

Generating Interest



The Problem

With their business expanding rapidly, Axiom Bank found themselves quickly outgrowing their existing recruiting software. They knew that to recruit and onboard the A-Player talent they needed to sustain this growth, they would need to use a flexible, modern, and comprehensive applicant tracking system.

"After a review of 14 systems, we noticed that ClearCompany was the only one that checked all of the boxes. Several of the systems that we reviewed did not have all the features that this system has, such as automated payroll integration and onboarding. Some systems we researched did not have the ability to cross-post jobs to different job boards, and others did not have mobile application capabilities. Regarding onboarding, we used to send out a thick package of information via FedEx to each new hire. Now, we send all the forms electronically, saving both time and money. This is more efficient for both us and the candidate. The system also had a reasonable cost."

About the Company

With 23 branches serving Central Florida, Axiom Bank, N.A. is one of the state's fastest growing banks. This nationally-chartered community bank serves the financial needs of its customers through a wide range of financial products and services. Working in both the commercial and consumer banking spaces, Axiom needs to find top level candidates for a wide range of positions quickly and efficiently. Beyond seeking candidates with high skill levels, Axiom also strives to employ socially conscious employees, and participates in numerous local community organizations and events.



"We were previously using an inefficient, outdated software system. We were looking for a more modern system with features such as integrated background checks and the ability to fill out a full application online. We also wanted users to be able to fill out applications with a mobile device."



Laura Love
Vice President of
Human Resources,
Axiom Bank

The Solution

Axiom Bank upgraded to ClearCompany to modernize their recruiting process and easily integrate it with a paperless new hire onboarding experience. ClearCompany's feature-rich Applicant Tracking System was the only one to meet all of their needs. They were now able to smoothly transition new hires into an easy-to-use electronic onboarding system. And they got it all at a price that fit their budget.

The Discovery

With the time saved from a more efficient recruiting process, Axiom Bank could dedicate more time to finding top talent. After learning about the book Who: The A Method for Hiring from their Product Specialist, Axiom decided to implement this industry-leading hiring methodology. ClearCompany's Learning Specialists led Axiom's entire team of hiring managers through a hands-on interview workshop, giving them the tools they needed to effectively evaluate top talent.

"We think our managers were influenced by The A Method of Hiring to adopt a new philosophy to hire A-Players, and the hands-on practice was something they haven't experienced in the past. In addition, the support team is very responsive, and helps us out whenever we need it. For example, we were not quite clear as to how to use the auto-grading feature in the system. The support team member set up a call and went over the feature in detail, filling in the blanks left by the online documents. He was very helpful. We also like the chat feature, as the response is nearly immediate."

The ClearCompany Difference

"Recruiting top quality candidates in an efficient manner is a high priority for all of our customers, and we're glad we could help Axiom Bank do just that. Smoothly transitioning A-Players from hiring to onboarding is going to give them a great start in their new positions. We understand the human resource needs of rapidly growing businesses, and we're proud to be a part of Axiom Bank's success."



Christine Rose

Vice President of Customer Success,
ClearCompany

The Results

Axiom Bank now has a modern, online, comprehensive, and user-friendly recruiting and onboarding system, and they utilize a recruiting methodology that will help them find the top performers in their field. With help from ClearCompany, they're saving time and money without compromising on candidate quality.

"We want to ensure that we hire the best at Axiom Bank. Although we do have interview training for our managers, it is just a basic behavioral interview class. The A Method training took that skill to another level with the 'getting curious' questions. With this new method, managers are better able to get more complete information about a candidate prior to making an employment decision."

ClearCompany was able to deliver a top product with all of the features that Axiom Bank was looking for. But a great product can still fall short without great support and consultation. ClearCompany's responsive, award-winning Customer Success team was there for Axiom Bank every step of the way.



"The training, Who book, and interview guides help the managers focus on getting complete answers to their questions. All of these have allowed us to select better applicants for interviews, and make stronger hires for the open positions."



Laura Love

Vice President of Human
Resources, Axiom Bank