

Syncing Bullhorn Client & Contract Data with External Systems for Healthcare Staffing

The Problem

Bullhorn was being used to manage placements, contracts, and client records — but the data needed to be synced across multiple external systems including:

- Scheduling tools for per-diem and shift assignments
- Compliance systems to meet healthcare regulations (e.g., JCAHO, HIPAA)
- Credentialing platforms

Challenges Faced

- Contract data (rate agreements, shift rules, compliance clauses) were stored in Bullhorn but not accessible to the tools that needed it
- Manual re-entry into external platforms led to errors, delays, and duplicate work
- Time-to-placement slowed down due to missing or out-of-sync info

The Solution

A secure, scalable integration pipeline was designed that extracted contract + client records from Bullhorn and synced them automatically to the firm's key operational platforms.

Key Components

- Bullhorn REST API to pull
 - Client details (hospital name, address, contact)
 - Contract start/end dates, rates, compliance notes
 - Placement assignment and status updates
- ETL Layer (Node.js + MySQL)
 - Normalize contract structure
 - Parse conditional terms (e.g., “2:1 nurse-to-patient ratio”, “Must have BLS & ACLS”)
- Sync Layer (REST hooks + hourly cron jobs)
 - Bi-directional sync for critical updates (e.g., contract extension, facility blackout dates)
 - Logging + alerting for sync errors via Papertrail


Results

- Boosted recruiter trust in platform data (fewer mismatches)
- Improved healthcare partner satisfaction by delivering compliant, ready-to-work staff faster

Why This Worked

- Designed for healthcare-specific logic, not generic CRM sync
- Leveraged existing Bullhorn data without overhauling their process
- Created a scalable framework that can be reused for other verticals

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