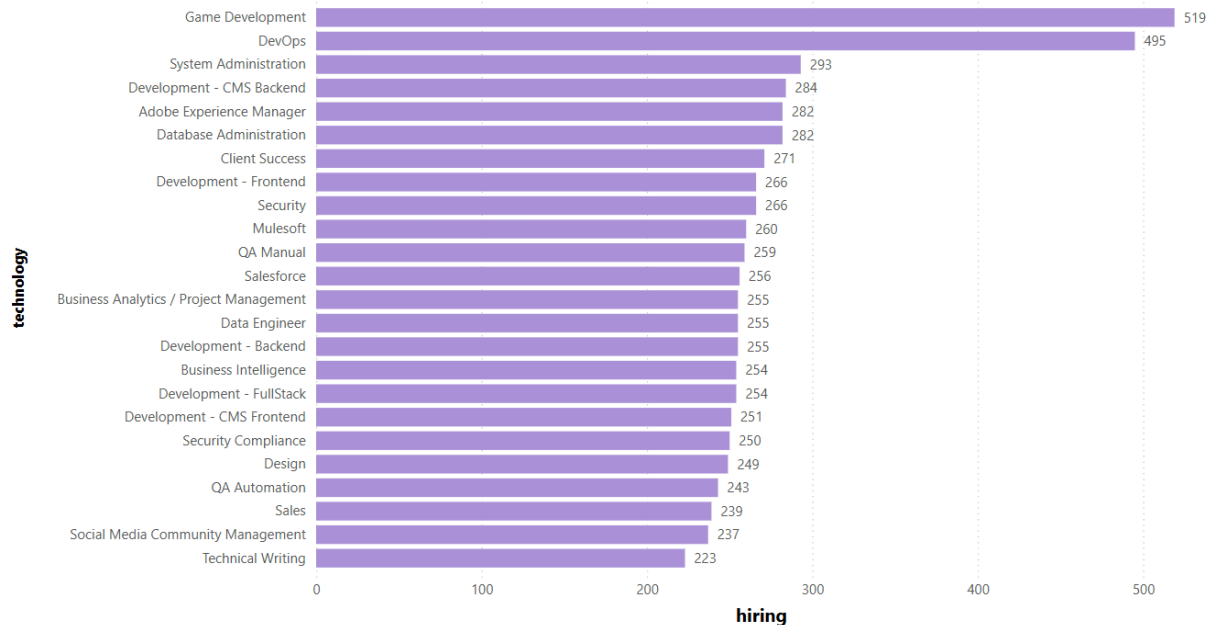# KPI's interpretation

KPI 1 - Hires by Technology

Hires by Technology

The graph shows the number of hires per technology or specialized role.

- The highest hiring numbers are in **Game Development** (519 hires) and **DevOps** (495 hires).

- Roles with mid-level hires (around 250–293) include **System Administration** (293), **Development - CMS Backend** (284), **Adobe Experience Manager** (282), **Database Administration** (282), **Client Success** (271), **Development - Frontend** (266), and **Security** (266).

- Other roles fall in the 223–260 range, including **Mulesoft, QA Manual, Salesforce, Data Engineer, Business Intelligence, FullStack, Design, QA Automation, Sales**, among others.

Insight:
Game Development clearly leads in hiring, almost double the majority of other roles, showing high demand in the video game industry. DevOps is second, highlighting the importance of automation, continuous integration, and efficient software deployment. Most other roles show a relatively even distribution, indicating the organization's strategy to diversify its technical capabilities.

Conclusion:
Game Development and DevOps are the most in-demand areas, while the rest of the

technologies have a balanced number of hires. This suggests the company not only focuses on strategic roles but also maintains a solid base of talent across multiple specialties, supporting adaptability and technological competitiveness.

KPI 2 - Hires by Year (2018–2022)
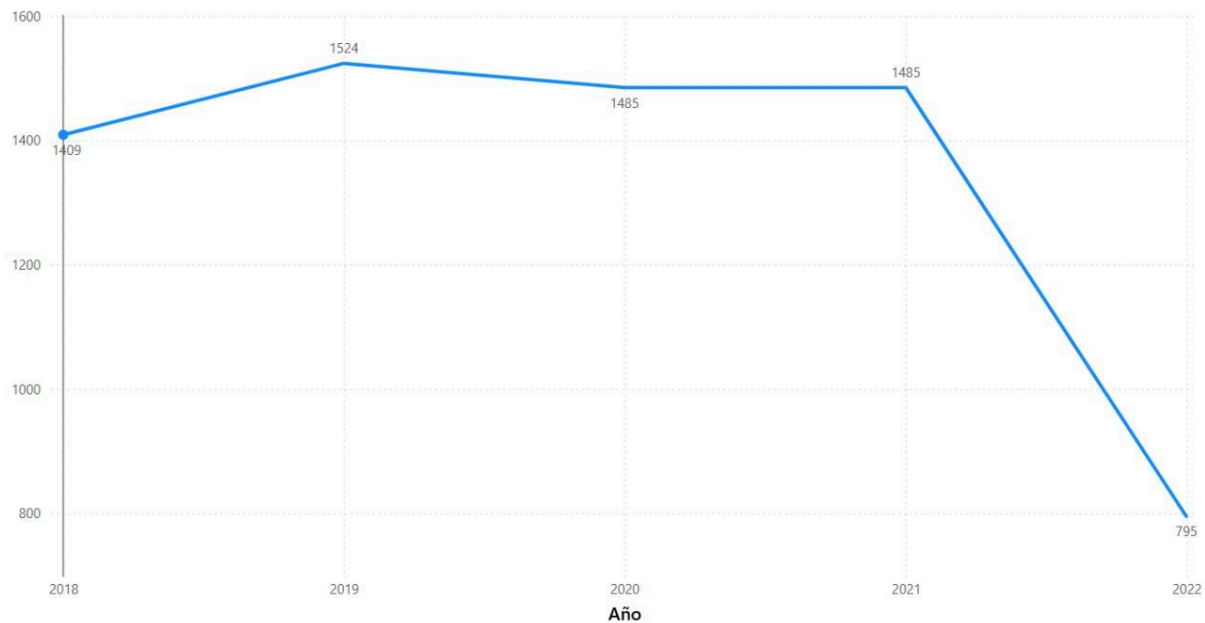
Hires by Year (2018–2022)

The graph shows the number of hires from 2018 to 2022. Between 2018 and 2021, hires remained fairly stable, with only small increases and decreases. In 2018, there were 1,409 hires, rising to 1,524 in 2019, then slightly dropping to 1,485 in 2020, and staying almost the same in 2021. This period reflects a steady and predictable hiring trend.

In 2022, there was a sharp decline to 795 hires, nearly half of the previous year's total. This sudden drop breaks the previous trend and suggests the impact of a significant external factor or event.

Insight: The drastic reduction in 2022 highlights a potential issue or change that affected hiring

KPI 3 - Hires by Seniority Level
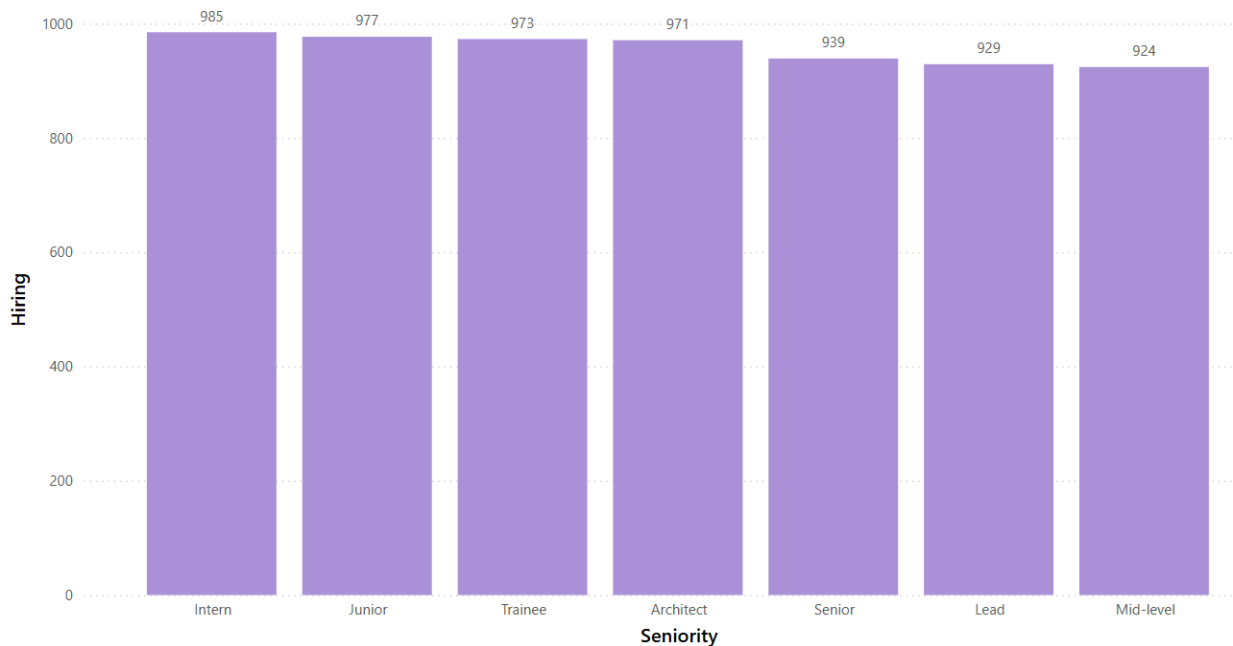
Hires by Seniority Level

The graph shows the number of hires by candidates' seniority level.

- The highest number of hires is at **Intern** level (985).

- Close behind are **Junior** (977), **Trainee** (973), and **Architect** (971), all with similar numbers.

- **Senior** (939), **Lead** (929), and **Mid-level** (924) have slightly lower hiring volumes but still significant.

Insight:
The high hiring numbers for entry-level positions (Intern, Junior, Trainee) suggest a strategy focused on attracting young talent and training them for future growth within the company. At the same time, substantial hiring at advanced levels like Architect and Senior indicates a balance between bringing in **junior profiles for long-term development** and **senior profiles for immediate expertise**.
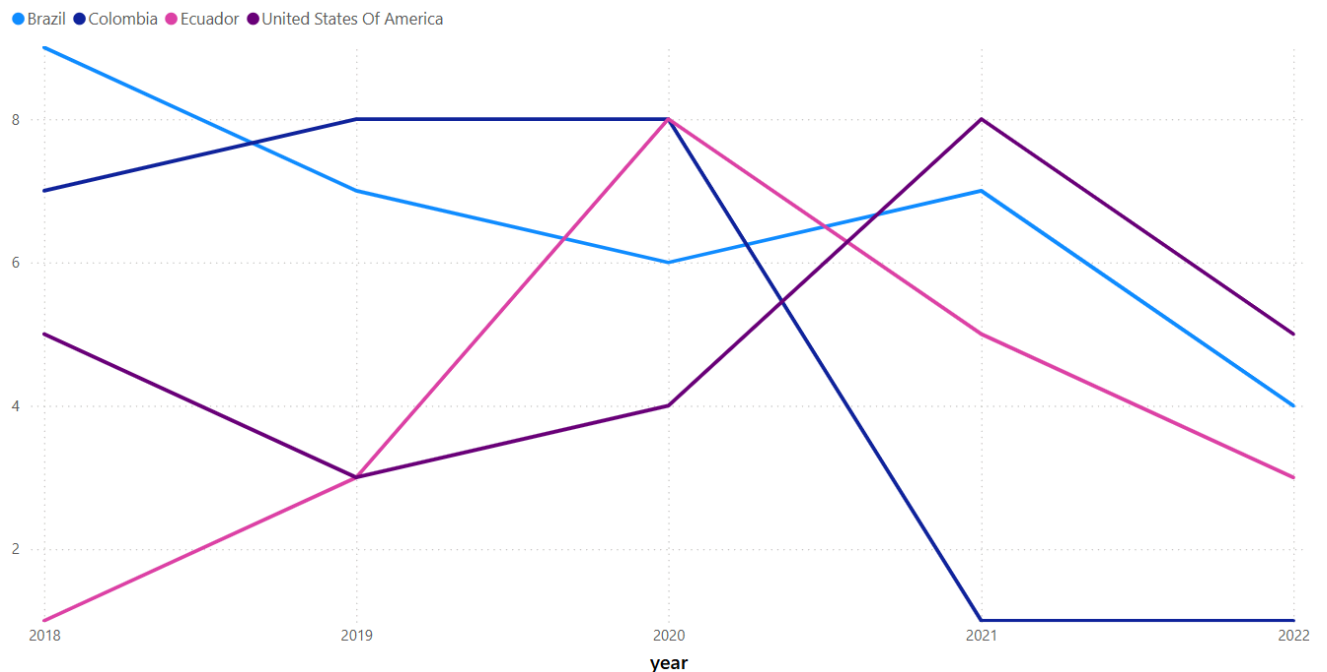
Conclusion:
The distribution shows a balanced hiring strategy:

- Entry-level hires serve as a talent pipeline.

- Experienced hires ensure knowledge, leadership, and immediate impact.

This reflects a mixed workforce ecosystem, offering opportunities for both newcomers and seasoned professionals.

KPI 4 - Hires by Country over the Years

Hires by Country Over the Years

The graph shows the evolution of hires from **Brazil, Colombia, Ecuador, and the United States** between 2018 and 2022.

- **Brazil (light blue):** started in 2018 as the country with the highest number of hires, then shows a **steady decline** until 2020 (lowest point), with a slight recovery in 2021 and another drop in 2022.

- **Colombia (dark blue):** grew between 2018 and 2020, remained stable that year, but then suffered a **sharp decline in 2021 and 2022**, reaching the lowest levels among all countries.

- **Ecuador (pink):** began with very low numbers in 2018, experienced **rapid growth until 2020**, reached its peak, but then declined steadily in 2021 and 2022.

- **United States (purple):** started at a medium level in 2018, decreased in 2019, but from 2020 onward shows a **growing trend**, peaking in 2021, then dropping in 2022.

Insight:

- Brazil and Colombia show a **consistent decrease** in recent years, possibly indicating fewer hiring opportunities or a strategic shift in these countries.

- Ecuador experienced rapid growth until 2020 but could not maintain it.

- The United States shows a **notable recovery after 2019**, becoming the leader in hires in 2021, though it also declined in 2022.

Conclusion:
Hiring trends vary significantly by country:

- **Brazil and Colombia** gradually lose importance in the hiring process.

- **Ecuador** had a temporary boom but did not sustain it.

- **The United States** shows the strongest growth trajectory, despite a drop in 2022.

Overall, the organization appears to be **diversifying its hiring across countries**, though 2022 shows a **general decline in hires across all regions**.

KPI 5 -Hires by Years of Experience
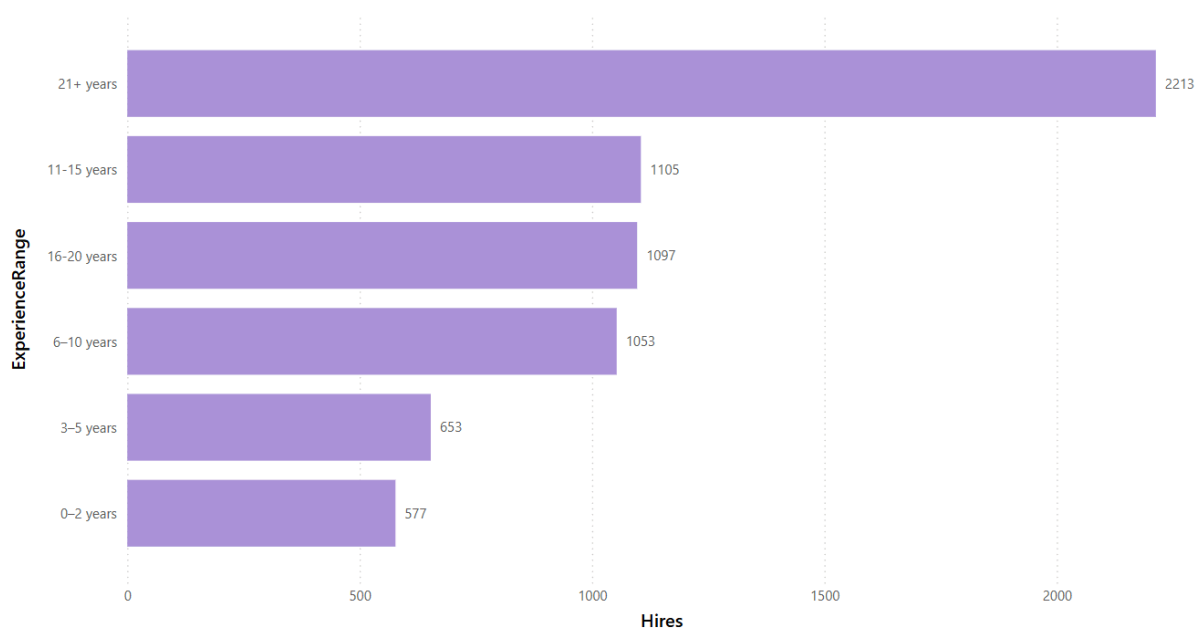
Hires by Years of Experience

The graph shows the distribution of hires based on the **candidates' years of experience**.

- The group with **21+ years of experience** has the highest number of hires, with **2,213 hires**.

- Followed by candidates with **11–15 years (1,105 hires), 16–20 years (1,097 hires)**, and **6–10 years (1,053 hires)**, which have similar numbers.

- Candidates with less experience are hired less frequently: **3–5 years (653 hires)** and **0–2 years (577 hires)**.

Insight:

- There is a **strong preference for highly experienced professionals**. The group with over 21 years of experience almost doubles the hires of other groups, showing that the organization values **career maturity and professional experience**.

- Candidates with less than 5 years of experience have the lowest hiring numbers, indicating that **junior or less experienced profiles have fewer opportunities** compared to senior or highly experienced professionals.

Conclusion:
The hiring process favors candidates with **extensive and established experience**, prioritizing senior and expert profiles (more than 10 years of experience). This likely reflects the need for **highly specialized talent that can adapt quickly**. However, the low number of hires in junior categories highlights a **challenge in fostering junior talent**, which may limit generational renewal and long-term development of new professionals within the organization.

KPI6 - Average Assessment Scores by Seniority Level
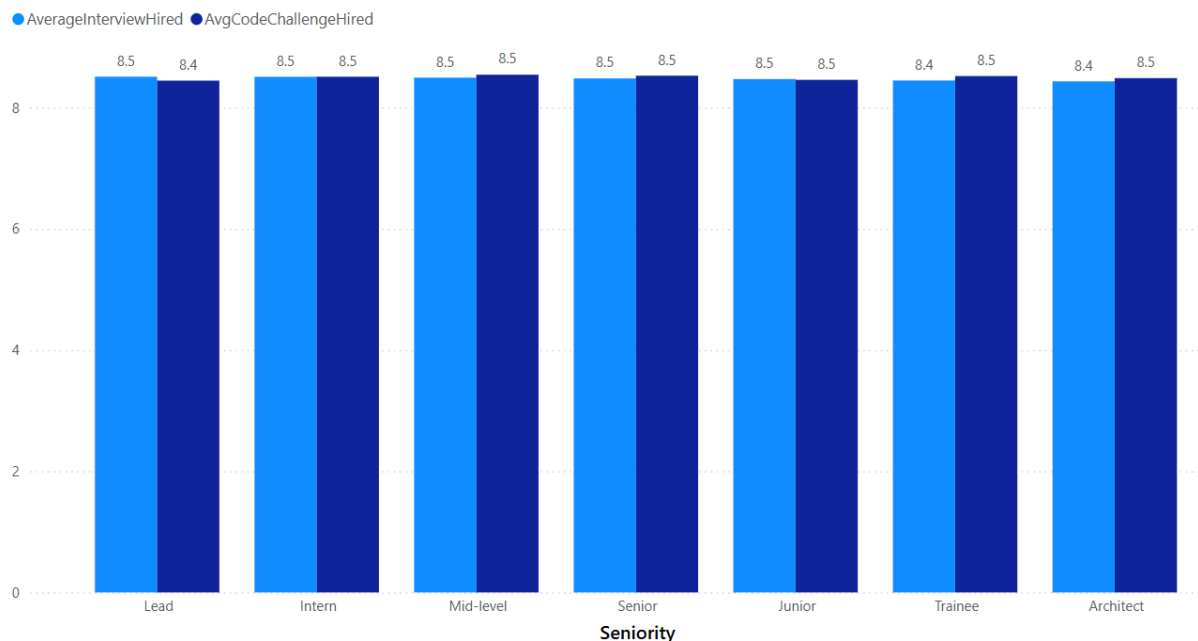
Average Assessment Scores by Seniority Level

The graph compares the **average scores** obtained by hired candidates in two stages of the selection process:

- **Technical Interview (AverageInterviewHired, light blue)**

- **Code Challenge (AvgCodeChallengeHired, dark blue)**

These results are analyzed according to the **candidates' seniority level**: Lead, Intern, Mid-level, Senior, Junior, Trainee, and Architect.

- Across all levels, average scores range between **8.4 and 8.5**, reflecting **consistently high performance** in both assessments.

- In most cases, interview and code challenge scores are practically **identical (8.5 each)**.

- Slight differences are observed only in Lead, Trainee, and Architect levels, where one of the two scores is **8.4 instead of 8.5**.

Insight:

- This shows that the hiring process applies a **uniform standard** regardless of seniority level. There is no noticeable bias toward any particular level, as all groups meet similar expectations for selection.

- The minimal variation (8.4–8.5) indicates that both assessments are **highly consistent**, and hired candidates perform similarly in both evaluation stages.

Conclusion:
 The selection standard is **uniform across all seniority levels**. The company enforces **balanced and consistent hiring criteria**, ensuring that only candidates with **high technical and practical performance** are hired, whether they are interns, juniors, or architects.