Lights, Camera, Streaming!

Wowza Media Systems Recruits Top Software Engineers

The Customer

Since 2005, Wowza Media Systems has been a leader in streaming video technology. With a customer base spanning from schools and faith-based organizations all the way up to top names in retail, healthcare, and even professional sports teams, Wowza's software and hardware broadcast live events to any connected device.

The Problem

Wowza was a growing company with a solid reputation, but competition for top talent was fierce. According to the Computing Technology Industry Association, **Information Technology job postings increased 32% from Q2 2017 to Q2 2018**. And with live video streaming exploding on platforms like YouTube and Facebook, the demand for streaming technology skills was higher than ever. Wowza needed efficient, online recruiting software that would help them find, hire, and engage A players. That's when they turned to ClearCompany.

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> *As a technology company, it's really about finding those software developers because they're so in demand right now. And then specifically for us, if we have people that have streaming experience it's obviously a huge benefit and very difficult to find right now.*
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> **Stacy Boase**
> Senior Manager of People and Culture

The Solution

Wowza implemented ClearCompany's industry-leading Applicant Tracking System to find more top candidates, efficiently source and screen them, and quickly advance the most qualified ones. They could count on ClearCompany to provide the tools to track each candidate's progress, manage all candidate communications, and make job offers or disposition candidates in a snap. And to make sure they were the first to reach a tech-savvy pool of top candidates, they added ClearText, ClearCompany's text messaging solution for recruiters and hiring managers.

"My new favorite feature of ClearCompany is ClearText. One of the recruiters who has done more of that hunting role was very successful in texting his candidates and being able to get really good responses back. To be able to initiate the text and then be able to have that communication back with our candidates has been really helpful."

4X   **ClearCompany texts have 4x the response rate of emails, and responses come in minutes, not hours.**

The Results

Now Wowza is saving time and money with efficient tools to sort, interview, and evaluate candidates. They're tracking the progress of those candidates, their documents, and all stakeholder feedback in one easily-accessible online system. This all adds up to Wowza having the agility to find and recruit top candidates faster than ever before. That also gives them a chance to spend time building an onboarding process to truly engage those new hires.

"ClearCompany has added value to our process from a timesaving standpoint and to have a better, more efficient, and more robust process. So we're able to spend time on having a more enriching onboarding experience for our candidates, and being able to really spend the time to make sure that they're feeling welcome, comfortable, and up to speed."

30% **Wowza Media Systems' time to hire was reduced by 30%.**

The ClearCompany Difference

Wowza was ready to automate their talent process, but wanted to avoid spending the time and money that most companies associate with setting up new software. That's why ClearCompany provides a quick and comprehensive implementation process completely free of charge. And with ClearCompany's extensive resources for ongoing training, library of HR best practices, and award-winning customer service, ClearCompany can grow with their business for years to come.

> *I was the person that initiated upgrading to ClearCompany. I was a little intimidated at first, but it was pretty smooth and seamless. We were able to go live on the platform within two to three months total, from starting demos to actually going live - and at the same time we revamped our careers page! I would definitely recommend ClearCompany to other organizations.*

Stacy Boase
Senior Manager of
People and Culture

The ClearCompany Response

"As a software provider, ClearCompany knows firsthand the challenge of recruiting highly qualified IT professionals. We've built our tools to give you the speed and flexibility to quickly find the top talent for your open positions, and offer the service and support to keep your recruiting process moving, no matter what challenges you encounter."
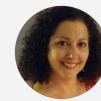
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Vice President of Customer Success,
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