

Ayush  
**Recruiter**



Andy

**Hiring  
manager**



Maria  
**Candidate**

**Johnson&Johnson**



HIREFLOW

Building tomorrow's Workforce  
Hackathon  
Talent 2.0  
Cool-ture Team  
*November 2024*

We All Belong  
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## Problem statement

Without streamlined processes and official tools, hiring managers **waste time** navigating **fragmented data** and coordinating inconsistently with stakeholders, resulting in **delays, inefficiencies, and TA lost opportunities.**

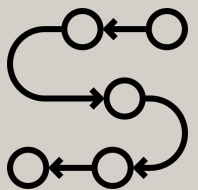
**Johnson&Johnson**



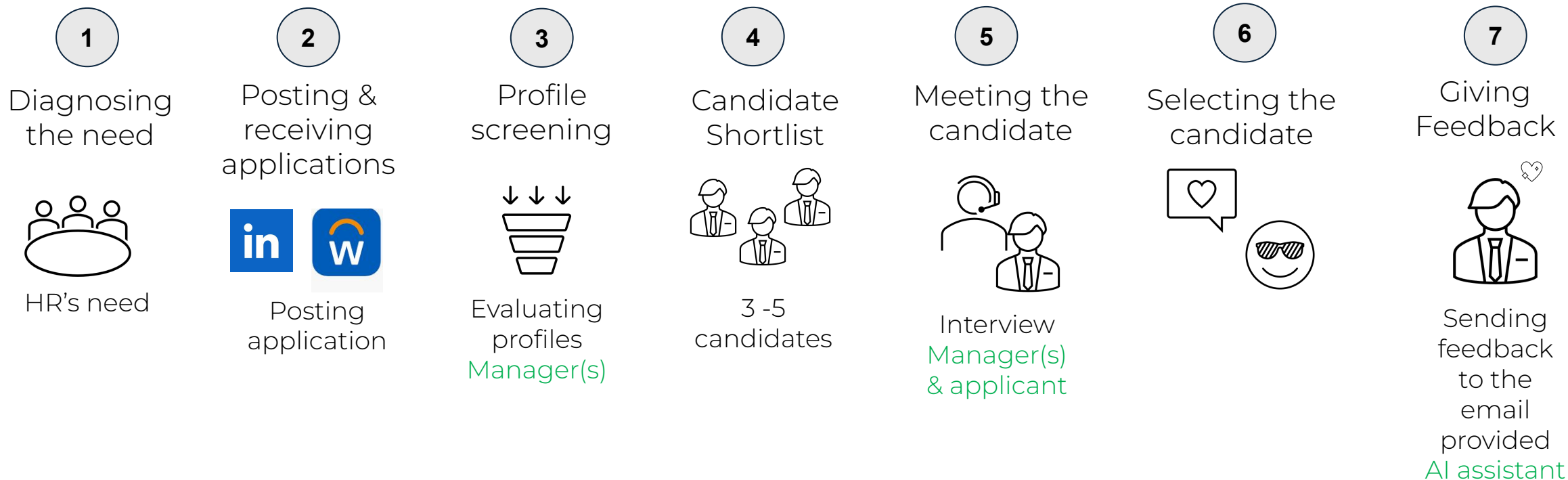
# HireFlow

Centralizes candidate data, simplifies decision-making, and enhances communication among recruitment teams, driving efficiency for faster, more effective hiring outcomes.

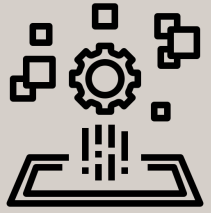
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# Recruitment process



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# Platform features

1. Visualized Candidate Comparison
2. Centralized Candidate Data
3. Editable Feedback Fields and AI-Powered Insights
4. Access to J&J Recruiting Resources
5. Automated Recruiter Notifications

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# HireFlow impact

- Enables hiring teams to focus on strategic initiatives that contribute to J&J's growth and success.
- Allows candidate profile sharing across units that could benefit from them.
- Provides data to transform and enhance diverse TA processes.

**30K** hours saved for  
recruiters

**45K** hours saved for  
hiring managers

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# Prototype

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# Prototype

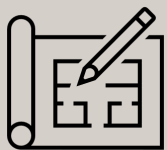
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## Link to Wireframes:

<https://www.figma.com/proto/1ZhEJTzPimJGL2TQXR6hys/J%26J---Hireflow?node-id=33-191&node-type=frame&t=3xBM4QQSfTJ7VEo9-1&scaling=scale-down&content-scaling=fixed&page-id=0%3A1>

## Video Recording of Wireframes:

<https://www.loom.com/share/1da5f437a49545dd94bdf2eeb0cb55ff?sid=c1662275-a6a6-4dfc-90d2-e73fb00f3768>



# Appendix (impact)

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### Direct benefits

<b>Recruiter</b>	500	recruiters
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Gathering information for the RM

As is	To be
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# applications	360	360
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time management per application (To be: 20 min / As is: 10 min)	7,200	3600
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time management per application (hours)	120	60
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# saved hours		60
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# saved total hours for recruiters		30,000
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### Hiring manager

Number of filled positions	30,000	
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Numer of applicants (shortlist - final applicants )	90,000	
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As is	To be
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# applications	90,000	90,000
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# time (asumption: 1 hour per applicant)	90,000	45,000
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# saved hours for managers		45,000
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### Indirect benefits

Accelerating response time to the recruiter

Accelerating response time to the recruiter



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