Burning Brighter Than Ever

About the Company

In today's constantly-evolving business climate, technology is more important than ever. Getting positions filled, and filled quickly, can be a big challenge for tech companies, and no one knows that better than Glow Networks. Founded in 2000, they're a top supplier of engineering services and staffing to telecom equipment manufacturers and service providers. They supplement tech giants, including Hewlett-Packard and Cisco, with short-term staff based on their individual needs.

Glow Networks had also been recently acquired by an international company, partnering them with new business divisions and creating additional unique challenges. An automated and user-friendly talent management platform was essential for a seamless transition that didn't compromise their ability to hire top talent.

The Problem

As the Director of Talent Acquisition, Ann McCook was faced with managing the company's domestic HR challenges, as well as ensuring divisions across the board were set up with effective talent management processes. In the growing telecommunications market, filling high-level positions that require specific skill sets for well-known companies, sometimes in large quantities, could prove to be difficult. Not only that, but Ann also realized some of the divisions under their new parent company were doing all of their recruiting manually. This led to both inconsistent and inefficient hiring processes for Glow Networks as a whole. She needed to implement a cost-efficient talent management system across all divisions - and fast.

"The other divisions are smaller. They had no automation. They had no ATS, nothing like that. So how in the world they would have hired a hundred people without one... They wouldn't have been able to do it."

"My HR people at the other division sometimes will hire a handful of people at a time. And so they instantly saw the value [of ClearCompany], and it was like a huge breath of fresh air for them."

Ann McCook
Director of Talent Acquisition,
Glow Networks

Glow Networks
Glow Knows Networks

The Solution

Fortunately for Ann, ClearCompany's flexible, user-friendly talent acquisition software allowed her to implement a system that all divisions could utilize. The ability to customize the system was also essential to ensuring that they could hire for all of the industries under their parent company. With features like automated posting to multiple job boards, Talent Communities, and ClearText, Ann and her hiring managers were able to find and engage new A-Players and strong candidates who had previously applied, and reach out to them quickly for new opportunities.

> *"If you can get a manager to use the system as well, that's a really positive thing. And some of our managers are pretty tech-savvy, and they don't mind going in there to look at candidates."*

Glow Networks also benefited from having ClearCompany's onboarding system in place once a candidate was hired. With a small staff handling all of the new hire paperwork, ClearCompany's paperless, mobile-friendly onboarding tools helped streamline their process. Ann was able to save time and get her employees to work faster than ever before.

> *"[ClearCompany's] willingness to provide excellent customer service, willingness to listen to the customer's needs and try to make changes and help them through the process, as well as making modifications to their product, better help and serve their customer base."*

The ClearCompany Difference

"Going through management changes and acquisition transitions can be challenging for any business. That's why ClearCompany strives to make managing talent as easy as possible, so that companies like Glow Networks can focus on achieving their goals without having to deal with the stress of inconsistent hiring practices."

Christine Rose
Vice President of Customer Success, ClearCompany

The Results

Equipped with ClearCompany's industry-leading talent platform and award-winning customer service, Glow Networks was able to keep up with their clients' recruiting needs. When a client came to them with a request to fill one hundred spots for a project, ClearCompany enabled them to hire the necessary candidates in just two days. The ability to post directly to many of the top job boards with one click of a button proved to be paramount to the hiring process. The company's various divisions could use the same processes and tools no matter where they were. And Ann was able to show the value of having an efficient talent management system to her executive team.

> *"Being able to do the offer process and the onboarding through the system, there is no other way we could have processed those kinds of numbers without ClearCompany."*

Ann McCook
Director of Talent Acquisition, Glow Networks