

EagleView Technologies Reaches Its Full Potential with Jobvite



EAGLEVIEW TECHNOLOGIES

Challenges

- ✦ Merging two companies into one system
- ✦ Meeting strict reporting requirements
- ✦ Reaching remote candidates

Solutions

- ✦ Jobvite Hire and Jobvite Video
- ✦ Robust, integrated reporting
- ✦ Sophisticated video interviewing software

Results

- ✦ Accurate, accessible hiring data
- ✦ Cost-effective, face-to-face interviewing
- ✦ Greater access to more candidates



Being a younger company and having a startup mentality, we wanted to work with a company that was looking to improve our existing hiring process. We saw a lot of that with Jobvite. We have grown and changed a lot over a short period of time, so finding a company that could grow with us was crucial.



For aerial photography company EagleView Technologies, providing county and government clients with a host of aerial imagery, roofing services, and 3D modeling necessitates a diverse and skilled employee team. In early 2013, EagleView combined forces with industry partner Pictometry International to help develop new, sophisticated technology and expand the company's service set.

With this new company identity and expanded offering came the opportunity to grow the EagleView employee base. But bridging the gap between two different applicant tracking systems made the prospect of expansion difficult for Senior Corporate Recruiter Erin Murray and her team. Plus, EagleView's hiring team had an impressive legacy to uphold: coming into 2013, the company had been named one of the fastest-growing private companies in America, with median three-year growth of 1,431 percent. To get on the right track for hiring, Murray began searching for an ATS that could support the company's aggressive growth goals while offering the advanced reporting and tracking metrics required by their government-based clients.

After testing several systems, Murray and the EagleView hiring team selected Jobvite Hire and

Jobvite Video. Thanks to its increased access to more candidates, sophisticated tracking, reporting, and seamlessly organized system, EagleView implemented Jobvite to help unify the newly merged company's hiring strategy and facilitate growth. "After looking at many different options, Jobvite was the one that best covered our needs and was the best overall fit for helping us manage our extensive hiring," Murray explains. "Jobvite has been a big upgrade for us as a company, and has brought uniformity and transparency to our recruiting process. From a manager's perspective, it has been especially valuable."

MEETING STRICT REPORTING REQUIREMENTS

Partnering with government clients has added new reporting and tracking requirements to the EagleView hiring team's workload. After merging with Pictometry, Murray explains, "We have dozens of new reporting requirements to comply with different government regulations, including those from the Office of Federal Contract Compliance (OFCCP), Equal Employment Opportunity (EEO), and Affirmative Action (AA). With our old ATS, we weren't able to do any sort of tracking or reporting, which is required of us as a government contractor.

“Jobvite Video has not only saved us a lot of time, coordination, and money, but we’ve been able to review candidates we might not have been able to consider in the past.”



Our inability to produce these reports would result in a significant loss of revenue as well as government sanctions.”

Now, Murray and her team have been able to rely on Jobvite Hire to gather essential data and assemble relevant metrics, saving the team hours of time and hassle. “Jobvite’s tracking and reporting capabilities were among our biggest decision-making factors,” Murray says. “We felt like Jobvite could track the information of applicants coming in, while letting us pull necessary data out of the system without being too much of a headache.” With Jobvite, Murray’s team was able to take on new government clients seamlessly, integrating complex reporting requirements into the hiring team’s day-to-day processes.

REACHING REMOTE CANDIDATES

For EagleView, working with counties and agencies across the country necessitates staffing a sales team nationwide. When targeting new sales candidates, however, the hiring process can be challenging for Murray’s Seattle-based team. “A lot of our sales team is remote, and we have people located across the country,” Murray says. “For those roles, it can be pretty difficult to find the right person and do

so in a cost-effective manner, without having to fly candidates in for interviews.”

EagleView turned to Jobvite Video, which has facilitated face-to-face interviewing and has helped EagleView reach more candidates. “With video interviews, Jobvite has been very impactful for our remote sales positions,” explains Murray. “We know that presentation and articulation are both important when hiring sales candidates, but with remote candidates, we usually can’t see that unless we do an in-person interview. Getting to meet candidates via Jobvite Video has not only saved us a lot of time, coordination, and money, but with the automated step of the video interview now we’re able to consider more applicants past the initial application. Jobvite has definitely expanded the amount of applicants we are able to connect with.”

Before, EagleView may have had to bypass quality candidates because of distance or skip over borderline candidates because of bandwidth issues, but now, Murray’s team can spend time vetting even stronger talent with Jobvite’s Video software.



To not have people in two separate systems, and to be able to centralize our hiring managers, has made us more productive. Jobvite's user-friendly interface was a huge step forward for us, being able to navigate the system, and allowing better visibility into what's going on.



BRINGING TWO STRATEGIES TOGETHER

When EagleView and Pictometry originally merged, funneling both unique hiring strategies into one proved an imposing challenge for the combined talent team. While both teams were operating under an ATS, Murray explains that neither system was supportive or streamlined enough for the newly formed company. "It was really important to get everyone on the same system on both sides of the house," she says. "It has made us much more productive to not have people in two separate systems, and to be able to centralize all of our hiring managers into one place. Jobvite's user-friendly interface was a huge step forward for us, being able to navigate the system and allowing better visibility into what's going on. It was a big change, but a big improvement."

Today, with its robust, organized system and easy integration of two teams into one, EagleView is focused on its future. Where does Jobvite fit in? For Murray, Jobvite will serve as an indispensable asset to EagleView's growth. "Being a younger company and having a startup mentality, we wanted to work with a company that was looking to improve our existing hiring process," she explains. "We saw a lot

of that with Jobvite. We have grown and changed a lot over a short period of time, so finding a company that could continue to grow with us was crucial." As an essential partner in innovation and expansion, Jobvite has forged a place in EagleView's hiring strategy for years to come.

ABOUT EAGLEVIEW

EagleView Technologies is the unparalleled provider of aerial imagery, data analytics and GIS solutions serving the commercial, government and public utility sectors.

ABOUT JOBVITE

Jobvite is the leading social recruiting, recruiter CRM and applicant tracking system for companies with the highest expectations in recruiting software.

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