

CASE STUDY: HOW CLEARCOMPANY SUPPORTS CARE MOUNTAIN

The Customer

Care Mountain is an award-winning, affordable in-home health care agency located in the Dallas-Fort Worth region of Texas. The company's incredible dedication to providing high quality care to patients means there is an incredible need for finding, vetting and hiring staff. These individuals are more than employees; they are caregivers. Care Mountain needed a process that would attract and retain the best of the best.

Care Mountain, having always been interested in making connections, knew who their A players were and even how to win their attention. Unfortunately, prior to implementing ClearCompany, software limitations stopped the team from providing the candidate experience they knew their applicants deserved.

Deanna Page, Human Resource Director, shares the recruiting and hiring process the Care Mountain's hiring team dreamed of giving candidates and the challenges they faced before entering a partnership with ClearCompany.



Deanna Page
Human Resource Director of Care Mountain

The Challenge

"In past years, we had challenges due to software limitations."

We knew the experience a candidate has, from introduction to the point of hire, was very important. It sets the expectation for the type of experience the candidate can expect while working with the company. If it is cumbersome to apply or it takes the company too long to respond, the candidate will go elsewhere.

The ClearCompany Approach

By implementing the ClearCompany Applicant Tracking System, companies of any size can confidently build a recruiting process that engages talent without overwhelming the hiring team. Applications are easily adapted for your open positions, whether they qualify for simple one-click apply or require a more complex approach. Automation makes screening candidates easy while ensuring all applicants receive ample communication. With the ClearCompany Applicant Tracking System, you can be confident that your candidate experience reflects a brand of which you can be proud. [Browse the ClearCompany ATS.](#)

The Solution

"Communication is key in everything."

We knew we wanted a workflow that allowed us to post accurate information on positions in all the necessary places - our website, job listings and written correspondence (like emails). Communication is key in everything, so it was important to us that we also always respond to each and every candidate, even if we decided not to move forward with them. Every step of the way, we wanted to show gratitude - thanking them for seeking us out, applying or taking time to reply to an email. We wanted a technology that wouldn't stand in the way of our candidate experience.

The Results

"ClearCompany makes it easy to find qualified candidates."

More or less, what we found was the ClearCompany system, in addition to creating an automated workflow, made it easy to find the most qualified candidates. I have everything set to filter, so talent pools are organized and candidate qualifications can be graded. Everything from the application to the correspondence between the applicant and Care Mountain is organized, and it only takes a quick click of a button or link to find information or adjust. I save, on average, 15 to 20 hours a week because of ClearCompany.

The Discovery

"Find a system that grows with your company."

Before we found ClearCompany, we knew we needed to understand exactly what we wanted in a system. We started by asking ourselves what we needed to accomplish and worked backwards, researching products with Software Advice and taking demos. It's hard not to get caught up in the bells and whistles of systems.

Why ClearCompany?

"It saves us time, money and resources."

ClearCompany has helped us fill customer needs much sooner and we know this is a system that will grow with our organization. It offered all the tools we needed now without overwhelming or interfering with our candidate experience.

Create the experience your candidates deserve with ClearCompany. [Learn how!](#)

The ClearCompany Response

"We're always looking to the future, so hearing that Deanna can see ClearCompany as Care Mountain's solution for today and tomorrow is exciting. Our team wants to simplify processes without stunting human connection, so we provide screening options that cut down on administrative time and communication tools that follow our client's brand and voice."



Sylvie Woolf
Director of Client Service,
ClearCompany