

turbo.

Turbocharge your recruitment.

fibreHR
your people are our business

fibreHR is a trusted team of specialist HR consultants that supports entrepreneurial and growing businesses across Australia. It provides a range of HR functions with a strong focus on its recruitment offering. fibreHR's recruitment process is extremely thorough, involving multiple stages that require unique attention and care. fibreHR serves all sectors nationally and has utilised turbo for ten of the 12 years it has been in operation.

The Challenge

To service a portfolio of diverse clients that require specialist support, the recruitment process fibreHR had in place needed improvement. It was necessary for fibreHR to implement a contemporary recruitment platform that could understand and work with their business. Even with all the great technology available, most systems on the market were laborious, lacking flexibility and adaptability.

The Solution

The fibreHR team decided to utilise turbo, looking forward to the consistency that it would bring to their specialist offering. Working closely with the turbo team over the past few years, fibreHR have been able to build bespoke capability in their ATS/TAS.

Hannah McArdle, Talent Acquisition Lead for fibreHR, uses turbo everyday as an ATS, tracking and moving candidates through each stage in the system. Having worked with several different ATS platforms across organisations of varying sizes, Hannah has found that turbo exceeds other offerings across the board.

“turbo is so much more user-friendly than any other system I've experienced in the past. turbo also provides significant cost efficiencies when compared to other systems. The user experience and functionality of the turbo platform allows us to do so much,” says Hannah.

Responsible for coaching other team members on how to use the system, Hannah has also been impressed by how straightforward turbo is to operate.

turbo has helped the fibreHR team easily communicate with candidates, using the various templates that are available. As Hannah says, “With turbo's automated templates, we're able to provide a great candidate experience along the journey.”

The many integrations available with partner platforms, such as viddi and Referoo, have provided immense value to the fibreHR team. Partnering with Referoo via the turbo platform to process reference checks online allows fibreHR to enhance their entire recruitment process. Plus, viddi's video interviewing software has helped fibreHR drive efficiencies, allowing the team to accurately assess against various competencies and values. “turbo's integrations provide us with a lot of support, especially for roles with a high volume of applicants, allowing us to really optimise the recruitment process,” says Hannah.



turbo has also presented fibreHR with insights they've not previously had access to, such as geographic location of applicants and displaying various KPIs, with the system's clear reporting functionality. As Courtenay Baker, fibreHR General Manager reflects, “To get the insights we do from turbo's reporting is pretty unique and extremely valuable.”



Additionally, the AI functionality of turbo has helped the team streamline applicant screening, automatically displaying the percentage an applicant's CV matches the vacancy.

The Results

fi**bre**HR has seen many modifications come into play with their recruitment process as a result of the support from turbo. This has allowed the fi**bre**HR team to process up to 40 open roles, with up to 200 applicants on a single vacancy, at any given time.

One of the most valuable results fi**bre**HR has seen with turbo is an incredible experience for their entire team. As Hannah says, "turbo is very supportive and quick to follow up if there are any technical challenges we might be having. That is one of the core reasons, other than it being a fantastic system, that we've been with them for nearly ten years. They are very quick and efficient to resolve issues, but also to make sure that we feel supported as a business."

Ultimately, using turbo has allowed fi**bre**HR to see growth and success across their entire business.

"As a business manager, being able to work really closely with a vendor that is genuinely interested in and understands our business is very important and quite rare. The extent to which the turbo team invests their time and effort has made a big difference. turbo's availability and willingness to help, ensuring that we're getting the most out of the platform, has been really important and driven a lot of success in our business," concluded Courtenay.



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