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Maximizing Your Phenom Investment:

How An International Restaurant Chain Enhanced Their Talent Platform

For talent acquisition leaders managing complex, multi-location hiring environments, system integration challenges can threaten the entire recruitment operation.

When an international restaurant chain with over 700 locations looked to maximize their Phenom implementation, they discovered what leading enterprises are learning: JobSplice's specialized integration capabilities can unlock Phenom's full potential, turning it from a powerful platform into an unstoppable hiring engine.

They found a solution that didn't just bridge the gap – it transformed their entire approach to job distribution.

The Enterprise Integration Challenge

"If we had to build and rebuild our integration twice, we weren't just looking at doubled costs – we were risking our entire hiring pipeline," explains J. Brooks, talent acquisition leader at the well-known chain.

With 700+ locations and a complex franchise model, Brook's team needed more than Phenom's robust foundation - they needed to extend its capabilities in specific ways that addressed their unique challenges.

The scenario is familiar to any enterprise TA leader: implementing new systems while maintaining operations, managing complex integrations, and ensuring seamless job distribution across hundreds of locations.

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>
> **J. Brooks**
> Talent Acquisition Leader

Elevating Phenom's Capabilities

What really transformed our operation was how JobSplice enhanced what Phenom could do for us.," explains Brooks. "But what really transformed our operation was how JobSplice enhanced what Phenom could do for us."

The company needed more than just another vendor; they needed a partner who understood the complexities of enterprise job distribution and Phenom integration.

The Enhancement Effect

That's where JobSplice's expertise proved transformative. Instead of just duplicating their existing functionality, the team developed a sophisticated yet manageable solution that addressed the core challenges of enterprise job distribution:

- Seamless XML feed management across multiple systems
- Automated rules to prevent duplicate postings
- Custom tracking implementation for different location types
- Real-time visibility into posting status and performance
- Scalable architecture that grows with the organization

Creating Order from Chaos

For talent acquisition teams managing complex hiring environments, JobSplice's approach brought unprecedented clarity.

"Manager Bob can post to Indeed, and Manager Sue immediately knows what's already running," Brooks explains. This visibility eliminated the common frustration of tracking postings across hundreds of locations.

When managers initiate job postings through Phenom, JobSplice instantly adds:

- Advanced duplicate posting prevention
- Real-time visibility across all locations
- Automated budget optimization
- Enhanced tracking capabilities
- Custom rules for different location types

The solution proved particularly valuable for their franchise model. "For a recruiter, it's great," Brooks notes. "It's sophisticated enough for power users while remaining accessible" to location managers.

The Phenom Connection

What began as a custom solution for one restaurant powerhouse with a complex TA system evolved into a comprehensive enhancement suite for Phenom users.

The result wasn't just another integration tool – it became a strategic offering that's now helping major enterprises maximize their Phenom investment.

This evolution from a custom solution to a market-tested offering demonstrates JobSplice's unique ability to enhance Phenom implementations, particularly in high-volume hiring environments like retail, restaurants, and hospitality. As more enterprises discover the value of this enhancement suite, it's becoming the go-to solution for organizations looking to unlock Phenom's full potential.

Maximizing Platform Value

For organizations invested in Phenom, JobSplice offers specialized tools that extend the platform's capabilities:

- **Custom XML feed management** that enhances Phenom's distribution power
- **Advanced tracking implementation** that provides deeper insights
- **Automated posting rules** that streamline operations
- **Real-time optimization tools** that improve performance
- **Enhanced visibility features** that strengthen control

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This ongoing evolution ensures that as Phenom grows, JobSplice's enhancements grow with it.
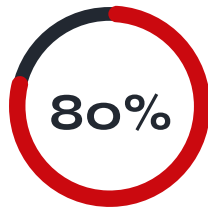
Beyond Basic Integration

The results demonstrate why JobSplice has become the go-to partner for Phenom implementations:
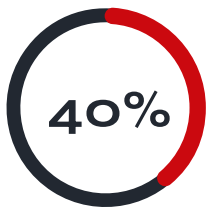
Results reported by The Client

105%
applicant flow maintained during transition

80%
reduction in manager training time

40%
improvement in job posting efficiency

90%
decrease in duplicate postings

Championing Better Integration

Their success has inspired other Phenom users to explore JobSplice's enhancement capabilities. "There's some other customers within Phenom that are using the same integrations that JobSplice offers," Brooks explains.

A Partner in Transformation

For enterprise TA leaders, particularly those using or implementing Phenom, JobSplice offers more than just integration expertise. "Every time we would ask them a question," Brooks notes, "their answer was always 'yes.' If they didn't know in the moment, they were like 'pretty sure I can do that, let me research it' – and they do. It's refreshing."

This commitment to solving complex job distribution challenges has made JobSplice the go-to partner for organizations managing large-scale, multi-location hiring operations.

The Path Forward

The integration between Phenom and RedDot continues to be enhanced by RedDot, with even more features on the horizon for release. Their success has become a blueprint for other enterprises seeking to optimize their job distribution strategy.

For talent acquisition leaders facing similar challenges, the message is clear: JobSplice's expertise can transform complex job distribution and system integration from a constant challenge into a strategic advantage.

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Ready to take your Phenom implementation to the next level?

Discover how JobSplice can enhance your existing platform with specialized capabilities designed for enterprise hiring needs.

Book a Meeting with RedDot