

## Evolve Talent

## Speeds Up High-Volume

## Recruitment with Referoo



Evolve Talent has established itself as one of Australia's premier recruitment agencies. Since 2018, they've connected skilled professionals across design & construct, healthcare, manufacturing, safety & environment, and mining & resources. With offices across Western Australia, Victoria, Queensland and New South Wales, the agency needed innovative solutions to maintain both speed and compliance in their high-volume recruitment operations.

### The Challenge

For a high-volume recruitment agency managing multiple sectors nationwide, maintaining both speed and compliance was becoming increasingly complex. The team needed a solution that could integrate seamlessly with their existing recruitment systems, Bullhorn and Onboarded, while efficiently handling diverse requirements across both temporary and permanent placements.



**"A lot of our recruitment is fast-paced volume recruitment," explains Alex Tranter, Evolve Talent's National Director. "So it's a lot easier to send out requests to referees than it is to be calling them for 20 different candidates."**

### The Solution

When Evolve Talent implemented Referoo in 2022, they discovered the platform's versatility supported their unique dual-workflow approach. "The business uses Referoo in two different ways," Alex explains. "Either we do it through Onboarded when we send out the onboarding pack, or we send out Referoo through Bullhorn."

This dual approach efficiently serves different recruitment needs. "With temps, we send out the onboarding pack because technically they're our employees, so we need a lot of information from them. Whereas with perms, some of our clients just request reference checks, so we just send out the referee."



Referoo's customisable templates became a cornerstone for compliance. "Our healthcare recruiters use the pre-built reference forms tailored to the hospitals we serve," Alex explains. These templates reduced administrative workloads while ensuring adherence to sector-specific regulations.

The partner integrations have proven seamless in daily operations.



Within Onboarded, all our consultants have to do is click 'check reference' and it sends it out. On Bullhorn, it's a few clicks, but it's so easy when we're teaching our team internally to use Referoo.

## The Results

Since implementing Referoo, Evolve Talent has achieved remarkable efficiency gains, saving 4,435 hours across their operations.

The platform's flexibility has been particularly valuable, with 44% of references completed outside traditional working hours. This is crucial for industries with non-standard working hours like healthcare and mining, where getting referees on the phone can be one of the main challenges.

Referoo has become a critical partner in Evolve Talent's operations, enabling the agency to efficiently manage high-volume recruitment while maintaining industry compliance. The seamless integration with Bullhorn and Onboarded, combined with flexible, customisable solutions, ensure Evolve Talent continues delivering exceptional service to both clients and candidates.

Discover how Referoo can transform your recruitment processes, just as it did for Evolve Talent. Whether you're handling high-volume recruitment or seeking better compliance solutions, Referoo's flexible background-checking platform can adapt to your needs. Start your free 14-day trial.

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