

The Fine Art of Recruiting



The Problem

A key challenge of running such a large cultural institution is not only maintaining the size of your staff, but also finding employees with diverse skillsets. From world-class curators that require international searches, to an army of volunteer staff and everything in between, PEM needed a system that could help them find the best talent for any position.

Their old paper process for recruiting and onboarding couldn't keep up with their staffing needs, especially for their crew of frontline staff. They had separate paper applications for employment, internships and volunteers, and no centralized record system to keep it all organized. And onboarding meant sending out a large and expensive package of forms that would be completed and reviewed on the first day of work. To continue providing transformative, one-of-a-kind experiences to their visitors, PEM would need a more advanced talent process.

840k The Peabody Essex Museum holds more than 840,000 works of historical and cultural art, including two large libraries with over 400,000 books and manuscripts.

About the Company

Started in 1799 on the North Shore of Massachusetts, the Peabody Essex Museum (PEM) is America's oldest continually operating museum. PEM features collections of fine art, artifacts, and manuscripts from across the globe in its massive 200,000 square foot exhibition space. This thriving New England institution has completed two significant expansions in the last 15 years and now utilizes over 400 employees, interns, and volunteers to keep the museum up and running.



"Our recruiting and onboarding process before ClearCompany was archaic to say the least. We had internship applications, volunteer applications, employment applications, and they were all by paper. We would send new hires a very expensive and very arduously assembled employment package with a plethora of material, all collected by paper and completely outdated."



Alison Pavlovich

Employee Experience Manager, Peabody Essex Museum



The Solution

After an exhaustive evaluation process comparing a dozen different software products, PEM chose ClearCompany to help them build their ideal talent acquisition process. Only ClearCompany combined the flexibility to recruit for a wide variety of positions with powerful tools that would help them find, hire, and engage top talent faster.



ClearCompany offers a comprehensive two-way integration with several of ADP's payroll systems, providing clients with an amazing all-in-one HCM platform.

PEM worked closely with their dedicated Implementation Manager to quickly create a streamlined recruiting process, with advanced tools like interview scheduling, shareable candidate notes, bulk actions for advancing and communicating with multiple candidates, and the industry's most advanced integration with their payroll provider, ADP, to tie it all together. They also upgraded their onboarding system, bringing all forms online, giving every new employee a jump start on their career at PEM. Centralized online files for every candidate and employee empowered HR and hiring managers to quickly find the most qualified applicants for their open positions. Candidates and new employees now have a smoother hiring experience, and hiring managers are more involved in the process at every step.

The ClearCompany Difference

"Nonprofit institutions like the Peabody Essex Museum often have diverse hiring needs - from artists, to administrators, to volunteers. ClearCompany is proud to help PEM create processes that enable them to find the best talent, and to continue providing inspiring and enriching experiences to visitors from all over the world."



Christine Rose

Vice President of Customer Success,
ClearCompany

The Results

Applicants love the speed and simplicity of PEM's new online recruiting process. New hires can now spend more time meeting with curators and learning about the museum. Hiring managers work side-by-side with HR to find and hire the candidates they need, in record time. And the advanced bi-directional integration with ADP passes candidate and employee information to and from ClearCompany, ensuring one complete, always up-to-date record for every staff member. With a talent acquisition process customized to PEM's every need, the museum can be sure they'll have the staff they need to share their wealth of art, artifacts, and knowledge with a whole new generation of museum-goers.

"Younger candidates adapt and move very well through the application experience. They are appreciative to be able to complete all of their onboarding forms on their own time in the privacy of their own home."



"The bi-directional connector with ADP and ClearCompany has been a game changer for us. It's been absolutely phenomenal. Integrating onboarding materials directly with our payroll system has been a massive time saver for us."



Alison Pavlovich

Employee Experience
Manager, Peabody
Essex Museum

PEM
Peabody Essex Museum