

PLAID

Hiring Process Analysis

17-08-2021

Overview



KPI & Evaluation

Improve the Conversion for New Grad Position

Realignment on the Onsite Value Site Question

University to focus on improvement

Discoveries interviewers

Question & Answers

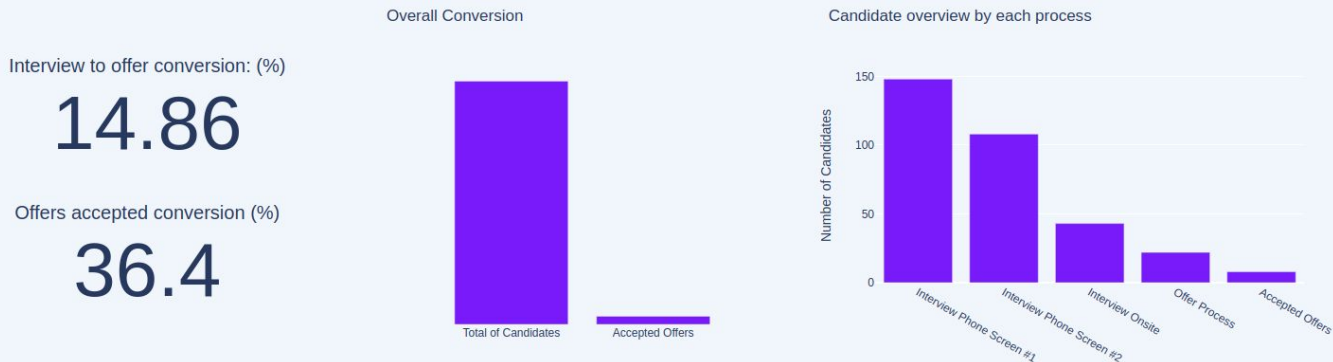
KPI & Evaluation

Two main KPI to evaluate the recruiting season:

- **Interview to 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 to offer conversion* is close the the benchmark so it means that they is a **high quality of candidates** through to the interview stage.

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



Improve the Conversion for New Grad Position

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

Offer acceptance rate for Intern Position (%)

60

Offer acceptance rate for New Grad Position (%)

16.67

Offers Overview per Job

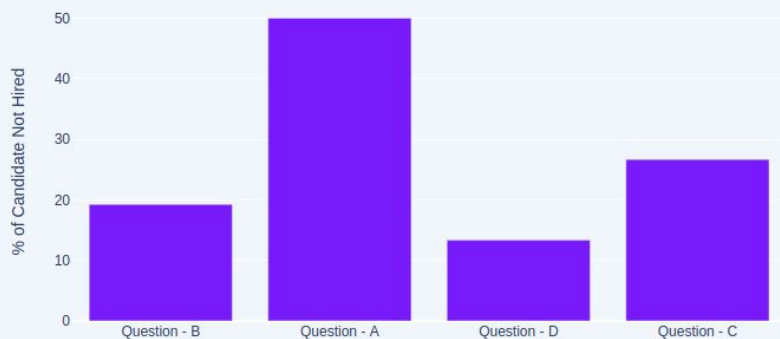


Realignment on the Onsite Value Fit Question

During the process, two onsite value fit question is asked to the candidates from a panel of four questions. Depending on the question the candidates don't have the same opportunity to be hired.

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 for improvements

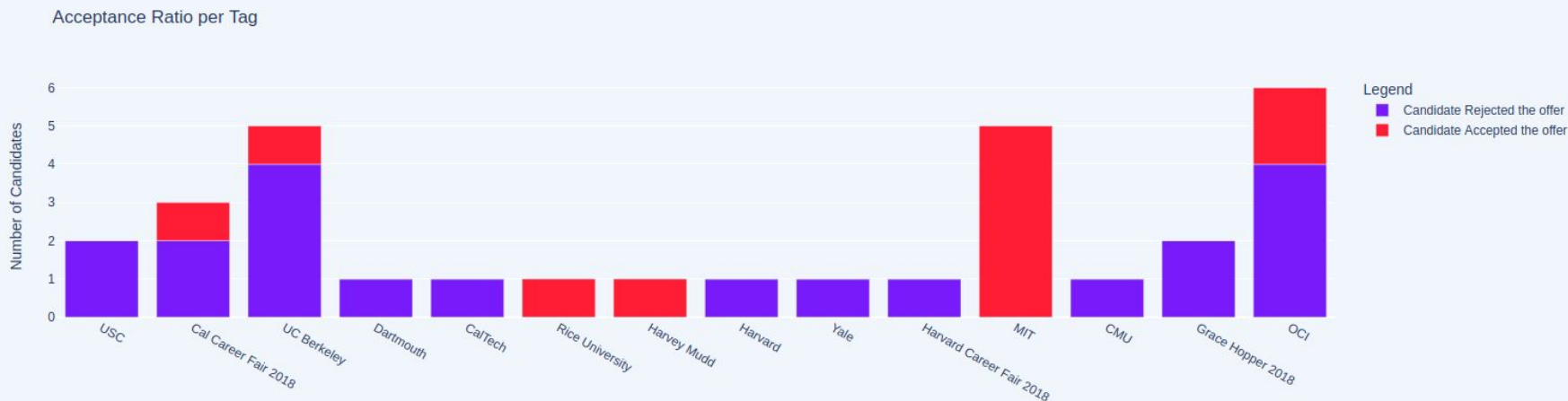
They is a different acceptance ratio depending on the university.

For example all the candidates from MIT has accepted the offer.

Only few candidates from OCI or UC Berkeley has accepted the offer, they is a potential improvement in these university.

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

For example, joining some meetup organised by these university to meet the students.

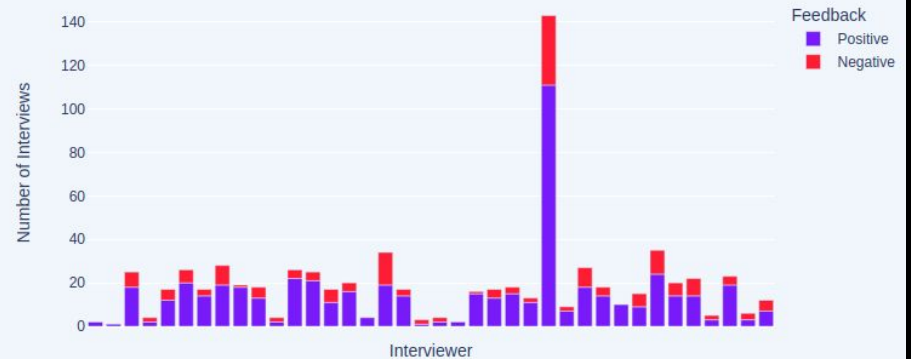


Discoveries interviewers

During the hiring process, depending on the step they is different people which are interviewing people. They is a pic of more 140 interviews for only one interviewer.

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

Feedback per Interviewers



Question & Answers