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HIRE QUALITY ANALYSIS

The company was encountering performance challenges within their Product team. They needed to understand which candidate signals correlated with company and team performance.

Key metrics

150% **Increase in candidate quality**
*Candidate quality defined as the number of candidates who have high performance markers

300% **Increase in Product Onsite to Offer ratio**

PRODUCT & DESIGN INTERVIEW PROCESS IMPROVEMENT

The Design team had a very high quality bar but had struggled to hire anyone who met their criteria. They had reached the stage in their growth where they needed to hire specialized designers, but they were using a generalist interview process.

Key metrics

3X **Increase in hiring pace**

4X **Increase in Design Onsite to Offer ratio**

More detailed information about these projects available upon request.

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COMPENSATION MODEL COMPETITIVE ANALYSIS

The company's offer acceptance rates were low, and they needed to understand the exact reasons behind the lost candidates. As fiscal scrutiny increases, there is a large need to accurately diagnose and fix the issues that are causing offer declines and candidate withdrawals.

Key metric

92% **Increased Offer Acceptance Rate from 70% to 92%**

RECRUITMENT TEAM KPI DEVELOPMENT

The company's Recruitment team had no quantitative metrics to evaluate individual recruiter performance, and no standardized team KPIs that could compare team performance across the entire recruiting organization.

Key metric

2X **Average Recruiter Productivity**

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PRODUCT MANAGEMENT INTERVIEWER TRAINING

The Product team lacked consistency in candidate evaluation. The interview questions were generic and often tested for skill sets that were different than the most critical skill sets required for each product line. Interviewers were not aligned with leadership's vision for how to evaluate and select Product candidates.

Key metric

3X   **Offer Volume**

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