

One source of truth. One team behind it. Bullhorn implementation with Collins McNicholas



Reliable
data



Reduced
admin effort



Single source
of truth

Following Bullhorn's acquisition of their existing CRM provider, Collins McNicholas, a leading Irish recruitment & HR services agency, sought more than just a replacement ATS. They wanted a modern recruitment platform that would support growth, improve data quality and reduce admin effort. With Kyløe as their implementation partner, they made the move to Bullhorn.



"Kyløe supported us throughout the journey, from data migration and system design through to implementation, training and post go-live support. Their team's experience with recruitment businesses was evident from the outset and helped us make informed decisions throughout the project."

Antoinette, Director @ Collins McNicholas

Why move to Bullhorn?

When Bullhorn acquired TargetRecruit, Collins McNicholas decided to take a wider look at alternatives. Key objectives were to improve visibility of activity and performance, streamline processes, automate repetitive tasks and create a stronger foundation for reporting and decision-making.

"We wanted a system that could become a single source of truth across the business and integrate with the wider Bullhorn ecosystem."

Navigating the implementation

Migration from a long-established system to a new platform is a significant business change, not just a technology project - and Kyløe provided a clear framework to guide the team through each stage. There were challenges along the way, but the team remained receptive to feedback, working with Collins McNicholas to address them as the project progressed.

"The implementation was well structured and professionally managed. The Kyløe team were responsive, knowledgeable and collaborative. They were willing to challenge assumptions, offer best practice recommendations and work through issues as they arose."



From our Bullhorn expert: the challenge behind the scenes

Alex Roberts

Principal Solutions Consultant at Kyløe Partners

"A single source of truth only works if the data feeding it is trustworthy. Collins McNicholas worked to integrate with their accounting and group consolidation platform, so from day one were pushing that data straight out to it. That raised the stakes on adoption. Every team had to work the new system the same consistent way, because any inconsistency wasn't staying internal anymore, it was flowing straight through to reporting the business depended on."

More than just technology

A successful implementation depends on more than the technology itself. In Collins McNicholas's experience, it's fundamentally a business and operational change project, requiring engagement from the business, clear processes, quality data, and ongoing commitment to change.

"Kyløe provided the expertise and support to help us navigate that journey, and we now have a strong platform in place that will continue to deliver value as adoption matures."

Would you recommend working with Kyløe?

"Yes. Kyløe combines strong technical expertise with a deep understanding of the recruitment industry. Their team brought structure, experience and practical advice throughout the implementation. They were responsive to feedback, worked collaboratively to overcome challenges and acted as genuine partners rather than simply software implementers, which was particularly valuable during a project of this scale."

"The Kyløe team is knowledgeable, professional and responsive."

The business impact so far

Still in the adoption phase, Collins McNicholas has already seen improvements in visibility of activity, data quality and process consistency. Managers and consultants now have access to information in a more structured way, building a stronger foundation for reporting and performance management.

"Perhaps most importantly, we are moving towards having one trusted source of information across the business."