

Monte Carlo Implements HiBob Across A Distributed Organization

EVOCS Helped Monte Carlo Streamline Global HR Operations By Implementing HiBob And Creating A Scalable Framework To Support Growth, Regional Workflows, And Compliance Across Multiple Locations.

The Challenge

Monte Carlo's People Operations Team Struggled With Organizing Historical Records, Maintaining Data Consistency, And Providing A Consistent Experience For Both Existing Staff And Future Hires.



MULTI-REGION
OPERATIONS



TIME-ZONE
STRUCTURE



HIBOB
IMPLEMENTATION



AUTOMATED
ADOPTION FLOWS



Employee
Records

Historical Employee Data
Required Cleanup And Validation
Before Migration To Ensure
Accuracy And Consistency.



Regional
Complexity

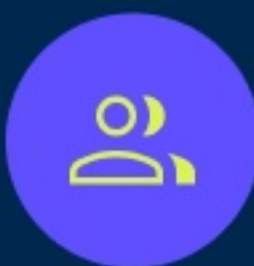
Multiple Regions Required
Tailored Sites, Calendars,
Working Patterns, & Access
Structures.



Adoption &
Alignment

System Ownership And Processes
Were Aligned To Eliminate Duplicate
Administrative Work And Improve
Adoption.

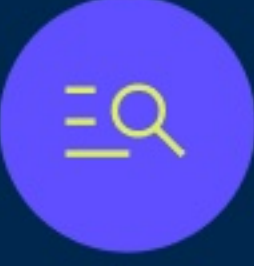
PREVIOUS STATE



HR Information
Across Systems



Manual Record
Preparation



New Hire
Activities



Limited
Automation &
Standardization

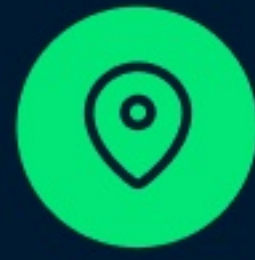
COMPANY OVERVIEW

Monte Carlo Provides A Data And AI Observability Platform That Helps Organizations Ensure The Reliability, Quality, And Trustworthiness Of Data Powering Analytics And AI.



Industry

Technology Company Primarily Focused
On Data & AI Observability



Operating Model

Distributed / Hybrid



Headquarters

San Francisco, California

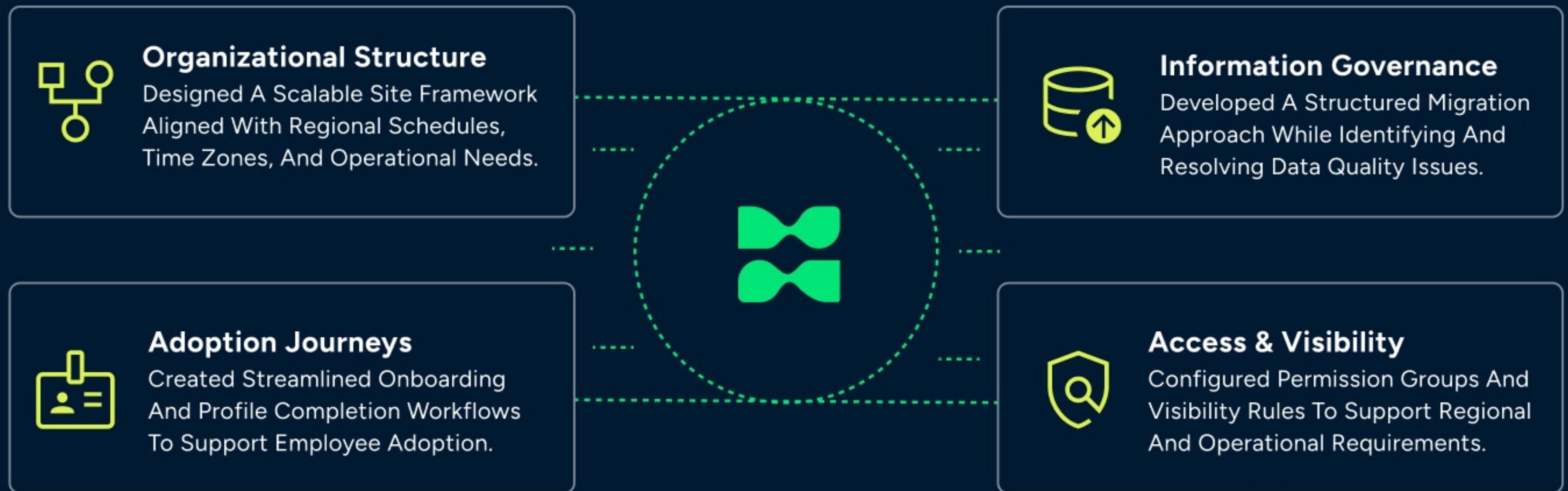


Prior Environment

HR System Administration

THE EVOCS SOLUTION

EVOCS Guided Monte Carlo Through A Structured HMB Deployment, Helping Establish Organizational Structures, Streamline Information Management Activities, And Prepare For Long-Term Platform Success.

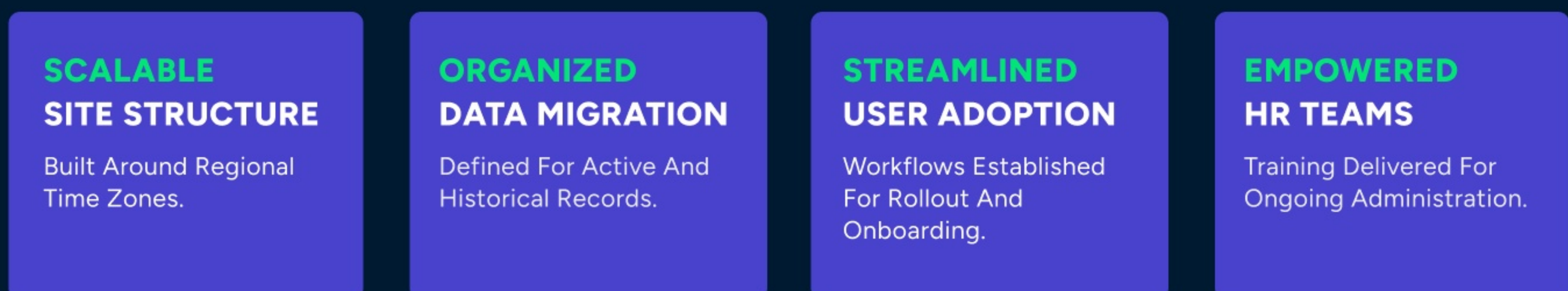


Key Implementation Activities



Results & Business Impact

Monte Carlo Experienced The Following Outcomes Based On The Configuration And Activities Completed During The Project.



Outcomes And What's Next

Key Takeaways

- 
Time Zone-Based Structure
 Sites Organized Around Regional Time Zones.
- 
Structured Data Migration
 Defined Approaches For Active And Historical Records.
- 
Role-Based Access Controls
 Visibility Rules Tailored To Organizational Needs.

Client Voices

“EVOCS Guided Us Through Every Step Of The HiBob Rollout. From Data Imports To Onboarding Flows, They Made A Complex Process Feel Simple—And Helped Us Avoid Mistakes We Didn't Even Know To Watch For.”

HR Operations Lead

FAVORITE HIBOB FEATURES



TIME ZONE MANAGEMENT

Sites, Working Patterns, And Holiday Calendars Were Structured Around Regional Requirements.



RECORD IMPORTS

Historical Information Was Prepared And Organized Prior To Migration Into HiBob.



ONBOARDING FLOWS

Workflows Were Designed To Collect Profile Information And Support Platform Adoption.

ONGOING PARTNERSHIP

Following Implementation, Monte Carlo's Team Has The Structure And Administrative Knowledge Needed To Maintain Sites, Permissions, Onboarding Flows, And Personnel Records As Organizational Requirements Evolve.

- Workflow Automation
- Latform Enhancements
- Process Optimization
- HiBob Best Practices

Ready To Modernize HR?

Schedule A Strategic HR Architecture Review

contact@evocs.tech