

Recruitment agency and executive search boutique, ageneo, decided to move to Bullhorn when they found the system they were using could no longer fulfil their needs. Kyloe was there to help with the migration and make sure they knew how to get the most out of their new software.



Background

ageneo is a recruitment agency and executive search boutique with a focus on consulting, recruitment and outsourcing of professional and executive staff in the pharmaceutical industry, medical devices, biotechnology, and diagnostics industries.

Challenges

The old system that ageneo were using could no longer fulfil their requirements and didn't match the processes they had in place, so they took the decision to move to Bullhorn.

Perhaps the greatest challenge was the deadline in place by which the migration needed to be complete and showing all data as intended, and in perfect working order.

When migrating to a new system [from HR4You to Bullhorn], there is always a risk of data being lost or compromised in some way. It was essential that ageneo's data was moved safely and correctly.

As Bullhorn experts, we were confident we could carry out the project with no issues and by the due date.

" Kyloe guided us perfectly through the whole project."

What did the project look like?

In order for us to deliver an effective solution for ageneo, we needed to really understand what their objectives were and why they were moving.

Together with ageneo, we used the migration to review processes and think about what was needed from Bullhorn and the data required to do for this; it's important to consider the bigger picture rather than just focusing on lifting and shifting the data as it already is.

The key project objectives were:

- Reorganise data categories so that it made sense for ageneo's strategy
- Clean the data to ensure that only quality data was retained
- Move the data efficiently and accurately

" Thanks to the learning and training we got during the project now have a deep understanding of the system and the processes."

Dagmar Tolzmann, Project Manager, ageneo Life Science Experts

The Kyløe solution

"Kyløe delivered a structured process for the whole migration and configuration. We knew at any time at which point in the project we were and what we had to do next."

In addition to the data move, ageneo now have different processes in place for Permanent and Contract positions.



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