



Harley Ellis Devereaux Success Study

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Petrina Gooch
SPHR Associate, Corporate Human Resources, Harley Ellis Devereaux.

About Harley Ellis Devereaux

Harley Ellis Devereaux is a 104-year old, award-winning, full-service organization offering a complete range of planning, architecture, engineering, landscape architecture, interior design, and construction services. Harley Ellis Devereaux has continuously inspired collaboration and big plans for over 100 years. It has grown in form and function, most often in parallel to the historic and economic tides sweeping America, and the continual shifting of society’s needs.

With such a rich and diverse history, it is difficult to detail every milestone, every project, each colleague, and every turn of events that has molded the firm into the Harley Ellis Devereaux known today. Over the century, an untold number of talented staff members have contributed their expertise, inspiration, genius, and leadership to our organization’s success.

The Issue

Harley Ellis Devereaux was not satisfied with their candidate hiring system. Individual emails, individual calendars, and individual PDFs and paper documents just weren’t cutting it anymore. These paper transmittals and mediocre online files were cumbersome and time consuming.

With no central information center in which to enter all of the candidates’ information systematically and strategically, it was difficult to stay organized. “Every time we made a hire, it was entered to various systems by various people,” said Petrina Gooch, SPHR Associate, Corporate Human Resources, Harley Ellis Devereaux. The company needed an [Applicant Tracking System](#) that would increase their hiring effectiveness and efficiency.

The Solution

In an effort to streamline the hiring process, Harley Ellis Devereaux chose **Cyber Recruiter**. The **ATS** allows Harley Ellis Devereaux to coordinate calendars and schedule interviews with the candidates through the program, so it tracks correspondence without the need to save as PDFs.

The web-based tool allows Harley Ellis Devereaux to track applicants and keep them on file in case of future employment opportunities. "It makes pulling information for reporting purposes much easier. Additionally it helps prevent duplicate candidate submissions from 3rd party agencies," said Gooch. Because **Cyber Recruiter** has EEO and Affirmative Action reports in the program already, it helps Harley Ellis Devereaux remain compliant in reporting measures.

Cyber Recruiter

- 1 Coordinates calendars, schedules interviews, and tracks correspondence.
- 1 Pre-designed reporting documents keeps company regulation compliant.
- 1 "It makes pulling information for reporting purposes much easier. Additionally it helps prevent duplicate candidate submissions from 3rd party agencies."

Petrina Gooch, SPHR Associate, Corporate Human Resources, Harley Ellis Devereaux.

The Results

Cyber Recruiter eases communication between Harley Ellis Devereaux's multiple offices and locations.

“
We easily save at least 50 hours a month, potentially twice that, across our department.”
”

Petrina Gooch
SPHR Associate, Corporate Human Resources, Harley Ellis Devereaux.

With the centralized and streamlined Applicant Tracking System, the team can work more efficiently "We easily save at least 50 hours a month, potentially twice that, across our department," said Gooch. Ultimately, **Cyber Recruiter** has saved Harley Ellis Devereaux time and energy during the hiring process by simplifying candidate tracking.

See Why Harley Ellis Devereaux Thinks We're Amazing

Ready for more **cyberrecruiter**?

Webcast
Wednesdays at 2:30pm
Eastern

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Click [here](#) to see more.