How an NPA office built a 20K Candidate database of Antenna professionals and keeps it updated

We've been recruiting to the niche Antenna industry since the 1990's. Back then, as a 2-person office, every minute of our time was valuable.

ResumeGrabber cut our resume-import time in half and helped us build a 20K database. We've been using ResumeGrabber everyday, since then.

We now want to use ResumeGrabber to import group members and targeted social network searches into our ever expanding database.

Gary Edwards, President / Recruiter, ERS Antenna, Goodrich, MI

Q Hi Gary, can you tell us a little about yourself and your company?

ERS Antenna is a niche recruitment firm. For the last 16 years, we are specialists in the Electromagnetic engineering industry.

We have been recruiting before the Internet and Email became popular. I like to call that time the dinosaur era, when we had file cabinets, manila folders and a manual coding system to file resumes.

Q What were the challenges / difficulties you faced before adopting ResumeGrabber?

When PCs became popular, we moved our resumes to databases, because we wanted to find and retrieve resumes much faster. My Admin manually copied and pasted resumes from emails and Word files into our Applicant Tracking System.

When Job Boards appeared, adding resumes from them to our database still took a long time. **25% of our time everyday was just data entry.**

Q How did things change after you adopted ResumeGrabber?

We automated our resume-import processes with ResumeGrabber. We added resumes to our rollup database from our email inbox, from PC Folders and all the online sources we used, in a few clicks.

Besides the faster data-entry, with ResumeGrabber we eliminated duplicates before the resumes were added to our ATS. We **created 20,000 candidate records** in our rollup list; and that's a lot, considering how niche our industry is.

We used the spare time we gained to do more important business tasks. I'd say we doubled our productivity. And we have been doing that for 14 years now… that's thousands of hours of extra business time!

Q How do you see ResumeGrabber helping you in the years ahead?

Today, as a recruiter, I have access to the largest professional network in the world. I need the new ResumeGrabber to help me build highly-targeted candidate lists for job orders I have open, right now.

I also want your client-list building solution to help me contact more hiring managers; I'm aiming to increase job orders.

Finally, I chair an Antenna Jobs group. This group is a high-quality, passive candidate pipeline; I strictly control entry to the group. I have thousands of people from the Antenna industry, but no contact information.

Also, I do not have all these group members in my ATS. I'm looking to use ResumeGrabber to get them into my database, after filling the missing email address and phone numbers. Later on, I will use this tool to regularly update my database with all the new group entrants.

ResumeGrabber is a Resume Import Tool that allows you to quickly build a candidate pipeline from Search Engines, Social Networking Sites and Job Boards. It helps building candidate list for your Job openings.

More Info : **www.egrabber.com/resumegrabbersuite/**
Free Trial : **www.egrabber.com/resumegrabbersuite/trial.html**

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