



# Paws & Claws *Standardized the Hiring Process* with JazzHR and Jump Consulting

## Improved

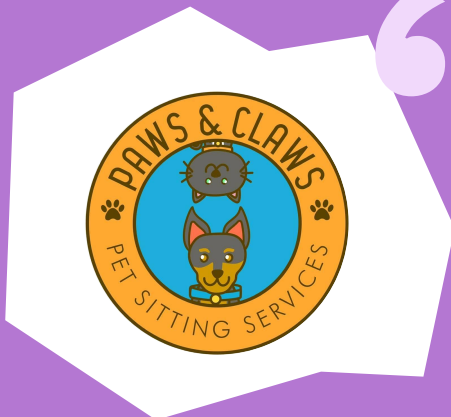
candidate quality by using Knockout Questions

## Reduced

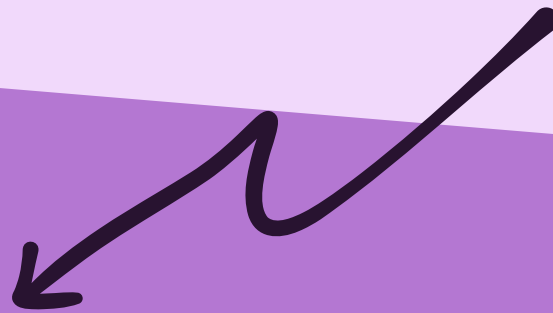
the time spent on manual candidate evaluation

## Enhanced

the employer brand and attracted better candidates



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*I trust JazzHR, my team, and the system I put in place.*

**Michelle Sabia**  
Owner, Paws & Claws



## Background

Paws & Claws Pet Sitting and Dog Walking Services, located in Cave Creek, Arizona, has been a trusted provider of professional pet services since 2016.

Michelle Sabia, owner of Paws & Claws, needed a more efficient and structured approach to hiring to meet the demands of her growing business. She was turned on to JazzHR's easy to use ATS through Jump Consulting, a pet business coaching company and JazzHR partner.

## Challenges

Michelle encountered significant challenges when trying to expand her team. She relied on Facebook posts and referrals from other pet sitters, which often resulted in a lack of serious candidates. The informal nature of these methods led to wasted time and inefficiencies, making it difficult to identify and hire the best candidates.

***“I just was hitting my head up against the wall,” said Michelle. “So, when I finally was just willing to get out of my own way, it’s so worth it.”***

## The Solution

Seeking a more professional and streamlined hiring process, Jump Consulting advised Michelle to turn to JazzHR to address hiring challenges. JazzHR's features, such as Knockout Questions and automated workflows, enabled her to attract and evaluate high-quality candidates efficiently. The platform's comprehensive tools allowed her to broadcast open positions to various job boards, but also standardize the hiring process, ensuring consistency and fairness in candidate evaluation.

## Key Benefits

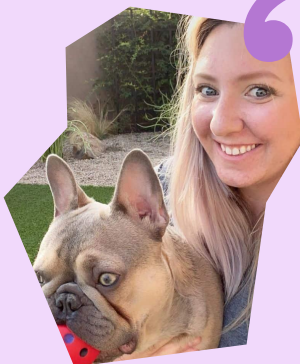
**Improved Candidate Quality:** By using Knockout Questions, unqualified candidates were filtered out early in the process, enabling Michelle to focus on applicants who met specific criteria.

**Reduced Administrative Burden:** JazzHR's automation features significantly reduced the time spent on manual candidate evaluation, allowing Michelle to focus on other critical business tasks.

**Professionalism:** The structured hiring process enhanced the employer brand of Paws & Claws, attracting better candidates and improving the quality of hires.

## Results and Future Outlook

The implementation of JazzHR has transformed the hiring process at Paws & Claws, delivering significant improvements in efficiency, candidate quality, and overall business professionalism. With JazzHR, Michelle is confident that Paws & Claws will continue to attract top talent and maintain a high standard of service as her business expands.



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***It's gotten to the point now where I don't even do in-person interviews anymore,” said Michelle. “I don't meet our new hires until they do orientation because I trust JazzHR, my team, and the system I put in place.”***

**Michelle Sabia**  
Owner, Paws & Claws

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### **About Employ Inc.**

Employ Inc. provides people-first recruiting solutions that empower companies to overcome their greatest hiring challenges. Serving SMBs to global enterprises, Employ is the only company to provide personalized choice in its hiring solutions.

Together, Employ and its brands (JazzHR, Lever, Jobvite, and NXTThing RPO) serve more than 22,000 customers across industries. For more information, visit [www.employinc.com](http://www.employinc.com).



### **About Jump Consulting**

Jump Consulting is a pet business coaching company that has been assisting pet businesses in starting, expanding, and scaling using proven methods since 2007. Led by pet business coach Bella Vasta, the company helps clients overcome limiting beliefs, hire employees, and achieve financial and time freedom goals. Bella's expertise is delivered through her community, the Jump Mastermind, and her marketing agency, Better Marketing with Bella.

Check out the [Bella in Your Business](#) podcast to hear more Michelle's experience with Jump Consulting and JazzHR.