



CareerBuilder

Catapulting efficiencies with Mac

CareerBuilder is the global leader in human capital solutions, helping companies target and attract great talent—with the help of Mac.

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Roger Fugett
Senior VP of Information Technology



Company Snapshot

- Global leader in human capital solutions, helping companies target and attract great talent.
- Largest online job site in the U.S., serving more than 24 million unique visitors each month.
- Powers career sites for more than 1000 partners.
- Works with employers around the world, including 92 percent of the Fortune 1000.
- Employs approximately 2500 people worldwide.
- www.careerbuilder.com

“Thanks to Mac running Ruby on Rails, we’re able to deliver 30 percent faster than when we used another framework.”

Jesse Retchko
CB-1 Manager, Software Technology Group

When it comes to human capital solutions, time to market is everything. So whether it’s designing tailor-made applications for businesses or matching job seekers with employers on customized websites, providing timely, high-quality solutions is what drives CareerBuilder. Developing on Mac has helped this agile company deliver products and website updates an estimated 30 percent faster than on their previous systems. Which means CareerBuilder’s software solutions get to customers more quickly.

“Mac is the ideal catapult for moving the company toward greater efficiencies,” explains Roger Fugett, senior VP of Information Technology at CareerBuilder.

Chicago-based CareerBuilder is an expert at empowering both employers and job seekers. Clients in more than 60 worldwide markets rely on them for specialized services and tools, from talent analytical tools to location analyses. And over 24 million unique visitors log on to the CareerBuilder website each month for employment advice and resources, or to search for new jobs. As the top player in their space, the company is dedicated to innovating processes to stay on the cutting edge. So when CareerBuilder’s software developers approached IT decision makers about the limited capabilities of the existing development platform, they had one simple, yet important request: We want Mac.

How It All Started with Mac

Once almost entirely Windows-based, the company developed websites and digital products in Visual Studio using a .NET Framework. As the industry shifted from in-house data centers to cloud computing, the software team transitioned to an open source coding environment, Ruby on Rails. And with the Ruby on Rails framework built right into OS X, it became clear that Mac would be the best platform for development. That’s when the team turned to Mac.

OS X helped the developers break away from a monolithic approach and use the latest toolset, making user interface creation both easier and faster. Now, using Mac, the software team can easily develop into the cloud and leverage other development platforms more quickly, without unnecessary complexity or infrastructure worries. And developers can tap into the informal Mac community for authentic advice when needed.

"It turns out that Mac computers are more cost effective than the others we considered. The cost was significantly cheaper for MacBook Air—and we're getting a faster processor."

*Kate Giardina
Manager of IT Support*

"With OS X, updates that once took a help desk technician two hours per system are now done by users. Multiply that by approximately 500 users, and the Mac has given our IT team about 1000 hours back."

*Muhammad Jawad
Director of Global IT Operations*



Why Mac at CareerBuilder

- Enables open source application development, so products move to market faster.
- Helps attract and retain top talent.
- Saves significant time when deploying updates companywide.
- Mac mini discreetly powers large displays with project milestones throughout company offices.

"We're fast-moving, energetic, agile, and lean. We look for people who can hit the ground running. Mac helps us attract the top talent we're looking for."

*Kate Giardina
Manager of IT Support*

"Our market changes fast, so it's a challenge to roll out code as quickly as we want. Mac enables a more diverse development methodology, helping us keep up with the marketplace and retain our agility," says Muhammad Jawad, director of Global IT Operations at CareerBuilder.

With developers leading the charge, a large base of the company's network and infrastructure engineers from IT also chose to move toward Mac. With OS X, these teams have the freedom to choose the best tools for getting their jobs done, on a platform they're already familiar with.

Embracing Mac Companywide

Three years after offering employee choice, creative staff develop video using Adobe Creative Cloud on MacBook Pro. Field workers travel lighter with MacBook Air. And Mac mini computers display project milestones called "agile stats" to help developers monitor their performance. The intuitive OS X user interface, along with long battery life and instant-on capability, combine to make Mac a fast, easy-to-use tool. And employees cite built-in technologies like AirPlay for wireless file sharing and Mission Control for managing multiple desktops as reasons for preferring Mac. "Offering Mac shows our employees that we're continuing to evolve as a company," says Fugett.

Easy to Manage and Cost Effective

When it comes to management, CareerBuilder has found that Mac computers help to increase efficiency. Instead of manually updating and re-imaging systems with every new software release, IT now uses a self-service process via JAMF Casper Suite client management to easily deploy updates companywide. "The Mac has been a significant win for my team," explains Jawad. "With OS X, updates that once took a help desk technician two hours per system are now done by users. Multiply that by approximately 500 users, and the Mac has given our IT team about 1000 hours back." Mac has also provided CareerBuilder with good value, says Kate Giardina, manager of IT Support. "It turns out that Mac computers are more cost effective than the others we considered. The cost was significantly cheaper for MacBook Air—and we're getting a faster processor."

Capitalizing on the Spirit of Innovation

CareerBuilder has not only increased productivity and accelerated development time with Mac—the company has also motivated employees to think differently. "Getting the Mac was a turning point for us," explains Jesse Retchko, a manager in the Software Technology Group. "It communicated a strong message from the leadership that every path isn't dictated from the top. We have a voice to choose the right tool for the job."

Now Mac is helping CareerBuilder achieve its mission of delivering the best services to customers and a great environment for staff. And the spirit of innovation continues to spread through the company, as the team embarks on rebuilding the main CareerBuilder website on Mac too.

Says Kate Giardina, "We had to become a more agile team, and we're thrilled with how warmly the Mac has been received by our employees."