

BLUEWATER HEALTH Finds a Recruitment Solution with **NJOYN**

Implemented a Vivid Solution, Unionized Internal Process, Improved Hiring Process



Client Background

Bluewater Health is located in Ontario within the Erie St. Clair Local Health Integration Network and encompasses Bluewater Health located in Sarnia, and Charlotte Eleanor Englehart Hospital of Bluewater Health located in Petrolia. The staff, physicians and volunteers number nearly 2500, making it Sarnia-Lambton's largest public-sector employer. With a 320-bed community hospital, Bluewater Health has a high level of recruitment activity. On average, they hire approximately 135 new employees and process over 12,000 external applicants each year.

The Challenge

- Limited HR and recruitment staff vs. heavy recruitment activity.
- Manual recruitment processing, reporting and no centralized database of candidates and recruitment documentation.
- A unionized internal recruitment process that requires following recruitment policies outlined in the collective agreement.
- Immediate need of recruitment solution.

Case Study Summary

As Sarnia-Lambton's largest public-sector employer Bluewater Health deals with limited HR and recruitment staff to maintain over 135 new employee positions per year. By using Njoyn's ATS, Bluewater health:

- Automated and updated recruitment processes to meet new technology demands.
- Customized solution to meet unionized internal process.
- Continuous communication to meet any further needs.

The Solution:

Bluewater Health released an RFP for a recruitment tracking system in 2012. They required a service provider that would be flexible enough to meet all their requirements. Bluewater Health was looking for a Canadian company with years of experience in the industry with the ability to streamline and improve their recruitment efforts. Service was very important and they needed a company with experience working in the hospital industry. After weeks of reviewing RFP responses and vendor demonstrations CGI Njoyn won the business and the project was started.

The Results

The Njoyn solution was configured and customized to meet Bluewater Health's hiring process and recruitment policies. Other features and configurations specific to the unionized internal process were designed and deployed. After the launch of the Njoyn solution the CGI account management team has been in continuous communication with Bluewater Health to meet all their recruitment needs.

Make the Right Choice!

Njoyn is a leader in Recruitment Management and Applicant Tracking Solutions; request a demo and let one of our solution experts show you why. Discover today how Njoyn can help you improve the productivity of your recruitment activities and select the best candidates.

“ The Customer Service from CGI is outstanding! All my questions, issues and requests are addressed promptly and proficiently. CGI is continuously creating enhancements to the system to better service their clients and users. When I request an additional functionality to the system and it is outside of the current system capabilities the team suggests alternatives that may give me the information I require within the current system. ”

— **Michelle Robertson** CHRP, RPR, BLUEWATER HEALTH



About Us

CGI Njoyn is a veteran leader in the Recruitment Management and Applicant Tracking space with over 12 years of experience in innovating and enhancing ATS technology and solutions for leading organizations across Canada. CGI enables organizations to streamline their recruitment process by implementing a cutting-edge recruitment solution tailored to our client's requirements. CGI is committed to helping all of our stakeholders succeed. Our business approach puts clients and their results first.

CGI's continuous growth is a testament to the confidence clients place in us and to the dedication of our professionals. At CGI, employees are called members because we feel a powerful sense of ownership and accountability. That's why the vast majority of us are CGI shareholders. The result for our clients: We are the full-service provider with the global resources, industry expertise, stability and dedicated professionals needed to achieve results.

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