UiPath Grows with Eightfold® for ATS Migration and Recruiter Efficiency

Living and Breathing Automation

As the leader in Robotic Process Automation (RPA) technology, UiPath knows all about automating business processes for greater efficiency. The company lives and breathes automation.

As the company scaled, it needed greater automation in its recruiting processes to handle more than 1,000 inbound applications each day, without sacrificing a personal touch for every candidate. "We are bombarded with applications. We are also very clear on our talent and hiring plan needs," says Mandy Sebel, SVP People. With these needs in mind, UiPath chose Eightfold as its AI recruiting solution.

"We're an automation-first company," Sebel explains. "Walking the talk on that is important, so when you're hiring and using a dated approach, you're not eating your own soup. Technologies like Eightfold give an automation-first experience. It's become a real elevation for the team."

Eightfold Is the Bridge for ATS Migration

While considering new recruiting solutions, UiPath also needed to migrate to a new applicant tracking system (ATS). The migration was a potential risk to the candidate experience.

Eightfold was the solution for ATS migration. "I saw Eightfold as the central database of all of our candidates," says Jim Badasarian, Sr. Director of Sales & Marketing Recruiting, Americas. "We were able to map and sync our candidates from one ATS to another without missing a beat."

During the change in ATS providers, UiPath was able to maintain all its candidate communications and nurture campaigns. "We were really grateful to have a partner like Eightfold that delivered data integrity and made sure our candidate experience wasn't jeopardized," says Sebel.

> "Eightfold was a tremendous partner in helping us ensure that we migrated all our candidate data seamlessly in the Americas, which gave us great confidence that we wouldn't miss a beat with top talent.
>
> *Mandy Sebel*
> *SVP People, UiPath*

About UiPath

UiPath is a leading Robotic Process Automation (RPA) vendor providing a complete software platform to help organizations efficiently automate business processes. Thousands of enterprises and government agencies use UiPath's Enterprise RPA platform to rapidly deploy software robots that perfectly emulate and execute repetitive processes.

UiPath™

Headquarters: New York, NY
Employees: 3,000
Year Founded: 2005
Eightfold Solutions: Talent Acquisition, Talent Intelligence Platform

Raising the Efficiency of UiPath Recruiting

The fast growth of UiPath's employee base created a need to be more efficient with internal resources. Eightfold has helped by automating basic recruiting tasks such as sourcing, screening, and outreach.

"Our team has been able to elevate a coordinator into a sourcer, and now into a recruiter," says Badasarian. "When one of our coordinators was promoted to a new position, we didn't need to backfill. Having Eightfold is upskilling the level of the team and enabling us to share resources cross-functionally."

Sebel sees the efficiency Eightfold adds across her organization. In selecting Eightfold, "our focus was not cost reduction but rather attracting a larger, high-quality talent pool," Sebel says. While meeting this goal of talent attraction, "we've been able to double our recruiting efforts with less headcount. We've also been able to reappropriate members of the team in line with their career goals. We've been able to help elevate our own team's career satisfaction."

Eightfold's calibration technology is one unique feature of the Talent Intelligence Platform that contributes to recruiting efficiency. "In discussions with hiring managers we leverage Eightfold calibration," says Badasarian. "The conversations that come out of that are much more dynamic in really getting a clear understanding of what they're actually looking for, in real time."

Expanding Globally with Eightfold

UiPath started using Eightfold to hire sales and marketing roles in the Americas. With its success to date, UiPath is expanding its use of the Talent Intelligence Platform.

"We're going to expand across the entire Americas team, and we have an interest within the team in our India office," Badasarian says. "We've also added the referral platform, so we will drive all referrals through Eightfold. I think as more people see that component and see the technology, there will be additional interest for global adoption."

Sebel sees Eightfold as a valuable partner for automation. "I would absolutely encourage my peers at other companies to try Eightfold," she says. "If you're driving an automation mindset and focusing on transforming the way that teams work, there's no better place to start that transformation than within your own team."

> "
> Eightfold is a platform that does what it's supposed to do very well and still keeps the recruiter in control. You can do more with less.
>
> *Jim Badasarian, Sr. Director of Sales & Marketing Recruiting, Americas*
> "