Dolphin Hotel Management **Winning the War for Talent with Paycor.**

Sarah Salls, *Controller, Dolphin Hotel Management*

" The fact that we can text a top candidate right after we get their application means *we're ahead of other hotels who only rely on phone and email.* "

Prior to Paycor

Headquartered in Newport Beach, Calif., Dolphin Hotel Management is a privately held company that runs five hotels in three states.

Each of the hotels had its own method of finding and hiring qualified staff, and disparate systems made it difficult for the corporate office to keep track of applicants. **Hotel managers spent an average of 30 minutes posting a single job across multiple platforms and two weeks between job application and candidate interview.**

As the company added more properties, the hiring process became unsustainable.

Challenges

• Decentralized properties

• **Inconsistent hiring processes**

• Disparate careers pages

• **Small HR department**

Partnership with Paycor

With Paycor Recruiting, **all postings are in one place** enabling management to see open positions, applicants per role, and the full hiring process. While each property still has its own careers page, now jobs automatically post to the corporate website for a one-stop candidate experience.

Between applicant texting and an overall improved process, getting candidates in the door has been slashed from weeks to days. **Managers can reach candidates sooner rather than later giving Dolphin an edge over their competitors.**
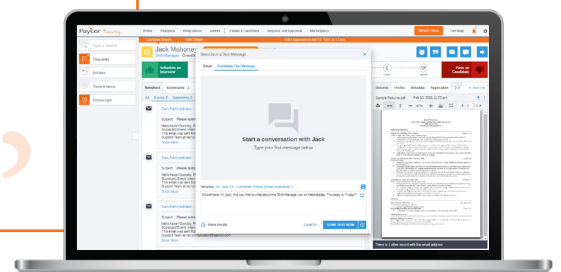
Solutions & Key Features

• **Simplified hiring process**

• Job candidate texting

• **Greatly reduced time-to-hire**

• All positions in one place

" **90% of our applicants use the text feature.** It's been instrumental in our hiring process and really helps us keep track of candidate conversations. "

Hiring Is Changing

Candidates don't want to spend an hour filling out an application, and they're using mobile devices to apply on-the-go. To keep pace with the changing recruiting landscape, Paycor's hiring software lets **applicants apply from anywhere, on any device, at any time.**

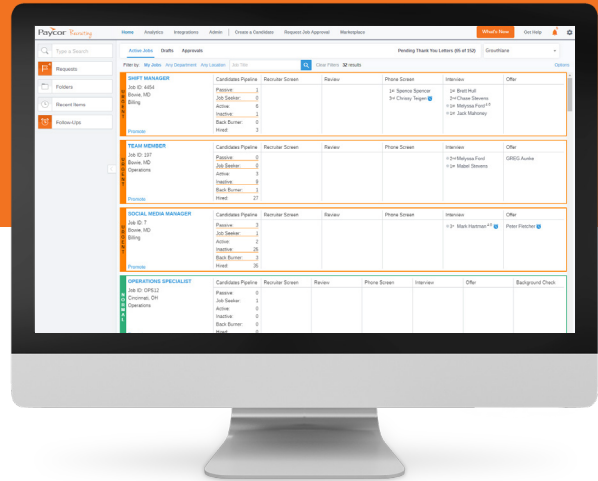## All the Major Job Boards with One Click

Gone are the days of copying and pasting job description after job description (and having to format to each site's specifications). Paycor Recruiting lets hiring teams **post jobs to LinkedIn, Glassdoor, Indeed, Zip Recruiter, and others with a single click.**

Candidate Texting

Use a modern, more reliable way to communicate with candidates via text message so you can **engage instantly and improve the hiring experience.**

The need for an improved hiring experience for managers and candidates brought Dolphin Hotel Management to Paycor.

• Recruiting

"Our time-to-hire has greatly improved. We now move through the hiring stages from prescreen to interview much faster than we did before.**"**

– Sarah Salls, Controller

Paycor