textkernel
Machine Intelligence for People and Jobs

Textkernel for Bullhorn
Drives Lasting Business Results
for TSR Consulting Services

Integrated Semantics search & match for internal & external databases

CUSTOMER CASE

"We went out to look for a tool that was going to improve our data quality.
Textkernel is really hitting on that."

Shah Syed, Director of Sales and Recruiting, TSR Consulting Services

About TSR Consulting Services

TSR Consulting Services provides employers nationwide with top talent .
With more than 50 years of industry leadership, TSR provides
world-class staffing solutions to clients nationwide, by staying true
to our relentless focus of exceeding the highest professional IT service
business standards.

The Opportunity

For years, TSR's applicant tracking system (ATS) provided employers access to only a fraction of resumes in its database. In 2022, business leaders at TSR began exploring new applicant tracking systems that better aligned with its forward-thinking, technology-driven organization. The new, end-to-end solution had to provide seamless access to TSR's full database of 4 million resumes and enable recruiters to take advantage of the company's complete talent resources.

After a comprehensive review of the leading options on the market, TSR chose to partner with Bullhorn - a marketplace and ecosystem for the world's leading digital staffing and recruitment tools. Bullhorn offered TSR an end-to-end applicant tracking system to support the company's growth. But selecting a new ATS was just the beginning: TSR also knew that it needed a new, leading-edge tech stack to provide a lasting and superior experience for its clients.

"An incredibly reliable and extensive search tool was going to be very important to us.
We were looking for something advanced, something that utilized AI, and something that
supported the extensive approach we take to finding candidates."

Marc Linden, Director of Operations, TSR Consulting Services

"We were using a system that was reliant upon by Boolean searches; that is yesterday's technology. Now is the time to embrace semantic search, while it's still the leading edge."

Shah Syed, Director of Sales and Recruiting, TSR Consulting Services

The Solution

The tools in Bullhorn provided TSR with the front-office and back-office support it needed for every aspect of its staffing operations. Among the team's top priorities was advanced searching and matching capabilities because the platform's success was contingent on improved candidate search results.

TSR's technology decision-makers evaluated all the search and sourcing tools in the Bullhorn marketplace. They chose Textkernel for its extensive functionality—but also, the true partnership Textkernel provided as part of TSR's technology transformation. Textkernel would ensure TSR's success as they adopted and onboarded a large set of new technologies via Bullhorn.

Products Spotlight

Search and Match

Textkernel's integrated Search and Match enabled TSR's recruiters to search their database more accurately through the detail that Textkernel pulls from each candidate's resume. Beyond Boolean, Textkernel's newly implemented semantic technology allows TSR to search faster and across more categories, such as skills, job history, employers, and others. Its AI-powered matching technology enables recruiters to quickly connect candidates directly to the right jobs, and vice versa.
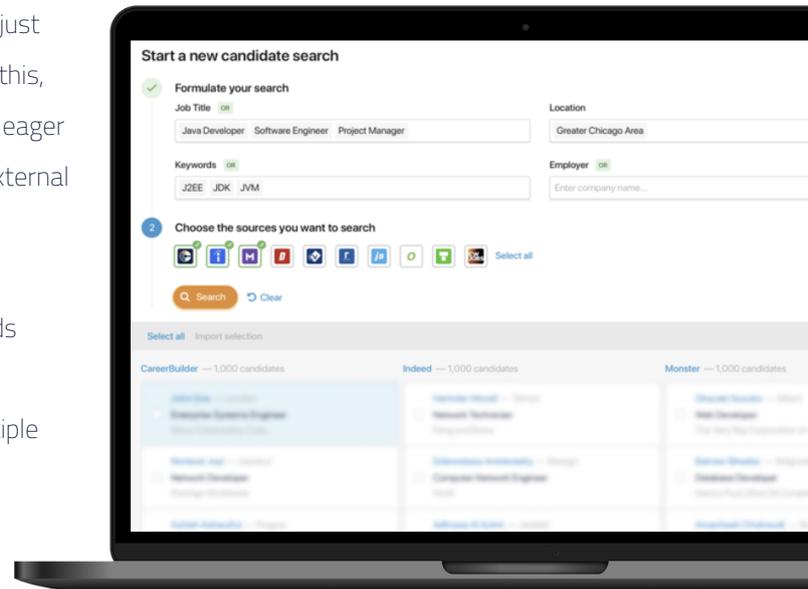
"Every recruiter at TSR ... [has] warmed up to Textkernel because the external search combines with the Search and Match tools so efficiently. They all plug into Bullhorn, which gives us one single view into candidates and operations. That saves a lot of time."

Marc Linden, Director of Operations, TSR Consulting Service

Source - for external job board searching

TSR wanted the ability to extract data from external databases just as simply and effectively as their internal database. Because of this, and their desire to help grow and advance technology, TSR was eager to be a key Beta customer for Textkernel's new and improved external searching tool, **Source**.

Source has taken Textkernel's existing ability to search job boards to a new level with an updated UI and enhanced functionality. New features such as saved searches, the ability to search multiple job boards simultaneously, side-by-side comparison of results, as well suggested skills and job titles to quickly expand the search - greatly improved the speed and accuracy of sourcing.

"Semantic searches are only going to progress and get better. We want our adoption to be well ahead of the market so we can benefit from our investment in AI before it becomes the industry norm."

Shah Syed, Director of Sales and Recruiting, TSR Consulting Services

The Result

Textkernel's seamless integration with Bullhorn has unlocked the full value of TSR's database. Accessing Bullhorn as a single channel for finding the best candidates.

Implementing Textkernel alongside their transition to Bullhorn truly created a seamless and well-planned workflow, leading to lasting business results and a seamless experience for both job seekers and recruiters.

About Textkernel

Textkernel works with more than 2,500 HR and staffing organizations worldwide to bring the latest in artificial intelligence technology to our customers' fingertips. We work with large, global companies across multiple industries to deliver multilingual parsing, semantic search and match, and labor market intelligence solutions. Connect with us to learn more about how we transform how these companies hire and manage their workforces for competitive, business advantage.