

SUCCESS STORY

Special Delivery

Rugby Architectural Building Products hires top talent to transport the best products to market



About the Customer



With 27 branches serving 41 states, Rugby Architectural Building Products is a top name in the distribution of non-structural and decorative architectural grade building products. In addition to offering an extensive product catalog and managing a large-scale logistics operation, Rugby also manufactures some of their own high-quality offerings.

- With ClearCo, Rugby Architectural Building Products gets up to 6x more applicants for similar roles compared to their previous applicant tracking system.
- An expedited implementation process brought Rugby online with ClearCo in just 5 weeks, improving processes almost immediately.
- Advanced recruiting and onboarding tools create a seamless process for finding applicants, hiring them, and helping them be productive on day one.
- Optional add-on services like an advanced I-9 integration and automated background checks save them even more time and money.

The Challenge

To deliver superior architectural products into the hands of over 30,000 wholesale clients, Rugby needs to have a constant supply of top talent to fill both executive roles and front line positions.

Their previous applicant tracking system just couldn't deliver, bringing in fewer candidates than expected, and offering a poor user interface and candidate experience. Rugby needed an intuitive, modern, and effective toolset for finding, engaging, and hiring the best talent for their open positions.

“It also became apparent that ClearCo was just more powerful. In fact, at one point when we measured it, we were getting six times the number of applicants through ClearCo than we did through our previous ATS.”

Justin Strevig

Talent & Retention Manager, Rugby
Architectural Building Products



“In 2023, we ended up hiring the biggest number of new employees ever in a year, and we did it without increasing our talent acquisition staff. We wouldn’t have been able to do that without ClearCo.”

Justin Strevig

Talent & Retention Manager, Rugby
Architectural Building Products

The Solution

Fortunately for Rugby, ClearCo offered a comprehensive suite of leading-edge talent acquisition tools that fit their budget. Automated job posting to numerous sites and a modern careers web page helped them attract up to six times more candidates than they had for similar positions using their previous ATS. User-friendly onboarding tools helped new hires complete necessary documents before day one, and created an easily-accessible hiring record for every employee. Rugby also took advantage of additional tools like ClearCo’s integration with I-9 and E-Verify services, saving them dozens of hours of work every month. Background Checks by ClearCo gave them affordable, comprehensive screening services right inside their talent platform. All of these tools were intuitive and easy to use, helping the HR team save time and bringing more managers directly into the hiring process.

“Background Checks by ClearCo has also been significantly better than our previous vendors. Whether it’s a drug screening or a background check, things happen automatically. We spend very little time having to administer those systems, and we get results much faster than we did with our previous vendor.”
- Justin Strevig, Talent & Retention Manager

Rugby needed to transition to ClearCo quickly, and requested an expedited implementation schedule. Working together, the two companies got the ClearCo platform fully implemented, and helping Rugby hire top candidates, in about one month.

“We got ClearCo up and running in 4 or 5 weeks and we didn’t miss anything. The implementation team was great. We had a very clear pathway of what our next step was and then the step after that. It was clearly very well-organized and structured.”
- Justin Strevig, Talent & Retention Manager

The Results

With ClearCo on their side, Rugby was able to hire a record-high number of new employees in 2023. Their entire talent acquisition process is streamlined, and ClearCo’s reporting and analytics tools provide them with transparency and help them to continually find ways to improve. Most importantly, they’re supported by ClearCo’s award-winning service teams, including a dedicated Customer Success Manager that meets with them regularly to make sure they’re getting everything they can out of their software investment. With ClearCo, Rugby Architectural Building Products has a powerful, flexible talent system to build on.

“ClearCo is clearly committed to customer service. We are important to them. At any point, I can reach out and get someone on the phone at ClearCo. I feel like we are part of the same team working towards the same goals. ClearCo has been a great partner to us throughout the entire time we’ve had them.” - Justin Strevig, Talent & Retention Manager

The ClearCo Difference:

“ClearCo is proud to offer a comprehensive feature set for talent management. Whether it’s through our own tools for recruiting, onboarding, employee engagement, and performance management, or our extensive list of integrations and partnerships, we offer talent solutions that can benefit any organization.”

Christine Rose

Chief Customer Officer,
ClearCo

