



## HRchitect Transforms Recruiting with the Implementation of iCIMS



### CLIENT BACKGROUND

HRchitect is a leading Human Capital Management (HCM) consulting firm with decades of experience across the HR technology landscape and is known for expertly guiding organizations through HR system evaluations, implementations, integrations, system optimizations, and post-go-live support services. HRchitect offers our clients relief from the constantly changing HCM landscape as they strive to attract and retain top talent, all while system vendors rapidly innovate to meet these evolving needs.

Since 1997, HRchitect has been involved in over 4,000 successful projects completed for thousands of global clients of all sizes and industries. With over 150 certified consultants, HRchitect has provided 5-star services to an ever-growing list of clients. In recent years, the HRchitect team has experienced rapid growth, necessitating a reduction in time to hire and an improvement in the screening process due to an exponential increase in applicants.

When the time came to modernize its own recruiting infrastructure via the implementation of iCIMS, HRchitect turned to its in-house experts to lead the engagement.

### CLIENT PROFILE

- HRchitect, a leader in HCM technology consulting services, needed to implement an ATS system
- 150+ employees
- Trusted by 4,000+ global clients
- 100% management-owned
- 28+ years in business

### WHY HRCHITECT?

- Official iCIMS Service and Advisor Partner
- Deep expertise in Talent Acquisition
- See what hundreds of clients have to say about us on Raven Intelligence
- Senior consultants; over 50% are former HR practitioners



## THE CHALLENGE

Despite being a top-tier advisor to clients implementing HCM systems, HRchitect had no formal Applicant Tracking System (ATS) in place for its internal recruiting and onboarding processes. The absence of a centralized system meant that workflows were heavily manual and reliant on emails, spreadsheets, and juggling calendars. Tasks like scheduling interviews, managing feedback, sending offer letters, and tracking onboarding progress were time-consuming and disjointed. The need for modernization was clear, but the implementation had to be seamless, scalable, and tailored for long-term growth.

## THE PROJECT

HRchitect is the go-to resource for our clients' iCIMS Platform needs, as we are an official iCIMS Service and Advisor Partner. HRchitect's consultants have a deep understanding of the iCIMS platform, which is why HRchitect selected iCIMS and HRchitect's own internal consulting team to implement a unified solution encompassing Applicant Tracking, Offer Management, and Onboarding. The system implementation team, led by two HRchitect consultants, leveraged their extensive consulting experience to approach the project with their unique knowledge of the iCIMS system as well as their intrinsic understanding of HRchitect's needs.

What made this implementation unique was the implementation team's dual roles. Not only were they leading or assisting with the implementation, but as HRchitect employees, the consultants on the projects were also internal stakeholders. This allowed a significant amount of configuration and decision-making to take place outside of traditional client meetings and working sessions, creating a nimble and responsive project environment that accelerated progress without compromising quality.

**Trusted By More Than 4,000 Clients Worldwide**  
**The HCM Technology Experts**

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## THE PROJECT CONTINUED

One HRchitect consultant noted that:

***"Implementing internally has a different feel due to the pre-established relationships with key stakeholders and the project team. Some decisions were streamlined because there is a high level of trust among HRchitect coworkers. It was also easier to communicate on the fly when needed to discuss or test different workflows or user group permissions, ensuring everything felt right. iCIMS was a great choice for HRchitect because of its simplicity on the surface, with complex systems in the background that are highly configurable to meet our needs. It isn't a one-size-fits-all solution, so we could tailor it in a staged approach, implementing modules other than the ATS gradually as our company grows."***

- Senior Implementation Consultant, HRchitect

From building brand-new processes to intelligently translating legacy workflows, the team used the clean slate as an opportunity to modernize. Areas that had required excessive manual effort were redesigned or eliminated, resulting in a vastly more efficient and scalable system.

## KEY BENEFITS

- Streamlined Recruiting Process: Recruiters now work within a centralized dashboard, reducing candidate screening time by 75% and enabling a more consistent review and submission process to hiring managers.
- Integrated Interview Scheduling: With Microsoft Teams integration, interviews are scheduled and tracked directly in iCIMS, cutting scheduling time by at least 50%.
- Automated Feedback Collection: Interview templates trigger feedback forms automatically, improving turnaround time, data consistency, and reducing manual follow-up.



**Our employees have spoken!  
Our company culture is amazing and our  
Great Place to Work Certification™ proves it.**

Source: 2025 Great Place To Work Trust Index® Survey

## KEY BENEFITS CONTINUED

- **Modern Onboarding:** Previous manual onboarding tasks are now automated and tracked within iCIMS. System-generated emails and status dashboards keep the Onboarding team informed and efficient.
- **Accurate Data and Administrative Efficiency:** By replacing manual spreadsheets with system reports, HRchitect has improved data integrity while saving hours of administrative effort every week.
- **Enhanced Candidate Experience:** Candidates benefit from a personalized portal that allows them to track their applications, interviews, offers, and onboarding progress in one place.
- **Significant Time Savings:** HRchitect's lead recruiter is saving approximately 30 minutes per applicant, representing a measurable improvement in recruiting productivity.

## THE RESULTS

The implementation of iCIMS for HRchitect has delivered transformative results almost immediately. Internal recruiting operations are now centralized, consistent, and largely automated. HRchitect's Client Support Supervisor has personally experienced the benefits of utilizing iCIMS:



***"Since transitioning to iCIMS, the time I spend on applicant tracking is a fraction of what it used to be. The streamlined communication and interview scheduling process is definitely a game-changer!"***

– Client Support Supervisor, HRchitect

Recruiters and hiring managers are empowered with real-time insights and simplified workflows, while candidates experience a professional and transparent hiring journey. HRchitect's Director of Human Resources was especially impressed by the new iCIMS system:

***"With iCIMS, all of our applicant data is in one place, which allows our administrative team members to get direct information without having to request it from me, which saves a lot of time in my day."***

– Director of Human Resources, HRchitect

More importantly, HRchitect's internal project serves as a powerful example of how a modern, cloud-based talent acquisition platform can produce substantial organizational benefits. By marrying industry-leading technology with expert-led configuration and execution, HRchitect has positioned itself not just as an advisor but as a model user of best-in-class recruiting technology like iCIMS.

To learn more about HRchitect's services or request a consultation, click [here](#).

 **HRchitect**