



# CODING CONTEST

# NOMURA INDIA

## INFORMATION TECHNOLOGY DIVISION

**NOMURA**  
Connecting Markets East & West



INNOVATE

# KakushIN

## Diversity Hires Forecasting

### Problem Statement:

AlwaysFirst IT Enabled services has been struggling with diversity candidate ratio in their firm. Currently AlwaysFirst stands at a men to women ratio of 73:27. While they are working on ways to hire more gender diverse talent, it has not picked the right momentum due to lack of supporting data. AlwaysFirst is now looking at an intelligent way to create and analyse the data to improve their diversity ratio.

### Solutions:

*BuildTogether: A dashboard of D&I metrics to ensure managers can stay accountable for reaching corporate D&I goals*

### Key Features

1. Reviewing the historic data to identify clear trends or patterns
  - a. Identify the diversity in applicants for a position
  - b. Identify hiring ratios at every stage of hiring
  - c. Introduce new vendors for laterals
  - d. Introduce new campuses for early careers
  - e. Vendor graph depicting trend on positions filled with diverse candidates.
2. Demand Prediction based on historic data
  - a. Band based demand prediction to meet minimum diversity ratios targets set by the Divisions
  - b. BU based demand prediction
3. Data Analysis – slice and dice of data
  - a. Ratio across all levels (Analyst, Associate, VP, ED, MD)
4. Real time tracking of diversity ratios
  - a. To be able to view/use custom dataset provided by HR
  - b. To be able to add candidate data to existing dataset
5. Provide Graphical representation of Band-wise and BU -wise rise/fall in demand and supply
6. Highlighting diversity ratio gaps on the BU map.
7. Adjust how you screen or search for candidates (80% is through referrals/network)



**Users for the solution (this is not an exhaustive list)**

1. Business Units Heads
2. Business Units HRA team
3. CIO
4. Recruitment team
5. D&I Team