

How ClearCompany and *The A Method* Help Axiom Bank Recruit and Onboard Top Talent

The Customer

With 23 branches serving Central Florida, Axiom Bank, N.A. is one of the state's fastest growing banks. This nationally-chartered community bank serves the financial needs of its customers through a wide range of financial products and services. Working in both the commercial and consumer banking spaces, Axiom needs to find top level candidates for a wide range of positions quickly and efficiently. Beyond seeking candidates with high skill levels, Axiom also strives to employ socially conscious employees, and participates in numerous local community organizations and events.

The Challenge

With their business expanding rapidly, Axiom Bank found themselves quickly outgrowing their existing recruiting software. They knew that to recruit and onboard the A Player talent they needed to sustain this growth, they would need to use a flexible, modern, and comprehensive applicant tracking system.



We were previously using an inefficient, outdated software system. We were looking for a more modern system with features such as integrated background checks and the ability to fill out a full application online. We also wanted users to be able to fill out applications with a mobile device.



Laura Love

**Vice President of Human Resources,
Axiom Bank**



Elizabeth Vargas

**Human Resources Business Partner,
Axiom Bank**

The Solution

Axiom Bank upgraded to ClearCompany to modernize their recruiting process and easily integrate it with a paperless new hire onboarding experience. ClearCompany's feature-rich Applicant Tracking System was the only one to meet all of their needs. They were now able to smoothly transition new hires into an easy-to-use electronic onboarding system. And they got it all at a price that fit their budget.

"After a review of 14 systems, we noticed that ClearCompany was the only one that checked all of the boxes. Several of the systems that we reviewed did not have all the features that this system has, such as automated payroll integration and onboarding. Some systems we researched did not have the ability to cross-post jobs to different job boards, and others did not have mobile application capabilities. Regarding onboarding, we used to send out a thick package of information via FedEx to each new hire. Now, we send all the forms electronically, saving both time and money. This is more efficient for both us and the candidate. The system also had a reasonable cost."



The Discovery

With the time saved from a more efficient recruiting process, Axiom Bank could dedicate more time to finding top talent. After learning about the Who book for hiring from their Product Specialist, Axiom decided to implement this industry-leading hiring methodology. ClearCompany's Training and Engagement Specialist Isabel Swartz led Axiom's entire team of hiring managers through a hands-on interview workshop, giving them the tools they need to effectively evaluate top talent.

"We want to ensure that we hire the best at Axiom Bank. Although we do have interview training for our managers, it is just a basic behavioral interview class. The A Method training took that skill to another level with the 'getting curious' questions. With this new method, managers are better able to get more complete information about a candidate prior to making an employment decision."

The Results

Axiom Bank now has a modern, online, comprehensive, and user-friendly recruiting and onboarding system, and they utilize a recruiting methodology that will help them find the top performers in their field. With help from ClearCompany, they're saving time and money without compromising on candidate quality.

"The training, Who book, and interview guides help the managers focus on getting complete answers to their questions. All of these have allowed us to select better applicants for interviews, and make stronger hires for the open positions."

Why ClearCompany?

ClearCompany was able to deliver a top product with all of the features that Axiom Bank was looking for. But a great product can still fall short without great support and consultation. ClearCompany's responsive, award-winning Customer Success team was there for Axiom Bank every step of the way.

"We think our managers were influenced by The A Method of hiring to adopt a new philosophy to hire A Players, and the hands-on practice experience was something they haven't experienced in the past. In addition, the support team is very responsive, and helps us out whenever we need it. For example, we were not quite clear as to how to use the auto-grading feature in the system. The support team member set up a call and went over the feature in detail, filling in the blanks left by the online documents. He was very helpful. We also like the chat feature, as the response is nearly immediate."

The ClearCompany Response

"Recruiting top quality candidates in an efficient manner is a high priority for all of our customers, and we're glad we could help Axiom Bank do just that. Smoothly transitioning A Players from hiring to onboarding is going to give them a great start in their new positions. We understand the human resource needs of rapidly growing businesses, and we're proud to be a part of Axiom Bank's success."



Christine Rose
Vice President of Customer Success,
ClearCompany

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