Hackensack Meridian Health was established in July 2016 when two of the leading New Jersey not-for-profit healthcare organizations merged. The combined healthcare network comprises 33,000 employees, 13 hospitals and more than 120 ambulatory care centers providing a complete range of medical services, research and life-enhancing care.

Following the merger, Hackensack Meridian Health needed to unify its recruiting technologies in order to provide employees with a single seamless platform, and candidates with a consistent and easy-to-use experience. The migration had to be accomplished without any disruption to hiring 4,000 employees, many of which are sourced from among its own patients.

The central challenge was to integrate all the supplementary talent acquisition tools – including candidate assessments, background screening and referencing checking – into the configurable iCIMS platform, which in turn, had to be integrated into Hackensack Meridian Health’s existing human resource and payroll platform.

Hackensack Meridian Health centralized all talent acquisition software onto iCIMS UNIFi platform, without interrupting hiring 4,000 professionals.
iCIMS enabled Hackensack Meridian Health to:

- Centralize its talent acquisition software into a single unified hub
- Use iCIMS Connectors to efficiently link recruiting software tools
- Increase recruiters’ productivity and fill jobs faster
- Use one source for reporting and analytics
- Reduce the costly data errors stemming from using multiple systems
- Consistently deliver an exceptional candidate experience
- Be able to scale recruiting to support its expanding healthcare network

“This was the first I’d ever seen anything this intricate pulled off without a glitch. The way the platform was able to be configured to allow those integrations to run smoothly and at the same time to deliver a really consistent experience for our end-users, that to me was a huge win and a special story.”

- Peter Gioacchini, vice president of talent selection, solutions and services, Hackensack Meridian Health

At a Glance

INDUSTRY:
Healthcare

HEADQUARTERS:
Edison, New Jersey

NUMBER OF EMPLOYEES:
33,000

iCIMS CLIENT SINCE:
2013

iCIMS PRODUCTS:
Recruit, Connect & Onboard

iCIMS CONNECTORS:
Assessments, Background Screening, Document Management, HCM, Job Advertising and Reference Checking

RECOGNITION:
- U.S. News & World Report #1 Hospital in New Jersey
- Healthgrades Top 50 America’s Best Hospitals 5+ years running
- Becker’s Hospital Review 100 Great Places to Work in Healthcare

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