



RIPPLING CASE STUDY

AUTOMATING RECRUITING & AGENCY TRACKING & REPORTING FOR A 75-EMPLOYEE COMPANY

20+ RECRUITING AGENCIES · ATS AUTOMATION

COMPANY OVERVIEW

A 75-employee company relied heavily on external recruiters to fill open roles — with more than 20 agencies in the mix. Tracking submissions and keeping every agency updated had become overwhelming and time-consuming. The company needed to simplify communication, cut manual effort, and give every agency clear visibility into candidate status — without managing the setup or day-to-day updates itself.

SITUATION

With 20+ recruiting partners, it was difficult to see which candidates came from which recruiter — much of it handled over email. Updating agencies meant hours of back-and-forth and manually compiled status reports, and agencies often lacked clarity on where their candidates stood, leading to repeated inquiries.

SPECIFIC ISSUES

- 20+ agencies with no centralized tracking
- Submissions managed largely over email
- Hours of manual, back-and-forth status updates
- Agencies lacked visibility into candidate stage
- Repeated inquiries from agencies seeking updates

SYSSERO APPROACH

• Design & Automate

Built a fully automated system generating unique tracking links for each role and agency, auto-tagging every submission to the right recruiter.

• Custom Reporting

Created per-agency reports pulling all submitted candidates and their current stage in the hiring process.

• Weekly Workflow

Stood up an automated Friday workflow that compiles and emails each agency a fresh status update — no manual effort required.

RIPPLING RECRUITING

AUTOMATION

CUSTOM REPORTING

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What started as a complex, manual process became a streamlined, automated system — managing 20+ recruiting agencies with zero ongoing effort from the HR team.

IMPACTS



Eliminated manual report creation & agency follow-up emails



Agencies receive timely, accurate updates every week — without asking



Every candidate correctly tied to the submitting agency, avoiding disputes



System scales to more agencies or roles with no added admin burden



Freed HR to focus on internal priorities

SERVICES LOGISTICS

Recruiting Process Automation

End-to-end design and build of tracking links, custom reports, and workflow automation.

Managed Setup

- Unique tracking links per role & agency
- Auto-tagged candidate submissions
- Per-agency custom reports
- Automated weekly Friday delivery

Syssero managed the entire setup so the client simply benefits from the results.

CONCLUSION & OUTCOME

What started as a complex, manual process became a streamlined, automated system. By leveraging automation and custom reporting, Syssero gave this 75-employee company a way to manage 20+ recruiting agencies with zero ongoing effort — freeing HR for higher-value priorities, strengthening agency relationships, and building a recruiting process designed for efficiency and transparency.