



Arcoro Streamlines Recruiting Process for East Coast Contractor

Roofing Contractor Leverages Arcoro's Hiring Package to Fill Openings and Get Hires Onboarded Faster than Ever Before

Kalkreuth Roofing and Sheet Metal is one of the top 10 roofing contractors in the country. Based in Wheeling, W.V., the company has five locations spread out across five states in the eastern US and has 500 to 1,000 employees during the peak season. They specialize in complex commercial exterior envelope applications for various markets including the automotive, chemical, government, entertainment, education and healthcare industries.

Challenge:

For the last few years, Kalkreuth has been growing fast. But with only one full-time recruiter for five locations, the company needed solutions that would allow them to quickly fill open positions with qualified applicants while reducing the increased turnover experienced throughout the construction industry.

"Arcoro's software brings us firmly into the 21st Century. I really don't know how Kalkreuth could do it better."

– Payten Gibson, Human Resources Business Partner

Solution:

When seeking out potential solutions Kalkreuth was determined to find a solution that: helped them easily recruit and onboard talent while allowing managers in the field to participate in the process. To accomplish their goals, Kalkreuth implemented Arcoro's Applicant Tracking (ATS), Onboarding and Performance Management modules.

ATS Automates and Streamlines Recruiting

The ATS automates job posting and candidate communications, greatly reducing manual tasks that must be completed by the hiring manager. Applications and resumes are stored in a cloud-based portal where they can be easily accessed by individual managers. Now the HR recruiter can source better candidates, compare candidates and get the information to individual managers so they can review it all on their own time.

Onboarding Software Simplifies Day One Processes

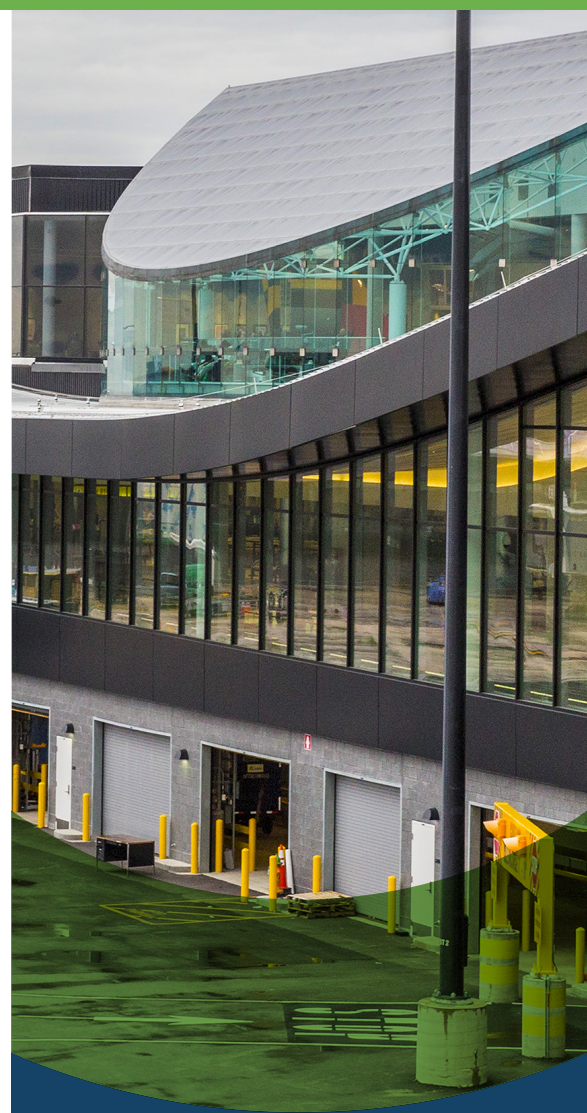
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Performance Management Makes Tracking Development a Snap

In 2018, the company was ready to upgrade their performance management processes, adding Arcoro's Performance Management module to their suite. "We were doing all our performance management on paper, which was a nightmare to track," said Payten Gibson, Kalkreuth's Human Resources Business Partner. "We decided to explore our options with Arcoro and now can easily document this process as well."

With Arcoro's ATS and Onboarding software modules, Kalkreuth is filling openings faster and increasing the speed with which new hires get to work. Combined with the Performance Management module, they have simplified the process of providing employees with feedback and facilitating their development, a key step in minimizing turnover. In combination, these modules enable Kalkreuth to build a talent pool they can draw from internally or when they need to fill new openings with external talent.

Are you ready to simplify your HR processes and build your best team? Arcoro's [ATS](#) and [Onboarding](#) modules can help your team save time and money. Quickly attract, identify and hire the best candidates, then provide them with a great onboarding experience.



Goals

- Quickly hire qualified candidates to meet growing demand
- Make it easier for managers to participate in the hiring process
- Get new hires on the job faster
- Improve the performance tracking process

Results

- Empowered staff to achieve hiring goals by automating processes
- Enabled remote managers to easily participate in the hiring process
- Facilitated new hire onboarding
- Tracking performance is much easier

Modules Used

- Applicant Tracking (ATS)
- Onboarding
- Performance Management