

PLAID

Hiring Process Analysis

17-08-2021

Overview



KPI & Evaluation

Improve Conversion Rate for New Grad Position

Realignment on the Onsite Value Site Question

University to Focus on improvement

Discoveries interviewers

Question & Answers

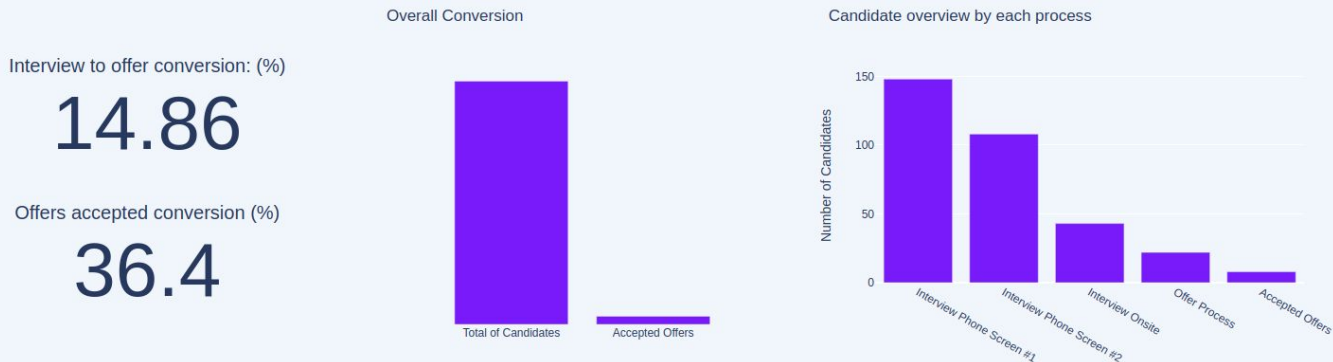
KPI & Evaluation

Two main KPIs to evaluate the recruitment season:

- **Interview for offer conversion** - How many candidates is needed to interview to hire one. (Benchmark: 17%)
- **Offer acceptance rate** - What percentages of candidates is accepted the offer. (Benchmark: 89%)

The *Interview for offer conversion* is close the the benchmark so it means that there is a **high quality for candidates** through to the interview stage.

The *offer acceptance rate* is really low compare to the market. Either the interviewers **should promote the company more during the process** or offers are not aligned with the reality of the market (eg. low salary).



Improve Conversion Rate for New Grad Position

The acceptance conversion rate from New Grad is 72%, lower compare to the Intern position.

The acceptance conversion rate from New Grad is 81%, lower compare to the benchmark.

Plaid should re-evaluate the offer done for the New Grad position to increase the offer accepted rate.

Offer acceptance rate for Intern Position (%)

60

Offer acceptance rate for New Grad Position (%)

16.67

Offers Overview per Job



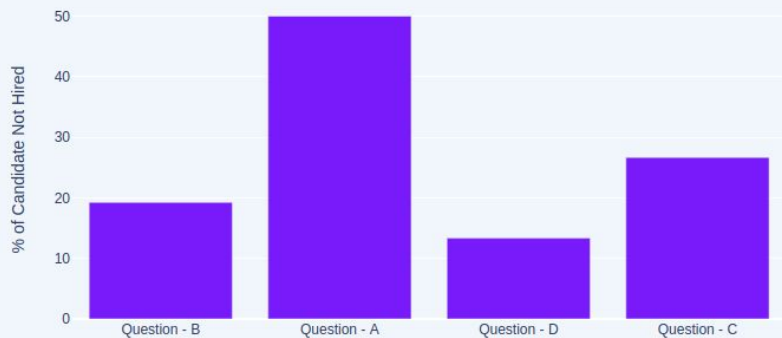
Realignment on the Onsite Value Fit Question

During the process, two onsite value fit questions are asked to the candidates from a panel of questions.

Results show that the candidates do not have the same opportunity to be hired depending on the question.

Plaid should re-evaluate the questions to have the same distribution of candidate not hired per question.

Feedback by Onsite Value Fit



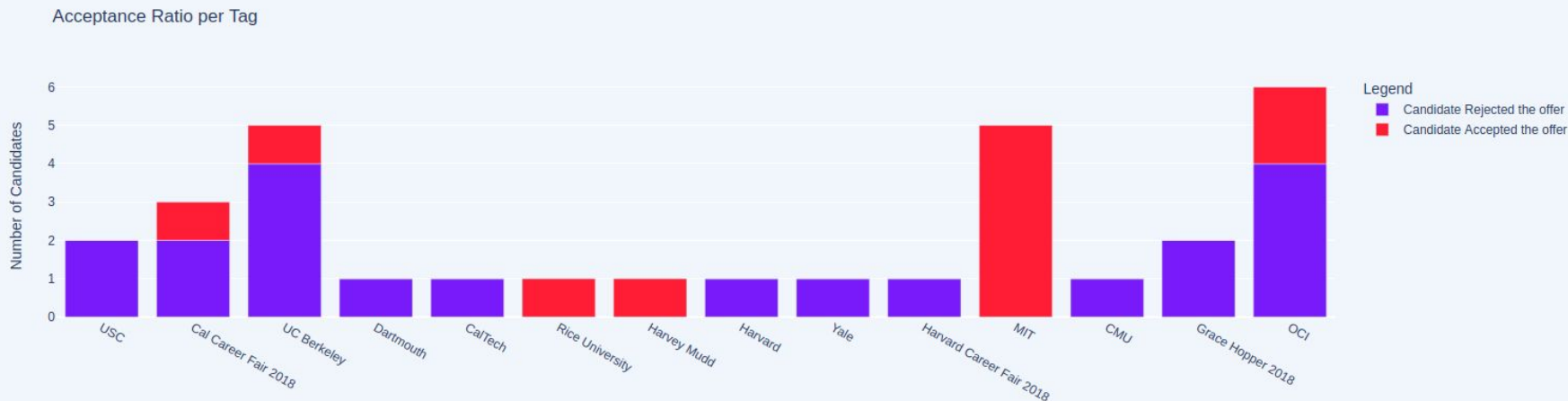
University to Focus on improvements

There is a difference in acceptance ratio depending on the university.

- All the candidates from MIT has accepted the offer.
- Only few candidates from OCI or UC Berkeley has accepted the offer, there is a potential for improvement in these universities.

Plaid should focus on the university where the acceptance ratio is low.

For example; joining some meetups, organised by these universities to meet the students.



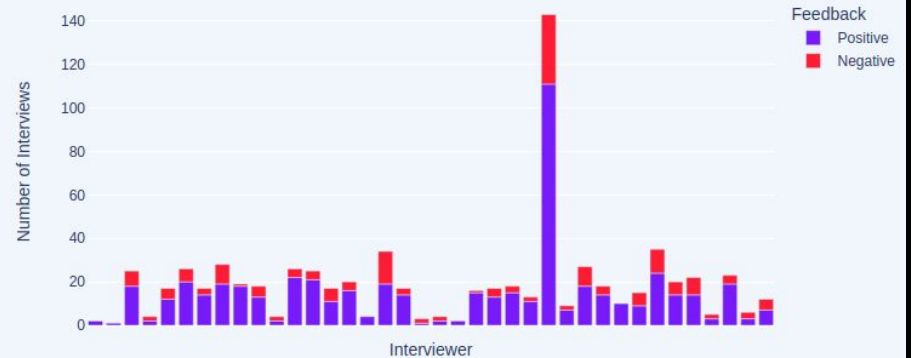
Discoveries interviewers

During the hiring process, depending on the step different people which are interviewing people.

A pic of more than **140 interviews** is observed for only one interviewer.

It can be supposed that this interviewer is the RH in charge of the first telephone call. This assumption need to be confirmed.

Feedback per Interviewers



Question & Answers