ClearCompany

Re-Engineering A Talent Process:

Sambatek harnesses ClearCompany to hire top civil engineers

The Customer

Since 1966, the civil engineers at Sambatek have provided comprehensive engineering, surveying, planning, and environmental services for both public and private clients across the midwest. They've taken on large projects for the Department of Transportation, various municipalities, and even an NFL stadium. But in order to continue providing big solutions, they would need the best talent.
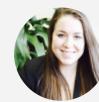
The Problem

Sambatek believes in developing great engineers into long term contributors and leaders. With so many opportunities for civil engineers in their home base of the Twin Cities, competition for top talent is fierce, especially in an industry that's still recovering from the lack of building and infrastructure improvement during the Great Recession.

Sambatek's previous process got them some good candidates, but still slowed them down, relying on email or even paper to share information with hiring managers. And organizing new hire paperwork was a compliance nightmare. Worst of all, the tools dictated Sambatek's workflow, instead of enabling them to create a process that worked for them.

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> In our old process we would have to pull out applications manually and download those and send them to our hiring managers or drop them off on their desk. In terms of tracking things, it was spreadsheets and a paper onboarding process, so very archaic prior to coming to ClearCompany.
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> **Kelsey Long**
> HR Generalist,
> Sambatek

The Solution

ClearCompany empowered Sambatek to build their ideal Talent Acquisition process from the ground up. ClearCompany's automated posting to numerous job boards allowed Sambatek to find more qualified applicants than ever, and customized applications allowed them to advance the best candidates right away. Intuitive interview tools integrated with Sambatek's corporate calendar made scheduling and administering interviews a snap. And paperless online onboarding tools organized all new hire records in easy online files, accessible at any time. These tools combined to form an efficient, streamlined process that works for HR and allows hiring managers to take a more active role in finding and hiring the next generation of top civil engineers.

"With the ClearCompany system, the hiring managers are able to be much more active. When they have a free five minutes, they know they can go check and see how the applications are coming in, If we have any great candidates in the pipeline already."

The Results

With HR and hiring managers on the same page, Sambatek knows they are finding and hiring the best talent. Their compliance worries are a thing of the past with organized files for new hires. And their updated onboarding process means new employees spend less time completing paperwork, and more time learning about and contributing to Sambatek. ClearCompany saves Sambatek's HR team time and effort, and gives them something else that money can't buy - peace of mind.

"If someone was looking to make a switch and go to ClearCompany, I would highly recommend it. In terms of making HR's life easier, it really has, and I can't recommend it enough."

The major benefit that we've seen within our HR department is really time.

I've gotten a lot of time back. We're an HR department of two, supporting a company of about a hundred people and we are generally always recruiting. I don't even know if I can quantify the number of hours that it saves, but it's a ton.

Kelsey Long
HR Generalist, Sambatek

The ClearCompany Difference:

"Sambatek's team of civil engineers aren't just developing buildings and infrastructure, but creating spaces that strengthen and connect communities. We're so glad that ClearCompany's advanced tools like customizable applications, multi-interviewer scheduling, and mobile-friendly online onboarding help them find, hire, and engage an amazing team of engineers."
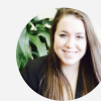
Christine Rose
Vice President of Customer Success, ClearCompany