

Transforming a Business with Financial Insight & Automation

Jobvite

Challenges

Scaling with 2X Revenues Despite Increasing Complexities

Jobvite, an industry leader in best-of-breed recruiting software, is growing rapidly as it drives forward the next wave of recruitment innovation. Five years ago, the company's finance team made the smart decision to upgrade its accounting software from Intuit QuickBooks to Sage Intacct in preparation for this growth.

Recently, the company started an up-market shift towards mid-sized and enterprise customers. As a result of transitioning beyond small and medium businesses – as well as Jobvite's global expansion to India and China – the team's revenue recognition, multi-currency, and multi-entity needs all became quite a bit more complex. Given these challenges, they decided to extend their use of Sage Intacct to include the system's advanced features for subscription billing, revenue management and global consolidations.

Solutions

Multi-Currency Contract Management Speeds Billing Cycle 30%

Once Jobvite's new entities and contracts were up and running on Sage Intacct, the finance team slashed the monthly close time in half, began producing GAAP financials on a regular monthly cadence, and increased productivity by around 25 percent. Most notably, they accelerated the billing cycle by around 30 percent. "Sage Intacct's subscription billing capabilities save us lots of time that we used to spend manually tracking renewals, managing complex billing terms, and doing currency conversions for customer invoices," shared Lisa Schulz, Jobvite's corporate controller. "Now we're more accurately and consistently invoicing our customers all over the world in their local currencies and we have better visibility into renewals, which is boosting our overall billing around five percent."

Jobvite's revenue recognition processes are greatly streamlined in Sage Intacct, enabling compliance with the new ASC 606 revenue recognition guidelines as well as dual book reporting for management and other stakeholders. In addition, the system's multi-entity, multi-currency functionality makes the company's global consolidations a breeze. Finally, Jobvite is integrating Sage Intacct with best-of-breed apps like YayPay for predictive accounts receivables and Coupa for accounts payables and expense management.

Jobvite

Company Overview

Jobvite is leading the next wave of recruitment innovation with Continuous Candidate Engagement (CCE), a candidate-centric recruiting model that helps companies engage candidates with meaningful experiences at the right time, in the right way, from first look to first day. Focused exclusively on recruiting software since 2006 and headquartered in San Mateo, Jobvite has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment. sandalschurch.com.

Executive Summary

Previous Software:

- Intuit QuickBooks

Results with Sage Intacct:

- Increasing billing 5% via better visibility into renewals
- Speeding quote-to-bill cycle by 30%
- Improving gross margin 1%
- Increasing finance team efficiency by 25%, while reducing reporting errors and audit risk
- Scaling back office easily despite 2X company growth

“Through the automation we have in Sage Intacct, we’re shifting our effort from focusing 80 percent of our time on basic financial transactions towards spending 80 percent on analytics and the business,” noted Schulz. “The powerful software allows us to work more efficiently and report financials in a timely manner. In addition, with the time we’ve freed up, we’re able to better support Jobvite’s sales organization – helping reps close deals and training them on the new revenue recognition rules.”

Results

Accelerating Growth in Key Markets through Improved Cash

Because Sage Intacct’s general ledger uses dimensions that capture the business context of transactions, Jobvite can easily analyze real-time performance by various business drivers. For instance, the team filters and groups revenues and expenses by specific employees, product lines (e.g. subscriptions vs. professional services), departments, customers, market segments, and vendors for more granular reporting.

According to Schulz, “It’s very helpful that Sage Intacct gives us insight into things like margins or travel expenses by employee – both for department managers and at the company level. Better forecasting shows us where we should invest as we look for new ways to expand the business, so we can make smart decisions around hiring and marketing spend. As a result, we achieved significant 28% growth in our midmarket and enterprise segments last quarter.”

Jobvite leverages Sage Intacct’s actuals data for quarterly cash forecasting and scenario planning based on accounts receivables aging trends and projected headcount spend. Previously, this was so cumbersome that the financial planning and analysis team only had time to prepare forecasts once a year, but now the company can make timely changes, as needed, based on current topline metrics. The finance team also tightly manages accounts payable and cash flow on a daily basis, thanks to the visibility Sage Intacct provides.

Department heads now get their budget-to-actuals numbers within five business days of month-end, and hold budget meetings 3X more often. These valuable insights help Jobvite’s business leaders make more frequent adjustments, contributing to a 1% gross margin improvement. “Our financial system is allowing us to scale and grow the company long-term because we have all the necessary processes in place to support our expansion. Next, I look forward to the fun part: doing even more with the analytics and operational data we have in Sage Intacct,” said Schulz.

“We’re now able to track contracts better because all our data is coming from one place, whereas before we used multiple sources and a lot of error-prone Excel manipulation. Sage Intacct delivers accurate reporting for all our billed and unbilled, deferred and paid contracts, providing full transparency into our customer base so we can keep our fingers on the pulse of everything from contract renewals, upsells, and cross-sells, to churn by product and amortized commissions expenses.”



Lisa Schulz,
Corporate Controller,
Jobvite