

Architecting a Better Talent Pipeline



About the Company

Buildings are an integral part of any community, and the architects and engineers at PBK know that better than anyone. With over one hundred completed projects for cities in both Texas and California, the firm specializes in designing and engineering architectural solutions for clients in education, healthcare, sports, and corporate business. And with a business that has nearly doubled in size over the past two years, PBK needed to implement a talent management system that could keep up with their growing demand for top talent.

The Problem

When PBK's Human Resources Director Steven Dunn first came to work for the company, he quickly realized that he would need to modernize their talent acquisition process. Their old process, which consisted of sorting through multiple email inboxes, was time-consuming and inefficient. And with a goal of continuing to grow their workforce through 2025, Steven was tasked with finding a budget-friendly solution to the firm's hiring problems.

33% PBK reduced time to fill by 33% and saved money by reducing their reliance upon contract recruiters to fill positions.

There was also the issue of onboarding their new A-Players once they were hired. It could take up to three days to process the paperwork, taking time away from training new architects and creating a pain point for their accounting department. Steven also had a personal interest in ensuring the firm's success, as PBK redesigned his own high school. With projects that mean so much to both the company and the communities they serve, it was time for a change.



"Resumes basically came into a series of email boxes that I would review. And I quickly figured out that that was creating a bottleneck. So I said there has to be a better way."



Steven Dunn
Human Resources
Director, PBK



The Solution

Fortunately, ClearCompany's advanced tools for talent acquisition were exactly what Steven was looking for. Implementing new software can be challenging, which is why ClearCompany's implementation process is designed to meet to each client's particular needs. With the help of his implementation manager, Steven was able to learn and start utilizing the ClearCompany platform in just five weeks, with no additional IT support, all while staying within his budget.

"My implementation manager really shared a lot of the burden because I didn't have the ability to do it all. She got me set up with videos so that I could create all the roles and tie them all together with the competencies. She helped do the ATS and the onboarding, and we were live in five weeks."

Recruiting instantly became easier and less expensive with free, automated job board postings, best-in-class tools for interview scheduling, and seamless workflows. PBK's new paperless onboarding process helped them quickly collect and organize all new hire paperwork, so the firm could focus on getting their new team members up and running on day one. And with Talent Communities, ClearCompany's user-friendly tool for leveraging your existing candidate database, PBK was able to reconnect with previous top candidates as new positions opened up.

"I like to go back through the candidate history if I have a job that opens, particularly if we got down to three really good candidates and hired one. We see hundreds and hundreds of applicants, and I can quickly sort back through and find them and reach out to them."

The ClearCompany Difference

"At ClearCompany, our goal is to ensure that your business is set up for long-term talent success. Whether you're a one-man team like Steven, or a large HR department, our highly trained implementation experts are there to meet your needs and reach your goals."



Christine Rose

Vice President of Customer Success,
ClearCompany

The Results

Now armed with a leading-edge applicant tracking system, the firm could reduce their time to fill and fuel growth. They're able to utilize many features to help hire and engage top architects, like a mobile-friendly interface, interview scorecards, and shareable candidate notes, as well as other helpful products like Device and Equipment Management. They even integrate with a background check provider to make the process as seamless as possible. Having a fully integrated, best-in-class talent platform allows PBK to focus on enriching their communities and designing their award-winning buildings.



PBK's typical new hire onboarding process was reduced from 3 days to 1.

"The biggest upsell was having an online onboarding process. It has taken the hiring turnaround time and reduced it to a day, because I can provide basically all the information that they need for the payroll system, benefits, and all that before they even get here, which is huge."



"There's a vested interest from ClearCompany to help my business be successful, and to help me be successful at doing my job."



Steven Dunn

Human Resources
Director, PBK

PBK