

AHRI Testimonial with Lisa Cardinal

Doug Mitchell: Today I'm chatting with Lisa Cardinal, Human Resources Manager with AHRI, the Air Conditioning Heating and Refrigeration Institute. Lisa can you tell me please, what was the obstacle that would of prevented you from buying this product?

Lisa Cardinal – HR Manager at AHRI: The primary obstacle would have been excessive cost of the product. The product was not excessively costly. I thought it was a very good value.

The other thing would have been if it were a program that required a lot of additional assistance with administration. That has not been the case.

The third thing that would have been prohibitive is if the program itself required a lot of technical support to load it to get it onto my computer, and that was not the case either.

Doug Mitchell: What did you find as a result of buying this product?

Lisa: The first thing I found was that I had a central location for all of my job postings. The ease with which I could have other positions listed on other websites, as well as just directing more traffic to our company website, made it very, very easy.

The other thing that I found was that using the program was very simple. It was easy for people who are applying to positions, as well as easy for me to go in, review the activity of the different positions, find the resumes, and then to track the current status of those resumes and where they were in the review of the selection process.

Doug Mitchell: What specific feature do you like most about the product?

Lisa: I like the tracking feature most. This is very important to me because I am the only person who is managing the recruiting function at our company. Right now, for example, we've got nine positions that are open. So as I list those positions and I am getting all these resumes in, I need to be able to identify which individuals are to be considered for a phone interview, have had their resume forwarded to a manager for a review.

The notes feature is incredibly helpful, but I think more than that was the fact that BirdDog was willing to allow me to craft the program to match the way that I was already managing the selection and recruiting process, so the different types of status that I would of chosen before having BirdDog, I could go in, and while using BirdDog, choose with the click of a button. So I didn't have to totally redo my program or my process. It was a process that already worked, so the process was greatly enhanced by using BirdDog.

Doug Mitchell: Would you recommend the BirdDog product? If so, why?

Lisa: I would absolutely recommend BirdDog to anybody who needed any type of applicant tracking system, any type of resume access system, primarily because it is very easy to use. It is a no fuss, no muss type program.

The staff who services the program and works with me is incredibly responsive. I get calls from them. I get emails. They are more than happy to do whatever they can. If there is something in the program that may not do something I have on a wish list, they'll let me know, "You know what, the program doesn't do this, but here is an alternative. Here is a workaround." Which is encouraging to me because it lets me know that they are familiar with the program and the way that it works.

The other reason that I would certainly encourage someone to purchase it is because it is not cost prohibitive. It was inexpensive for me. It fell within my budget, and I do not have a big budget.

So those are the reasons that I would definitely refer it to somebody else.

Doug Mitchell: Lisa, in closing, is there anything else you would like to add?

Lisa: Just that the BirdDog program is absolutely wonderful. It did exactly what I needed it to do in the amount of time I needed it to do it. Because it is web-based, I can access it from anywhere. I didn't have to load a bunch of software onto my computer. The staff is very responsive and knowledgeable on the program. They are willing to work with me. The program does exactly what I needed it to do, so that is why it is a great value to me.

I have 15 years of HR experience. I have a master's degree in human resources. I have an SPHR certification. I have used PeopleSoft, I have used other ATSS, and BirdDog really is the best that I have used. It just is far superior. It's just simple, no fuss, no muss. That, to me, is incredibly valuable because it is good for the time I have. I don't have a lot of time. I want to go in, I want to do what I need to do and get out, and BirdDog allows me to do that.