

**Industry:** Advertising   **Employees:** 101-350

**Location:** Belgium, Czech Republic, Denmark, Finland, France, Germany, Italy, Netherlands, Norway, Qatar, Saudi Arabia, Spain, Sweden, Turkey, United Arab Emirates, United Kingdom

**Solutions:** Applicant Tracking, Employee Community, Employee Records, Performance Management

See how Channel Factory uses BambooHR® to **simplify global hiring, enhance performance management, and streamline employee records**—all in one user-friendly platform.



EMPLOYEES USING BAMBOOHR IN

**16 countries**



**4x employee count**

SINCE ADOPTING BAMBOOHR



Since 2010, the Channel Factory team has been helping brands and agencies successfully advertise on social media. Their guiding principle is to reduce negativity and amplify positivity in

media. As a purpose-driven, minority-owned company, they have a special focus on accelerating inclusion and responsible practices.



“We have local payroll providers in all the countries we’re based in, each using a different software. We can pull time off reports and payroll change reports directly from **BambooHR** and share them with the local payroll office.”

Angelica Wickström | Head of HR in EMEA | Channel Factory

## Challenges

### "The queens of spreadsheets"

"When I started at Channel Factory four years ago, the HR department were the queens of spreadsheets. But we definitely knew we needed a better way for recordkeeping overall."

### Complex candidate interview scheduling

"We're an ever-growing company, and interview booking has been very time consuming and hard to coordinate. It's not as straightforward as you might think, especially as a global company with people spread out in different time zones."

### Disconnected company culture

"We get a lot of great feedback on company culture. But as a growing company that's very geographically spread out, it becomes harder to keep that up and make sure everyone knows what's happening and can get to know each other."

## Solutions

### A one-stop shop for data

"The benefits of having BambooHR were immediate. It was such an upgrade for us to have an actual programme to handle all our data. I have a one-stop shop where we store everything, ensuring that everything is updated in one place, rather than across 15 different reports."

### Great implementation support

"We had great support along the way. Implementation was broken down into different segments of the platform at a time. Our implementation manager did a great job guiding us through it all."

### A valuable investment

"Upgrading to Pro is an investment worth making because we'll be able to use the system more to our preferences and needs."

### Easy-to-use new features

"Getting new features in BambooHR has been really great. Introducing new features without cluttering a system is a balancing act, and BambooHR does it very well. We frequently get positive feedback that BambooHR is very user-friendly."

### Streamlined global candidate interviews

"We've started to use the interview booking feature. I really like being able to save time and have more self-service functions for scheduling. I've already sent out five or six interviews, and it's been smooth sailing. The meetings are easy to set up and they're instantly in my calendar."

### Simplified performance records

"Performance Management is super appreciated—there's one place to store annual reviews, not just a bunch of different spreadsheets scattered around."

### Optimised performance 1:1s

"It's been great having one place to share all the things I want to talk about during a one on one, keep historic notes, and upload things. You can also create private notes for the manager's perspective."

### New opportunities for connection with Employee Community

"We've been looking into more ways for our employees to communicate and collaborate. So we're excited about features like Employee Community." 🌱

"**BambooHR** is such an upgrade for us in the day-to-day. It's made us way more efficient and gave us a ton of features we already knew we needed, but also additional ones we weren't even aware of."

Angelica Wickström | Head of HR in EMEA | Channel Factory

See how BambooHR can set you free to do great work!

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