

Industry: Nonprofit

Location: Canada, Ireland,
India, United Kingdom

Employees: 101-350

Speakers: Alison Lydell, People
Senior Manager; Dan Brodie,
Chief Operation Officer

Solutions: Employer of Record,
Elite Plan, Compensation

See how Charitable Impact uses **BambooHR®** to build a global team that supports a growing community of giving



ACHIEVED

**3 EOR hires
and counting**



EMPLOYEES IN

**4 countries
thus far**



BAMBOOHR USER FOR

**10 years and
going strong**



CHARITABLE IMPACT

Charitable Impact was created to help more people participate in charitable giving by making it simple, accessible, and collaborative. Through an Impact Account, individuals and organizations can set aside charitable dollars and support the causes they care about.



“BambooHR® Employer of Record has helped us retain key team members and expand our global team.”

ALISON LYDELL | SENIOR MANAGER, PEOPLE | CHARITABLE IMPACT

Challenges

Retaining talent to support a global giving community

"Two of our team members were moving, one to the United Kingdom and the other to Ireland. We really wanted to keep them, but we did not operate in those countries." –Alison

Building the right approach for global growth

"We had two people in India who had been working with us on contract and we wanted to bring them into employee status. It felt like a moment where several things came together. We had an opportunity to keep great people and build the right structure for the future." –Alison

The legislative and financial risks of contracting

"We were concerned about the risks of long-term contractor arrangements. It was not that it

was not working, but there are legislative and financial considerations, and we want our team members to have the experience they deserve as employees." –Alison

The hassle of contractor status

"It was more complicated for our Ireland employee who we had to temporarily put as a contractor. He had to submit invoices and he did not receive vacation or benefits in the same way employees do." –Alison

A consistent, equitable employee experience

"We want everyone on our team to feel like they are part of the same organization. That means having access to the same systems and support wherever they are." –Alison

Solutions

The integrated approach that stood out

"I already had a great experience using BambooHR. When I saw that they had launched an employer of record offering, it gave me confidence that it would work well with how we already operate." –Alison

One workflow, zero friction

"BambooHR allowed us to keep everything in one place. Managers and employees are already familiar with BambooHR, so adding Employer of Record made the process straightforward. We did not have to introduce a separate system or new logins." –Alison

Operational benefits of international hiring

"Thanks to Employer of Record, we were able to retain our employee who moved to Ireland. This individual works on our customer service team, and because of the time difference, he can support earlier hours that our West Coast team cannot easily cover." –Alison

Empowered to offer more

"As our team becomes more global, it helps us better support the community we serve. Being able to retain talented people and bring new team members on board internationally helps us maintain continuity for donors and charities while supporting a growing community of giving." –Dan

Guided support for a confident start

"Our BambooHR Global Employment Specialist was excellent. He walked me through our first two Employer of Record hires and made the process really simple." –Alison

Easy hiring, even off the grid

"I was camping on a beach in Hawaii over Christmas when I got a message that we needed to hire someone quickly. At six in the morning in my tent, on my phone, I was able to log into BambooHR and complete the hire in just a few clicks. It was incredibly simple." –Alison

A strategic upgrade

"We recently moved to BambooHR® Elite. The Total Rewards and compensation features were particularly exciting because they allow us to provide more transparency and clarity for our team." –Alison

A decade of simplified HR

"I have been here for ten years and BambooHR was already in place when I arrived. From an HR perspective, it simplifies so many things. The reminders, workflows, and organization make my job easier. That means I can spend more time supporting people instead of chasing paperwork." –Alison

People systems for a growing organization

"Charitable giving is about people. Our mission is to help more people participate in charitable giving. To do that well, we need a strong and diverse team supporting donors and charities in real time across different time zones and contexts. BambooHR supports our ability to build and retain our team as we grow and support a broader community." –Dan

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

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