



Dent Wizard Uses Jobvite to Fix the Crack in their Recruiting Strategy



CHALLENGE

Dent Wizard suffered from a poor recruiter and candidate experience as a result of using old, outdated technology.



SOLUTION

Dent Wizard chose Jobvite Hire, Engage and Text to modernize its hiring process and experience.



RESULTS

After four years with Jobvite, Dent Wizard's hiring team has drastically improved its candidate experience and reduced its time-to-hire by double digits.



Dent Wizard has been the undisputed leader in the automotive reconditioning services market for more than three decades. With a unique business model, Dent Wizard partners directly with auto dealerships, rental agencies and auto auctions to provide small-to-medium area repair techniques (SMART).

Today, the company has technicians in more than 40 states and has repaired more than 2.5 million vehicles nationwide. Its tremendous growth and success stems from the great employees who serve their customers nationwide.

But Dent Wizard had a problem that they couldn't repair – a broken recruiting system.

“Our application process was time-consuming and not unified across the company, with some hiring managers still using paper applications. As a result, we were losing out on some potential high-quality employees, who make up the foundation of our business,” Tony Suzda, senior manager of talent acquisition & talent strategy at Dent Wizard International.

Furthermore, nearly 90% of Dent Wizard's 3,000 technicians are part of the mobile workforce – which means they spend the majority of their time in the car traveling from different customer locations. This made sourcing candidates, setting up interviews and tracking their progress nearly impossible.

“We were essentially detectives – tracking down as much information as we could about candidates that we were engaging with because we had no effective way to track their progression through the candidate experience,” said Suzda.

Targeting top talent in a niche industry

Dent Wizard was in desperate need of a new recruiting system, and ultimately selected Jobvite as its talent acquisition partner. With its ease-of-use and suite of solutions, Jobvite allowed Dent Wizard to completely overhaul its process by developing its talent pipeline and streamlining its recruiting system.

“The most compelling thing about Jobvite was the multitude of capabilities housed under one roof,” said Suzda. “It really quickened the application process and helped us engage with the right candidates at the right time. Plus, once candidates entered in the Jobvite system, we could keep all candidate information packaged together in the same place.”

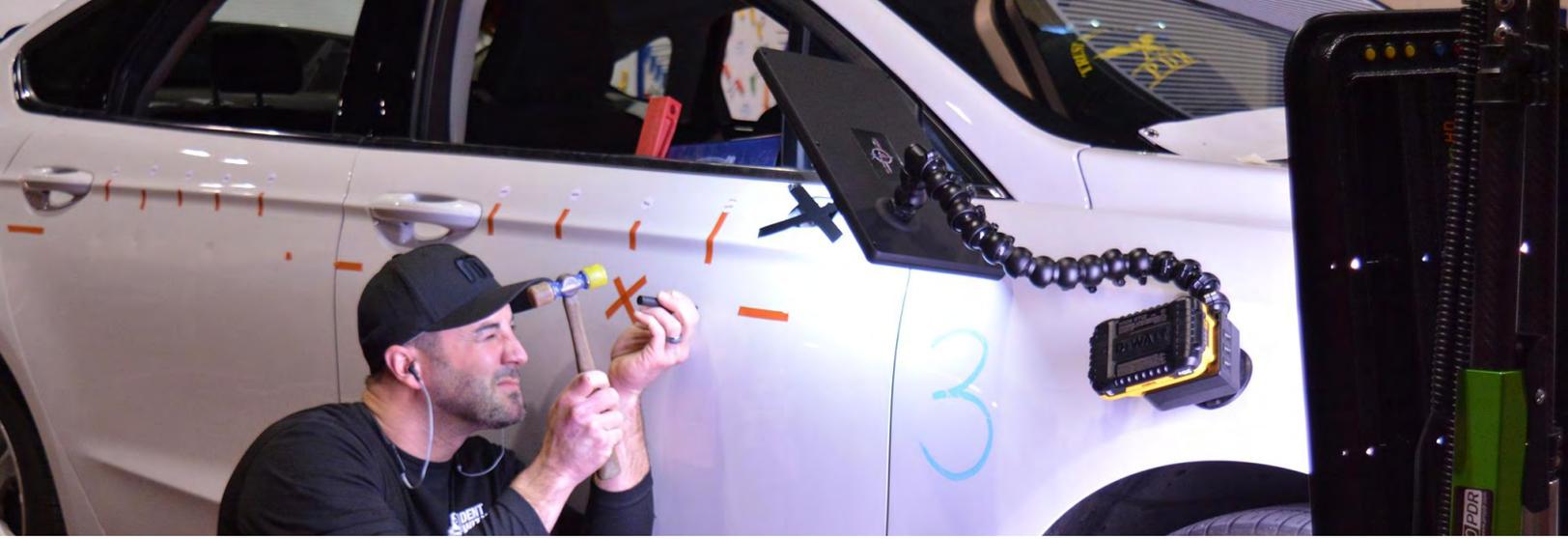
After the implementation of Jobvite and using features like Jobvite Hire, Text and Engage, Dent Wizard witnessed the incredible impact immediately. Not only did it provide them with a seamless hiring system, but it also delivered a positive experience for both the candidate and recruiter.

“The most compelling thing about Jobvite was the multitude of capabilities housed under one roof. It really quickened the application process and helped us engage with the right candidates at the right time. Plus, once candidates entered in the Jobvite system, we could keep all candidate information packaged together in the same place.”

– Tony Suzda, Senior Manager of Talent Acquisition & Talent Strategy

No more dents in Dent Wizard's recruiting strategy

Since adding Jobvite into their recruiting repertoire, Dent Wizard's hiring team was able to drastically reduce time-to-hire by double digits as well as increase the number of applicants per job posting by 20%. This led them to hiring more high-quality employees and even bringing on 1,200 new employees in a single year.



“The amount of hiring we were experiencing was something we had only dreamed about,” said Suzda. “We immediately saw a streamlined process that delivered a larger sum of better-qualified applicants while also drastically decreasing the amount of time it took to bring on a new employee.”

With solutions like Jobvite Engage, Dent Wizard could effectively source high-quality candidates as well as target specific audiences, like veterans. The implementation of Jobvite Text also allowed recruiters to get responses within minutes instead of hours and save more than five hours a week each.

“Jobvite Text really gave us that competitive edge we needed to communicate with candidates faster, ask questions and share information at the touch of a finger. It has really sped up the process for the candidate while creating a better process for our recruiters and hiring managers,” said Suzda.

As a result, Dent Wizard has hired more high-quality employees than ever before to grow the business and bottom line, which has led to an increase in revenue year-over-year. Notably, the company has also earned a net promoter score in candidate satisfaction of more than 95%, establishing themselves as the new gold standard in recruiting within the industry.

“After seeing the success of Jobvite, we wouldn’t pick another ATS to work with,” said Suzda. “The technology has completely transformed our recruiting process for the better.”

About Dent Wizard

Dent Wizard is the undisputed leader in the automotive reconditioning services market in North America. They are the nation’s largest provider of automotive reconditioning services with over 1,600 technicians servicing over 4,000 customers. Dent Wizard’s diverse customer channels include auction, dealer, rental, finance & insurance (F&I), body Shops, hail. Their retail services include: paintless dent repair, bumper repair, wheel repair, windshield chip repair, chip and scratch repair, headlight brightening, and key programming and replacement services.

About Jobvite

Jobvite is leading the next wave of recruitment innovation with Continuous Candidate Engagement (COE), a candidate-centric recruiting model that helps companies engage candidates with meaningful experiences at the right time, in the right way, from first look to first day. The Jobvite Platform infuses automation and intelligence into today’s expanded recruiting cycle to increase the speed, quality, and cost-effectiveness of talent acquisition. Focused exclusively on recruiting software since 2006 and headquartered in San Mateo, Jobvite has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment. To learn more, visit www.jobvite.com or follow us @Jobvite.

JOBVITE

CONNECT WITH US

www.jobvite.com

sales@jobvite.com

 www.facebook.com/jobvite

 www.twitter.com/jobvite

 www.linkedin.com/company/jobvite