, engage, and hire top candidates, with critical tools for interviewing candidates and communicating across the hiring team. ClearCompany's LinkedIn Recruiter integration provided them convenient tools for finding and communicating with candidates on the biggest professional social network. Additionally, ClearCompany provided Halloran with advanced Performance and Engagement tools that allowed them to create an ongoing dialogue with employees all year long, tracking their progress and boosting professional development.

*"One of the great things about ClearCompany is being able to pull up the notes section and see hiring manager feedback. That was my biggest thing, to know where everything was and be able to find that information quickly and communicate efficiently."*

*- Patrick Ward, Senior Talent Acquisition Partner*



Using ClearCompany's Performance Tools, Halloran was able to **roll out a variable bonus structure based on clear metrics and data**, offering employees transparency and motivating them to achieve more!

*"ClearCompany allowed us to roll out a performance review that gave us the flexibility to change the culture around feedback, goal setting, and performance in general. We can really dial in on collaborative two-way conversations throughout the entirety of the year, and then make it easy to document and track performance over a period of time."*

*- Michele Schneller, Associate Director of Human Resources*

## The Results

With ClearCompany, Halloran has continued their rapid growth while still maintaining a high quality of hire. They improved their time to hire by an astounding 43% from 2019 to 2020 by diversifying their candidate sources and making the most of ClearCompany's tools and integrations. They utilized ClearCompany's systems and best practices to implement ongoing performance management based on a set of cascading goals, so every employee can see how their work directly contributes to corporate objectives. Most importantly, Halloran has a true partner in Talent Management. In addition to the top-notch support they get every day, their dedicated Customer Success Manager works with them to improve their process and takes their valuable feedback to help ClearCompany develop additional tools and features.

*"If you're looking for a system that will help you while you scale, this is for you. It's easy to train people on. It has helped us streamline our processes. It's a great system for long-term growth and tracking."*

*- Patrick Ward, Senior Talent Acquisition Partner*

## The ClearCompany Difference:

*"ClearCompany is proud to provide clients of all sizes with a complete talent platform. We love to see organizations like Halloran take full advantage of our products and services to hire, engage and retain top talent, and look forward to a long-term partnership where we continue to share ideas and make each other better."*



**Christine Rose**

Vice President of Customer Success,  
ClearCompany



***I want more than a vendor. I want a partnership based on trust and mutual respect. Mutual respect is one of our core values, and I've really found that in the folks that I've worked with at ClearCompany.***



**Michele Schneller**

Associate Director of  
Human Resources,  
Halloran Consulting Group