



# BULLHORN RECRUITMENT CLOUD EXTENDED PROFILE



## OVERVIEW

Bullhorn Recruitment Cloud (formerly Bullhorn for Salesforce) is an AI-infused recruitment platform that extends core staffing workflows with automation and candidate-matching capabilities.

Unlike [Bullhorn's Applicant Tracking & CRM](#), which helps track candidates, manage jobs, and keep client relationships in one system, Bullhorn Recruitment Cloud integrates Salesforce tools, custom objects, and extensions with Recruitment Cloud workflows to support complex sales and recruitment processes.

## CORE FUNCTIONALITY

Recruitment Cloud simplifies candidate engagement and placement with AI-driven automation, handling tasks like matching, list creation, and status updates to save time. Built-in analytics offer clear insights into recruiting pipelines, supporting better decisions.

It also integrates with the Bullhorn Recruitment Cloud Marketplace, allowing users to add third-party tools for sourcing, screening, and compliance without custom coding.

## PRODUCT EVOLUTION AND ACQUISITIONS

- **2017:** Bullhorn acquires Connexys, a major Salesforce-native recruitment software provider in Europe, marking its entry into the Salesforce ecosystem.
- **March 2018:** Jobscience and Talent Rover are acquired. Jobscience provides the technical backbone for Salesforce-based offerings.
- **Late 2018:** [Jobscience is rebranded](#) into Bullhorn for Salesforce, creating a unified Powerhouse suite.
- **2021:** Bullhorn acquires Sirenum, adding shift scheduling and workforce management.
- **January 2024:** Mployee is acquired to enhance payroll/billing for Salesforce users.
- **June 2024:** Bullhorn acquires Textkernel, integrating AI parsing and matching tech.
- **August 2024:** Bullhorn for Salesforce becomes the Bullhorn Recruitment Cloud, a unified, enterprise-grade AI recruitment platform.
- **August 2025:** TargetRecruit (Bullhorn's largest Salesforce-native competitor) is acquired, increasing Bullhorn's foothold in the healthcare staffing market.



## SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Bullhorn Recruitment Cloud
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	×
BENEFITS ENROLLMENT	×
COBRA	×
COMPENSATION	×
COMPLIANCE	×
DISCIPLINARY ACTION	×
EMPLOYEE SELF SERVICE	×
FMLA	×
HEALTH & SAFETY	×
MANAGER SELF SERVICE	×
ON & OFF BOARDING	×
PAYROLL	×
PERFORMANCE MANAGEMENT	×
RECRUITMENT	✓
REVIEWS	×
SOCIAL NETWORKING	×
SUCCESSION MANAGEMENT	×

TIME & ATTENDANCE	✗
TRAINING & SKILLS	✗
VACATION & SICK LEAVE	✗
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
<b>ORGANIZATION SIZE</b>	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✓
<b>PLATFORM</b>	
CLOUD	✓
INSTALLED	✗
<b>PRODUCT INFO</b>	
MODULAR	✓
MULTI LANGUAGE	✓
MULTI CURRENCY	✓
CUSTOMIZABLE	✗
<b>FURTHER INFORMATION</b>	



## SOFTWARE SCREENSHOTS

The screenshot displays the Bullhorn Recruitment Cloud interface. The top navigation bar includes 'Staffing', 'Home', 'Leads', 'Accounts', 'Contacts', 'Call Lists', 'Opportunities', 'Job Leads', 'Jobs', 'Placements', 'Candidate Search', and 'Analytics'. The 'Candidate Search' section is active, showing 'External Candidates'. The search criteria are: Recent Positions: [Java Developer] + 16, Current Work Field: Work Field: Programmers & Experience: Experienced, Location: AU Sydney @ 50 km, and Years of Experience: 3. The search results show 246 candidates. The list includes:

- Justin Rosenzweig / Java Developer / AU Manly  
+61421244241 / justin.rosenzweig@gmail.com / Active
- Chris Find / Java Developer / AU Rosebery  
+61421244241 / chris.find@gmail.com / Active
- Eddie Vedder / Java Developer / AU Sydney  
+61 447 9912498 / eddievedderdemo@gmail.com / Candidate
- Saldeep Marru / Full Stack Java Developer / US Oakland  
9770001234 / saldeepma@gmail.com / Active
- Jerry Chase / Java Developer / Franklin  
3125454943 / jchasebull@gmail.com / Active
- Curtis Samuel / Java Developer / US  
+1234567890 / csamuel@nomail.com / Prospect

The left sidebar contains filters for Projects, Location (AU Sydney @ 50 km), ATS Filters (Candidate status: Active (29), Candidate (16), Passive (3), Placed (27), Prospect (169), Screened (2)), Date available, and Function (Client Services (1), Clinical (3), Engineering (15), Executive (19)).

The screenshot shows a recruitment dashboard for a 'Java Developer' role. On the left, there are 'Screening Questions (8)' with a 'New' button. The questions include:
 

- 1. Can you tell me about any you are interested in this role?
- 2. Can you describe your experience with Java and how you have utilized it in past projects to develop efficient...
- 3. What has been your experience with MySQL, MongoDB, or PostgreSQL in your previous roles, and how did y...
- 4. Please provide examples of how you have used JavaScript, React, HTML5, and CSS3 together to develo...
- 5. Given that the role requires strong problem-solving skills, can you describe a challenging technical issa...
- 6. For this opportunity, would you have any flexibility in your compensation requirements?

 On the right, there are 'Best Matching Candidates' with a 'Add to List' button. The candidates listed are:
 

- Justin Rosenzweig**: Java Developer, 2709/2023, MERRY, Sydney City
- Chris Ford**: Java Developer, 26/09/2023, Rosebery, Sydney City
- Eddie Vudder**: Java Developer, 01/03/2025, Sydney
- Sandeep Maru**: Full Stack Java Developer, 26/09/2024, Oakland, Sydney City

The screenshot shows a job listing for a 'Java Developer' role at 'Acme'. The page includes:
 

- Location:** Sydney, NSW
- Type:** Contract
- Rate:** Competitive
- Department:** Software Engineering
- Location:** Sydney, NSW
- Position Type:** Contract (6 months, possibility of extension)
- Role Summary:** Join our leading client's Sydney software engineering team as a Contract Java Developer. You'll innovation by designing, developing, and implementing Java-based applications, leveraging your skills in MySQL, MongoDB, JavaScript, HTML5, CSS3, and React.
- Key Responsibilities:**
  - Collaborate on cross-functional teams to deliver Java-based applications.
  - Develop efficient, maintainable, and reusable code.

 There is also a chat window from an 'AI Recruiter Agent' asking: '4 of 4: What is your preferred employment type?' with a 'Continue' button.

The screenshot shows a 'My Jobleads Kanban' dashboard. At the top, there are filters for 'New (1)', 'Job Descriptions (7)', 'Terms & Rates (11)', 'Approvals (4)', and 'Qualifications (2)'. Below the filters, there are several job lead cards:
 

- Albert Heijn, Neil McBride, Sara Taton**
- Project Manager, ABC Company, Solutions Architect**
- Engineer - 13 Proj, Anna Maria Martin, Engineer 13 project**
- Office Manager**
- Sales Director**
- Software Engineer, Solutions Engineer**
- Executive Director**
- Engineer, Sara Taton, Engineer project**

 A hand icon is shown moving a card from the 'Software Engineer' stage to the 'Executive Director' stage.

The screenshot shows an email template for 'Spring Staffing'. The content includes:
 

- Header:** Spring Staffing
- Body:**

I think we have a few good skills. I've included links to quick call to discuss.

I think we have a few good contract opportunities based on your skills. I've included links to them below, but would love to have a quick call to discuss.

Project Manager II  
Special Projects Lead  
Director of Projects

Thanks and please let me know if you have any questions before our chat

Rebecca Smith  
rebecca@springstaffing.com

 The template uses placeholder text like '%company\_name%', '%first\_name%', '%matched\_job%', and '%owner\_email%' for personalization.

Hi Julianna, your interview for Project Manager III is set for March 2nd at 2pm. Directions: 11 Walnut St.