

Accelerate the power of your staffing company with support from vsource.

About the Company

BridgeView IT is a niche technology staffing company headquartered in Denver, Colorado. Founded in 2005, the company is focused on providing top tier staffing solutions to clients around the US. Their team of twenty recruiters work on a range of technical roles including developers, infrastructure specialists, and IT leaders. Operating on a scalable model, BridgeView IT has grown exponentially and moved into the New York Metro Area in 2007 and Boston in 2014.

BridgeView IT began working with vsource in 2008 shortly after their move into the New York market. At the time a small group of recruiters were responsible for meeting demands around the country and further afield.



Over 12 years placing IT professionals



6,000 placements and growing



Offices in 3 states serving the nation



80% of placements are contract positions

The Challenge

As a staffing company, the majority of BridgeView IT's placements in the past 10 years have been contractors or temporary placements. This is a difficult niche to fulfil, and with an average of 600 roles to staff each year, BridgeView IT needed to support their recruiters with the best solutions. The company takes the view that there are two main disciplines to recruiting – sourcing and recruiting. Viewing sourcing as a dedicated discipline, building a talent pipeline with enough volume to support their recruiters has always been a priority.

BridgeView IT's challenges can be broken down into three main points:



Scaling to meet sourcing volume would require too many internal hires. The seasonal demand of business means the ability to scale up and down is important



As a staffing company, BridgeView IT is expected to deliver a high volume of technically proficient candidates, often under very tight deadlines



There is a constant struggle to keep up to date and manage candidate data, as well as maintaining knowledge of the talent pool

Company Timeline

05

Bridgeview IT founded in Denver, Colorado

Second office opens in New York Metro Area

07

08

Bridgeview IT adopts vsource talent sourcing

Third office opens in Boston

14

17

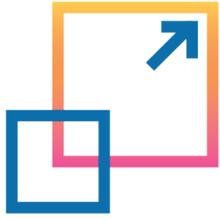
vsource releases Amplify platform with full integration

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As our needs have changed over the years the vsource team has worked with us to refine our sourcing and pipelining process which has led to high quality results.

Nick Nordin
VP, New England, BridgeView IT

The Solution



Scalability

Scaling externally with vsource allows BridgeView IT's team of recruiters to fill their pipeline with large numbers of candidates and up to date resumes. As these candidates are submitted to their talent pipeline, the recruiters can reach out to them immediately or keep them warm in their talent community. For a staffing company that focuses on contract placements, a warm talent pipeline is essential.



Time to Fill

Using vsource to accelerate candidate sourcing and talent pipelining, BridgeView IT has seen over 700,000 profiles since adopting vsource. This has saved over 87,000 hours of work for the BridgeView IT team of recruiters. With time-to-fill and number of placements being a primary metric in staffing companies like BridgeView IT, this volume of assistance is invaluable.



Adaptability

On average there are specific roles to fill for ten months of every year at BridgeView IT. During slower months, BridgeView IT harnesses the adaptable power of vsource to fill broad talent pipelines and source prospective clients. Before opening their offices in Boston and New York, the company engaged vsource to scope various locations for maximum impact. At other times, vsource adapts to the smaller workload and is prepared to scale again when needed.

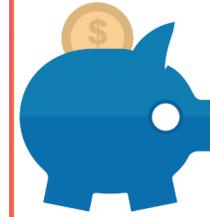


Recruitment Harmony

Integrating vsource with Bullhorn, their existing ATS, allows the process to become more seamless and for vsource to fit into recruiters' daily lives. Candidate profiles are pushed from vsource platform to BridgeView IT's own Bullhorn platform, while select information from BridgeView IT's database is pushed back to vsource to maintain data integrity.

The Benefits

Over 80,000
hours saved



Over \$1.5
million saved*

Over 700,000
profiles
submitted



Expansion to 2
new locations

*based on the US national average salary and costs for an in-house talent sourcer



ABOUT VSOURCE

vsource is a premium on-demand talent sourcing solution that blends smart technology with human intuition and recruitment experience. vsource assists recruitment teams to become more efficient, improve throughput with talent searches, and gain insights into the available talent pool. Additionally, vsource provides specialized opportunities to improve diversity through sourcing, and to gain business insights through organizational mapping. Learn more at <https://www.vsource.io>



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