

A Strong Foundation for Career Development

Kinetic Construction uses
ClearCompany to hire top talent
and build future leaders

- ✓ Kinetic Construction is a leader in ICI (Industrial, Commercial, and Institutional) construction across Vancouver Island and the Lower Mainland in Canada.
- ✓ With skilled trades workers in short supply, Kinetic uses automation and advanced tools to quickly find and hire the best available talent.
- ✓ Surveys, performance reviews, and career planning boost long-term employee retention and development.
- ✓ These features improve Kinetic's HR processes reducing time-to-hire, streamlining onboarding, and leading to greater candidate and employee satisfaction.

The Client

Since 1984, Kinetic Construction has been an industry leader with an impressive portfolio of residential, commercial, and industrial construction projects across Vancouver Island. With three offices in British Columbia, the team at Kinetic is dedicated to making the construction industry better for everyone through process transparency, strong, lasting relationships with clients, trade partners, and suppliers, and continuous improvement in everything it does.



The Challenge

As Kinetic Construction grew, the challenge to find and develop talent was compounded by outdated manual processes. Recruiting involved juggling emails and scanning documents, onboarding required managing an extensive number of paper forms, and performance reviews were managed through documents and spreadsheets. This lack of efficiency hindered Kinetic, especially when it came to hiring in an increasingly competitive field.

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ClearCompany provided us with a lot of really good tools and templates to get us set up, and have really been helpful in our implementation and maintenance of recruiting, onboarding, and performance. We're doing things we never could have done before, because we have ClearCompany.



Nicole McBride
Talent Manager,
Kinetic Construction

The Solution

Kinetic chose ClearCompany's comprehensive platform to help them revamp their entire talent process. Recruiting was streamlined with automated posting to numerous job boards, knockout questions, easy candidate grading and tracking, and the ability to share candidate notes across offices. Online onboarding greatly reduced paper forms, tracked new hire progress, and organized all hiring records in one easily-accessible, central location. Finally, ClearCompany's performance and employee engagement tools helped Kinetic objectively measure work against defined goals, and get real-time feedback from employees through surveys.

"ClearCompany allows us to spend less time focusing on getting these process things done and more time spent on building our name outside. It allows us to go to events quickly. It allows us to collect resumes on-site using a QR code. Candidates apply directly through the website, and away we go."

"There has been a faster turnaround and we've been able to get everybody all the information that they need in their employee handbooks. That stuff has been fantastic because then we're also getting an acknowledgment that they've seen it. There have been a lot of really good successes that have come from both the Recruiting and Onboarding apps."

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Our time-to-hire is much faster. We have so many good processes in place, and ClearCompany is one of those processes that has drastically improved our recruitment and the way that we're doing it.



Nicole McBride

Talent Manager,
Kinetic Construction

The Results

With ClearCompany, Kinetic Construction boosted the speed and efficiency of recruiting and onboarding processes, creating a superior experience for candidates and new hires. Equally important, Kinetic can continually engage and develop their talent to boost long-term retention and create their next generation of project leaders. Not only has ClearCompany provided Kinetic with an essential set of HR tools, but it has empowered them to reimagine and build stronger processes across the talent lifecycle - processes they can rely on as they continue to grow.

"Performance management and the goals piece have been really helpful. We're definitely using goals more than we were, now that we have a more robust performance management system. We have career conversations quarterly, we have career development plans, and we do performance reviews."

The ClearCompany Difference:

"It's exciting to see clients utilizing so many different ClearCompany tools to build their ideal talent process. We're proud to help Kinetic Construction achieve their mission by not only finding and hiring the best available talent, but also by developing those hires into the team members that will propel their business forward."



Christine Rose

Chief Customer Officer,
ClearCompany