ClearCo.

Care Package

Packsize finds the employees to advance on-demand packaging with help from ClearCompany

- ✔ Packsize creates advanced machinery that provides customized on-demand packaging to hundreds of businesses, including some of the world's largest retailers.
- ✔ They require a constant supply of new talent including competitive technical and engineering positions, filling over 270 positions in 2022.
- ✔ ClearCompany's candidate communications tools help them rapidly source and recruit new candidates, while automation and integrations get candidates hired and onboarded in record time.

The Client

For the last 20 years, Packsize has been an innovator in customized, on-demand packaging solutions for businesses across the globe. Their high-tech machinery creates the perfect size box for almost any product, reducing material waste, allowing more products to be shipped at once, and improving environmental sustainability. But with a growing business that requires highly-trained tech workers and teams of engineers deployed remotely at numerous locations, Packsize also needed to create a sustainable talent pipeline.

The Problem

Packsize is constantly hiring, especially for Service Engineers for their equipment. Many of these employees are remote while others work onsite at large customers with high-volume packaging operations. In addition they regularly need to recruit for competitive technical positions like hardware and software engineers. Packsize needed to find efficiencies and build automation into their recruiting and hiring processes, but not at the expense of sacrificing the candidate or onboarding experience.

"Prior to ClearCompany, we really had no good way of collecting information before someone's start date. We had no automation to that whatsoever - it was a lot of manual labor. Wait for their first day, once you get here, sign a lot of papers."

> ❝
> You can do everything you need to as far as communications with the candidate, setting up interviews, and getting an offer out, all within the system. That's what we liked about the tool.

Mark Bell
Sr. Talent Acquisition Manager, Packsize

> **"**
> For onboarding, in 2022, we had over 300 open positions and we filled over 270 roles in that year. Making that process more automated helped us a lot.
>
> **Sarah McDermott**
> Human Resources Business Partner

The Solution

Packsize turned to ClearCompany's leading-edge recruiting tools to craft a process that perfectly fits their needs. ClearCompany gives them the efficiency they were looking for with features like a comprehensive Interview Toolkit that allows candidates to easily schedule their initial screening, and calendar integrations that help HR administrators set up in-person or virtual interviews, with individuals or panels, in just a few clicks. Additionally, ClearCompany offers flexible candidate communications options through email, text, or LinkedIn integrations with templates that are easy to build and customize, not only saving them time, but also keeping candidates engaged.

"The entire candidate journey from beginning to end is why we like ClearCompany. It allows a candidate to look at a job description online, easily apply to the website or be contacted by one of our recruiters and put into the system. Then taking that candidate from the initial recruiter interview all the way to the offer stage is seamless."

With ClearCompany's intuitive paperless onboarding tools, Packsize's new hires can complete necessary paperwork online before their first day and start contributing to company goals right away. Best of all, these talent acquisition tools seamlessly integrate with each other and Packsize's payroll provider, ADP, to create one always up-to-date record for every candidate and employee.

"It's been amazing on the onboarding side, where we can bundle forms, we can change what's in a packet, we can specify what a group needs when they're onboarding, and then you can find it all in one place."

The Results

With ClearCompany in place, Packsize is now able to better source and recruit top talent, filling over 270 positions in 2022. They're saving time and effort using templates, integrations, and automation. They can also get a clearer view into their recruiting and onboarding processes with customizable dashboards and an expansive library of reports.

"With offer letter templates and workflow templates, that saves my recruiting team hours during the week, over just sending emails directly to candidates through other systems,"

And they make the most of every feature by partnering with award-winning Support and Customer Success teams to continue refining their talent strategy. Now Packsize can continue to build their customized packaging business with their custom-fit talent platform from ClearCompany.

"We integrate ClearCompany with ADP, so it's really easy for us to get the new hires from one tool to the other, which we didn't have previously. We were manually inputting all of that information. Now we have the candidate fill out their forms and then we have the data right at our fingertips. That's been really awesome for us,"

The ClearCompany Difference:

"Packsize's innovative packaging solutions are better for retailers, shippers, customers, and the environment. We're proud to help them recruit, ramp, and retain the employees that create responsible solutions that meet the needs of modern consumers."

Christine Rose
Chief Customer Officer, ClearCompany