

MCP SERVER

NO CODE

CLOUD HOSTED

BambooHR MCP for AI Agents

Audit employee records and track time off requests

BambooHR MCP is an AI connector that makes your entire HR ecosystem accessible through natural conversation. Your agent can instantly pull employee directories, audit full profiles for any worker, track time off status, or fetch structured historical data like compensation records—all without you opening a single dashboard.

A+ Quality Score 98.33/100

employee-management

hr-automation

time-off-tracking

directory

compensation-data



The connectivity layer between AI and the world's software.



Vinkius sits between AI and every application. All communication passes through Vinkius Cloud via the Model Context Protocol (MCP) — with governance, observability, and security at every layer.

Your AI Connections Run Through Vinkius Cloud

The world's largest
managed MCP catalog

Vinkius is the connectivity layer where AI connects to the software your business already runs. We handle the hosting, the security, the credentials, the uptime — you get agents that actually do things.

We operate the world's largest managed MCP catalog. Major SaaS platforms, CRMs, databases, and cloud providers — running, monitored, production-ready. This MCP server is hosted and maintained by the Vinkius Cloud for AI Agents.

The agent doesn't manage credentials, doesn't manage uptime, doesn't manage security. Vinkius does.

— Architecture principle

Four Pillars of the Vinkius Runtime

01 — Security by design

Credentials stay encrypted at rest via AES-256. The AI agent never touches raw keys — they're injected into a sandboxed V8 isolate at runtime. Actions are logged, and connections have an emergency kill switch.

03 — Deterministic observability

Eight immutable metrics per endpoint: request volume, p95 latency, error rate, active connections, cost attribution. A live payload feed logs every tool call with mutation detection.

02 — Built on MCP Fusion

This MCP server was built with **MCP Fusion**, the open-source framework (Apache 2.0) that powers the entire Vinkius catalog. Schema-as-firewall strips undeclared fields, compiled PII redaction runs at zero overhead, and cryptographic lockfiles produce git-diffable audit trails.

04 — Autonomous operations

Servers are deployed, monitored, and patched autonomously. New capabilities and security patches ship weekly. Zero-downtime deployments ensure continuous availability across all managed MCP servers.

AES-256

Encryption at rest

Ed25519

PKI vault signatures

24h TTL

Ephemeral session keys

V8 Isolate

Sandboxed execution

One Token. Instant Access.

Every MCP server on Vinkius is accessed through a **Connection Token**. Tokens are generated in the cloud dashboard and produce a unique MCP endpoint URL. Paste this URL into any MCP-compatible client — no SDK required.

A single token can serve **multiple AI clients simultaneously**, or you can issue separate tokens per client for granular access control. Each token tracks its own request count, last activity timestamp, and can be individually enabled or revoked.

MCP ENDPOINT

`https://edge.vinkius.com/{token}/mcp`

Claude



Cursor



VS Code



Windsurf



Grok



Gemini

Security Is the Architecture

Security in Vinkius is not a feature — it's the foundation of the runtime. The gateway enforces multiple independent protection layers between AI agents and third-party APIs.

01 — Ed25519 PKI Vault

Every workspace has an Ed25519 Master Key. Session keys are generated ephemerally (24h TTL) and signed by the Master Key. Credentials never leave the vault boundary.

02 — V8 Isolate Sandboxing

Tool code runs inside isolated-vm V8 isolates with 64 MB memory caps and per-request timeouts. No filesystem access, no network access except through the SSRF-guarded fetch bridge.

03 — SSRF Guard

All outbound HTTP requests are DNS-resolved and validated before execution. Private IP ranges (10.x, 172.16-31.x, 192.168.x, AWS metadata 169.254.x) are blocked at the network layer.

05 — Cryptographic Audit Trail

Every request is signed into a SHA-256 hash chain with Ed25519 signatures. Events form a tamper-proof, SIEM-exportable forensic record.

04 — DLP & PII Redaction

A ResponseGuard pipeline intercepts every tool response. Configurable redaction patterns strip sensitive fields (emails, SSNs, card numbers) before data reaches the AI agent.

06 — Honeytoken Trap System

Phantom credentials are injected into isolated environments. If a honeytoken is used outside Vinkius infrastructure, the server is quarantined instantly.

Emergency Kill Switch

EU AI Act Art. 14(1)
Compliant

The kill switch is an **emergency halt** mechanism — not a simple toggle. When triggered, it executes three actions atomically:

01 — Server deactivated

The MCP server is immediately taken offline across the entire cluster.

02 — All tokens revoked

Every connection token is invalidated. Total lockout — reconnection blocked until new tokens are issued.

03 — WebSocket connections killed

Active connections terminated via Redis pubsub broadcast. Propagates to every runtime node in the cluster.

Full Visibility. Zero Guesswork.

The Vinkius cloud dashboard includes a full MCP Governance suite — real-time analytics and security controls for production AI operations.

Control Plane

KPI dashboard with request volume, latency, success rate, token consumption, and AI-generated operational briefings.

FinOps

Cost tracking per tool, payload compression savings, budget optimization signals, and consumption trends.

Firewall & DLP

PII redaction activity, sensitive data protection counters, and security event timeline.

Agent Activity

Which AI clients are connecting, how often, and what they're doing — real-time session tracking.

Tool Health

Slowest and most error-prone tools, with actionable root-cause insights and performance baselines.

Incident Log

Error trends, failure rates, status-code breakdowns, and forensic audit trail access.

Get started at cloud.vinkius.com — connect your AI agent in under 60 seconds.

BambooHR MCP

9 tools available

Cloud-hosted on Vinkius

Managing people operations shouldn't feel like navigating a maze of tabs and dropdown menus. This MCP connects your AI client directly to BambooHR, letting your agent act as an instant HR operations specialist. Instead of logging in, clicking through multiple screens just to piece together data, you simply ask the question.

The agent can instantly list every active employee in the company directory, pull detailed information for any specific person—including their department and job title—and check files associated with them. Need to know who's out next month? You get a real-time summary of time off requests, showing if they're pending or approved. Furthermore, you don't have to rely on limited pre-built reports; the agent can access structured historical tables for job history and compensation data, letting you run custom reporting just by describing what fields you need.

This power lets your AI client manage complex employee workflows from a simple chat prompt. Because Vinkius hosts this MCP, you get to use these powerful HR tools across any compatible platform, making it the central hub for all your people data.

Core Capabilities

01 — Retrieve Company Directory and Profiles

List every active employee in the company directory or pull full metadata for a single worker.

02 — Audit Time Off Statuses

Check all time off requests, filtering by status (pending/approved) or specific date ranges.

03 — Access Historical Compensation Data

Get structured data tables containing job history and compensation details for auditing purposes.

04 — Generate Custom HR Reports

Create specific reports on the fly by telling the agent exactly which employee fields you need to analyze.

One Click on Vinkius — From Prompt to Execution

Available at vinkius.com/mcp/bamboohr-alternative — connect your AI agent in three steps.

- 01 Subscribe to this MCP and enter your BambooHR Subdomain and API Key.
- 02 Connect your preferred AI client (Claude, Cursor, etc.) via the Vinkius catalog.
- 03 Ask your agent a natural language question about employee data or time off. The system runs the necessary queries and returns structured results in chat.

The bottom line is that you talk to your HR system like talking to a person who already has all the data organized for you.

Built For

This MCP is built for anyone whose job involves aggregating or verifying employee records. If you spend time clicking through dashboards, running reports, or manually checking leave balances, this tool saves hours of administrative friction.

HR Manager

Auditing staff profiles, reviewing total accrued time off across departments, and ensuring data consistency.

Operations Lead

Performing rapid staffing health checks, quickly comparing compensation structures against job roles, or checking departmental capacity.

IT & Security Team

Verifying employee roles and metadata instantly for access control audits and organizational planning before onboarding new staff.

What Changes When You Connect

- 01 Instantly check an employee's full profile metadata. Instead of digging through separate tabs, your agent fetches job titles, departments, and all relevant details in one go.

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- 02 Manage leave without the headache. You can ask for a list of pending or approved time off requests across the whole company with a single prompt using `list_time_off_requests`.

 - 03 Deep dives into history are easy. The agent accesses structured tables to pull compensation data and job changes (using `get_employee_table`) that would otherwise require complex report building.

 - 04 Go beyond standard reports. By specifying fields for custom reporting, you gain access to highly targeted data that keeps your analysis precise and relevant.

 - 05 Centralized oversight. You don't have to jump between the directory, file storage, and profile pages; your agent coordinates all these elements for a complete picture.
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Real-World Applications

Auditing department staffing levels

An operations lead needs to know if Department X has enough people to cover Q3. They ask the agent to list employees and then filter by role, getting a real-time count and full directory details for immediate risk assessment.

Handling an urgent leave request audit

A manager needs to know if a team member can take PTO next month. They ask the agent about time off requests, and it immediately identifies pending leaves or available dates (`list_time_off_requests`).

Investigating a payroll discrepancy

HR needs to verify an employee's salary change. Instead of running multiple reports, they ask the agent to pull data from structured historical tables like compensation history (`get_employee_table`) for quick auditing.

Compliance file review for termination

The IT security team must verify an employee's access rights before departure. They ask the agent to list associated files and check their profile metadata, ensuring all necessary steps are logged (`list_employee_files`, `get_employee`).

Patterns to Avoid

Manually listing employee roles

X AVOID

Having to click through the directory and manually write down every active employee's department and title.

✓ INSTEAD

Ask your agent to list all employees in the company directory (`list_employees`), then ask it to pull specific metadata fields like 'Department' or 'Role Title' using `get_employee`.

Copying job history from different reports

X AVOID

Running separate compensation report, then running a separate job history report, and having to cross-reference the dates and titles manually.

✓ INSTEAD

Ask your agent to retrieve data from an employee table (`get_employee_table`); it combines that structured historical view into one chat response.

Guessing which fields are available

X AVOID

Not knowing if 'start date' or 'manager ID' is a field, and wasting time searching the UI for hidden data points.

✓ INSTEAD

First, ask your agent to list all meta fields (`list_meta_fields`) so you know exactly what specific attributes you can pull when you run `get_employee`.

The Right Fit

Use this MCP if you need an AI client to audit or aggregate complex HR data from BambooHR. This is perfect for tasks like verifying employee job history, checking pending time off requests, or cross-referencing compensation against departmental roles. Don't use it if you only need to send a simple update; while the agent can run the `update_employee` tool, your best bet is using dedicated HR workflow automation tools. If your core need is creating entirely new forms or managing benefits enrollment outside of BambooHR, look into general HRIS platforms rather than relying on this data retrieval MCP.

BambooHR MCP for AI Agents: Solving Employee Data Auditing Pain

Right now, if you need to audit a worker's full record, your process is painful. You open the profile dashboard, find basic contact info, but then you have to navigate away to check job history, click into another module for compensation details, and maybe use a different tab just to list their associated files. It's constant switching, copy-pasting, and piecing together answers that should be in one place.

With this MCP, the process changes entirely. You simply ask your agent: 'Show me everything about John Doe.' The system instantly pulls metadata from various sources—profiles, job history, files—and presents a single, cohesive audit report right in the chat window. It's immediate and complete.

BambooHR MCP for AI Agents: Streamlining Time Off Management

Before this MCP, checking team availability meant either looking at a shared calendar (which might be outdated) or running separate reports for every person to check their leave balances. If you wanted to find all pending requests across the whole department, it was a multi-step filter process that wasted time.

Now, simply ask your agent about time off requests using `list_time_off_requests`. It scans the entire system and gives you an immediate count of who needs review and when their leave falls. The complexity disappears; you just get the answer.

9 Tools in the BambooHR Alternative MCP for Employee Directory & Time Off

These tools allow your agent to list employees, inspect full profiles, check compensation history, manage time off requests, and run custom reports within BambooHR.

#	TOOL	DESCRIPTION
01	<code>list_meta_fields</code>	Lists all available data fields associated with employees in BambooHR.
02	<code>get_employee</code>	Retrieves specific details for a single employee by name or ID, allowing you to specify exactly what information you need.
03	<code>get_employee_table</code>	Pulls structured data from internal tables like job history or compensation records.
04	<code>list_employees</code>	Generates a complete list of all active employees in the company directory.
05	<code>list_employee_files</code>	Retrieves a list of files attached to an employee's profile.
06	<code>list_meta_tables</code>	Lists all available data tables (e.g., Job Info, Compensation) that can be queried in BambooHR.
07	<code>list_time_off_requests</code>	Retrieves a list of time off requests across the organization for review.
08	<code>update_employee</code>	Updates specific employee data fields using a structured input format.
09	<code>get_custom_report</code>	Generates a custom report by requiring you to provide a JSON list of the exact fields needed for analysis.

See It in Action

Real prompts you can use once this MCP is connected to your AI agent through Vinkius Cloud.

U I need a list of all employees in Engineering and their current job titles.



Engineering Department Directory

- John Doe: Senior Developer (ID 101)
- Sarah Chen: Junior Dev (ID 215)
- Marcus Lee: Team Lead (ID 304)

Found 3 active employees. Do you need their department manager or start date?

U Check the job history and compensation for employee ID 215.



Employee 215: Sarah Chen

- **Job History:** Started as Intern (2023) → Junior Developer (2024)
- **Compensation Details:** Starting salary was \$60k. Last adjustment in Q2 2024 increased it to \$72,000.

Full record available for audit.

U Find all pending time off requests from the Marketing department.



Pending Time Off Requests (Marketing)

The following 3 employees have pending leave that requires approval:

- Alice Johnson: Personal Leave, May 15-May 17 (3 days)
- Ben Clark: Family Time, June 1-June 3 (3 days)
- Chris Yang: Sabbatical Request, July 1-July 30 (22 days)

Frequently Asked Questions

01 How do I list all active employees in my organization?

Use the `list_employees` tool. It retrieves the full company directory, providing a complete overview of active personnel.

02 Can I check the compensation history for a specific employee?

Yes! Use the `get_employee_table` tool with the employee's ID and specify 'compensation' as the table name to retrieve their full pay history.

03 How do I filter time off requests by their current status?







You can use the `list_time_off_requests` tool and provide a status like 'pending' or 'approved' as a parameter to narrow down the results.

Go Live in 60 Seconds

Get your connection token from cloud.vinkius.com, then paste the endpoint URL into any MCP-compatible client.

YOUR MCP ENDPOINT

```
https://edge.vinkius.com/[TOKEN]/mcp
```

CLIENT	WHERE TO CONFIGURE
 Claude AI	Profile → Customize → Connectors → "+" → Add custom connector → Paste endpoint
 Cursor	Settings → Features → MCP Servers → "+ Add New MCP Server" → Type: SSE → Paste endpoint
 VS Code	Ctrl/Cmd+Shift+P → "MCP: Add Server" → add <code>"bamboohr-alternative": { "url": "..." }</code>
 Windsurf	MCP Settings → <code>mcp_settings.json</code> → Add endpoint URL
 ChatGPT	Settings → Tools & plugins → Add MCP server → Paste endpoint
 Gemini	Extensions → Add MCP Server → Paste endpoint URL

ASK AN AI ABOUT THIS

Let your preferred AI explain this MCP server

-  **Ask ChatGPT** 
-  **Ask Claude** 
-  **Ask Perplexity** 
-  **Ask Gemini** 
-  **Ask Grok** 

READY TO CONNECT

BambooHR is live on Vinkius Cloud.

Get your connection token, paste it into your AI agent, and
start building. No SDK. No deployment. Just results.

[Start at cloud.vinkius.com](https://cloud.vinkius.com) →

vinkius.com · support@vinkius.com

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