



Doubled recruiting throughput
with the same team

About Spokeo

Spokeo is a people intelligence service that helps you search, connect, and know who you are dealing with. You can use it to find old friends, identify unknown callers, or research your date. Professionals use it to find new customers and prevent fraud. Knowledge is a quick search away.

2x

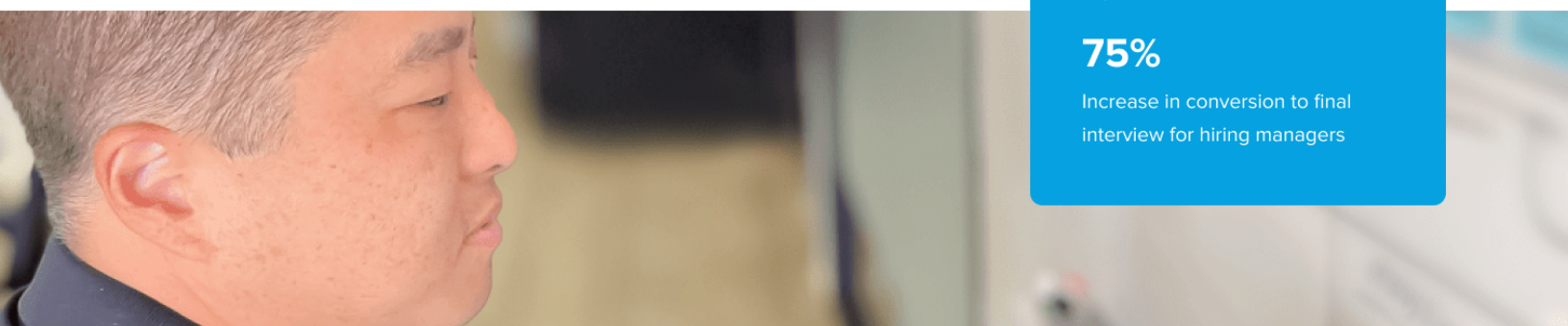
Recruiter activity

45%

Screening effectiveness
improvement

75%

Increase in conversion to final
interview for hiring managers



“

We were looking very deeply at overall value...we wanted data that would help us adjust and course-correct.”



William Uranga
Director of Talent Acquisition

Challenges

William Uranga, Director of Talent Acquisition for Spokeo, was using another well-known Applicant Tracking Software (ATS) vendor but had great difficulty getting reporting, customization, and, most importantly, full access to his company's own recruiting data without incurring extra fees. Spokeo couldn't pull out their data and do the detailed reporting and analysis they needed. Their vendor told them they had to pay extra fees and took time to give them data exports.

Spokeo felt their data belonged to them and that their vendor's architecture did not acknowledge or support their data needs.

Overall, they didn't feel like they were getting the value they deserved from their ATS. Uranga then started a comprehensive RFP process to find a better ATS. "We were looking very deeply at overall value...we wanted data that would help us adjust and course-correct," says Uranga. They made a detailed matrix of all their needs that included their internal recruiters, data experts, and UI specialists. They wanted an ATS that was easy and intuitive, innovative, enabled customization, was US-based, secure, and allowed unfettered access to their data. Also, they didn't want an ATS that was tacked on to an HRIS system.

Solution

After an intense review and analysis, the interdisciplinary team within Spokeo narrowed the field to four providers and ultimately selected JobScore. They felt JobScore was not only simple and intuitive but powerful and customizable. Moreover, JobScore is compatible with their tech stack components such as G suite and LinkedIn Recruiter, is mobile-friendly, has reasonable pricing options, allows e-signing, and, most importantly, gives them unfettered access to their data.

Uranga now has detailed, customized weekly and monthly dashboards that help them manage the entire talent acquisition function.



Results

Since switching to JobScore, Spokeo has found it easy and intuitive to rapidly customize their processes and integrate JobScore with their tech stack. Hiring teams can access what they need from any mobile device, and candidates can sign job offers electronically. Most importantly, Uranga and his team can easily run custom weekly and monthly reports.

As a result of being able to measure performance metrics accurately, they've been able to 2x recruiter activity, screen candidates 45% more effectively, and increase hiring manager conversion to final interview by 75%.

About JobScore

JobScore is an applicant tracking system and recruiting software platform that empowers employers to find and hire great people. We relentlessly build and improve software that helps your team get better at recruiting. To learn more, visit jobscore.com.

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Ready to simplify your hiring?

Get Started for free

or talk to one of our recruiting advisors today about how you want to move the needle.