

How GXB super charged their sourcing with Workable



About GXB

GXB sources executive level talent for clients across the world. It works closely with its 2 other recruitment firms—Fauve & Associates and Klondike—who specialize in mid-management and professional candidates. Using the Auto-Suggest function in Workable they found 150, executive-level candidates in minutes.

FOUNDED

2010

COMPANY SIZE

19 employees

HQ

Montreal, Canada

RECRUITMENT FIRMS:

3

GXB, Fauve & Associates, Klondike

INDUSTRY

HR, headhunting and recruitment

The challenge

- Outdated, SQL server-based hiring management system
- High volume of candidates required for exec roles
- One-size-fits-all hiring pipelines

The result

- Future-proofed hiring by choosing a modern ATS
- Used APIs to incorporate customized integrations into hiring
- Found more candidates, faster using Auto-Suggest functionality
- Hired for hard-to-fill roles using the built-in Boolean search
- Built custom pipelines for different roles to match their hiring process

3

RECRUITMENT FIRMS

19

EMPLOYEES

62

TOTAL HIRES IN 6 MONTHS
WITH WORKABLE

150

CANDIDATES SOURCED
IN MINUTES USING
AUTO-SUGGEST



“In minutes, we added 150, highly-qualified prospects to our talent pool just using the new, Auto-Suggest function,” says Emmanuel. “We also sourced candidates for three executive level, hard-to-fill positions.”

**EMMANUEL BOILEAU,
PARTNER AT GXB.**

The full story

The challenge: outdated tech, limited sourcing capability

GXB sources executive level talent for clients across the world. It works closely with its 2 other recruitment firms—Fauve & Associates and Klondike—who specialize in mid-management and professional candidates. They have a rich, international network of contacts, which attracts clients from around the globe. At the heart of their hiring strategy is a close, collaborative culture which spans their 3 specialist recruitment firms. But their recruiting software was limiting. Outdated and clunky, it wasn't keeping pace with HR tech or industry developments, nor was it equipped to meet their wide and challenging sourcing remit.

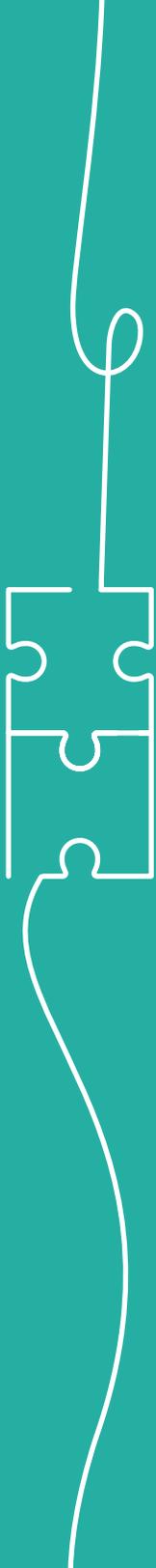
“We'd been using the same hiring management system since we started the business back in 2010,” says Partner, Emmanuel Boileau. “It was a good system, but the problem was the technology hadn't moved on. It was still operating on an SQL server-based model and there was no API available.”

Without the API access they needed to support integrations, GXB weren't equipped to source at the volume and pace they needed.

“We're committed to finding the best talent around for our clients,” says Emmanuel. “We source high volume candidates for high level, executive roles, which means looking far and wide. But our legacy software didn't make it easy for us to deliver on that level.”

The one-size-fits-all hiring pipelines were also restrictive.

“We have 3 different recruitment firms each working to meet different briefs—executive, middle management and professional,” says Emmanuel. “The assessment and interview stages differ depending on the level and type of role. We wanted to be able to customize our pipelines to reflect this. But, this wasn't possible with our old software.”



The solution: progressive hiring tech with powerful built-in sourcing

Struggling with a hiring platform they'd outgrown, GXB started researching alternatives. Top of their list was recruiting software that could streamline and super charge their sourcing strategy.

"We went to the HR tech conference in Vegas," says Emmanuel. "Workable stood out for us because it had a sophisticated, built-in searching tool and [a robust API](#) to support integrations. These were our two big requirements."

[People Search](#), Workable's powerful candidate search engine, offered the intelligent, far-reaching and targeted approach to sourcing they'd been looking for.

"Workable's [Boolean search](#) capability was far greater than anything else we'd looked at," says Emmanuel. "We could see its potential in putting us in touch with high-performing candidates with the right mix of skills and experience to match our hard-to-fill roles."

Just months after migrating over to Workable, they volunteered to take part in the beta-testing of a new feature, Auto-Suggest.

"Workable has [a fast manual search](#) which was working well for us," says Emmanuel.

"But when we heard about a new function being developed that would find candidates automatically, we couldn't wait to try it out. Sourcing is all-consuming for us. Anything that speeds up and automates parts of the process, without sacrificing quality of results, is a game changer for us."

The outcome: faster, more successful sourcing

Six months on and the three firms' sourcing strategy has been transformed using Workable. They've made 62 hires. They're working with [customized hiring pipelines](#) and [integrations](#), and have more transparent and [effective collaboration](#) across their three agencies. But the biggest transformation has been from candidates Auto-Suggested via Workable.



"It's clear that Workable is committed to evolving their product to make it easier for customers to find and hire better people, faster. We wanted a modern ATS that would future proof our approach. And we know with Workable we've got a progressive and powerful tool that will grow, and support us to grow too."

**EMMANUEL BOILEAU,
PARTNER AT GXB.**

"In minutes, we added 150, highly-qualified prospects to our talent pool just using the new, Auto-Suggest function," says Emmanuel. "We also sourced candidates for three executive level, hard-to-fill positions."

The future: a platform they won't outgrow

Taking part in the beta testing of Auto-Suggest gave GXB first-hand experience of Workable's commitment to product development and improvement. And added confidence in the progressive nature of its HR tech.

"It's clear that Workable is committed to evolving their product to make it easier for customers to find and hire better people, faster," says Emmanuel. "We wanted [a modern ATS](#) that would future proof our approach. And we know with Workable we've got a progressive and powerful tool that will grow, and support us to grow too."

Hire like GXB

Looking to find high volume talent for exec-level or hard-to-fill roles? Find out how to automate your sourcing search using Workable and get quick access to up to 200 of the best, qualified candidates around.

GET A DEMO