# Applicant Fitness and Job Application Deadlines

A presentation by the Standard Deviations
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Purpose and Assumptions of Model

- Who benefits from categorizing job applicant fitness?
  - Job Seeker
  - Hiring Managers
  - Indeed
- Who benefits from categorizing deadlines?
  - Job Seeker
  - Hiring Managers
  - Indeed

- What is our method?
  - Assume hiring managers hire on rolling basis
  - Aggregate indeed data by specified parameters to categorize job
    - Company
    - Industry
    - Etc.
  - Find relationship between applicant fitness and job application deadline using:
    - Expected # Reviews by Employer
    - Job Age
    - Cumulative Job Applications
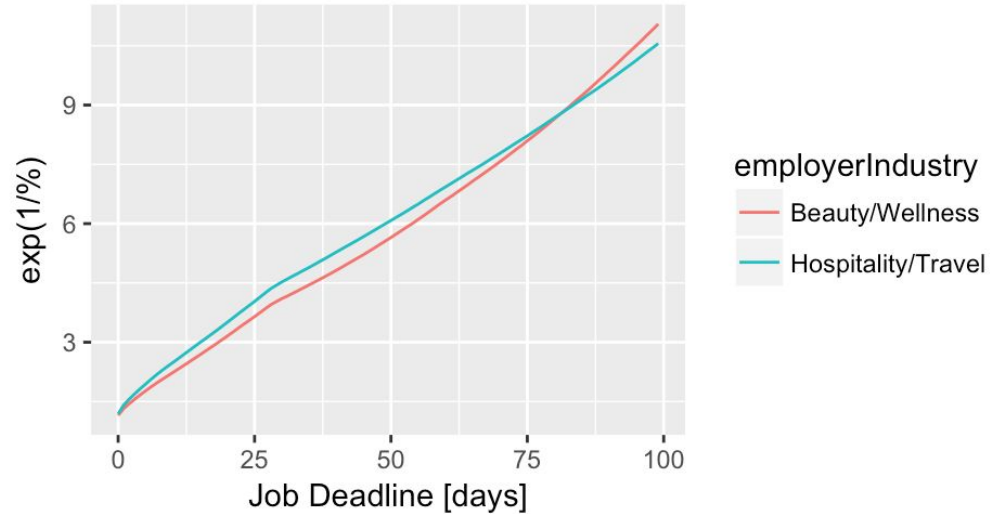
Total Applications vs. Job Age

- 100% reviewed
- 50% reviewed
- expected total reviewed
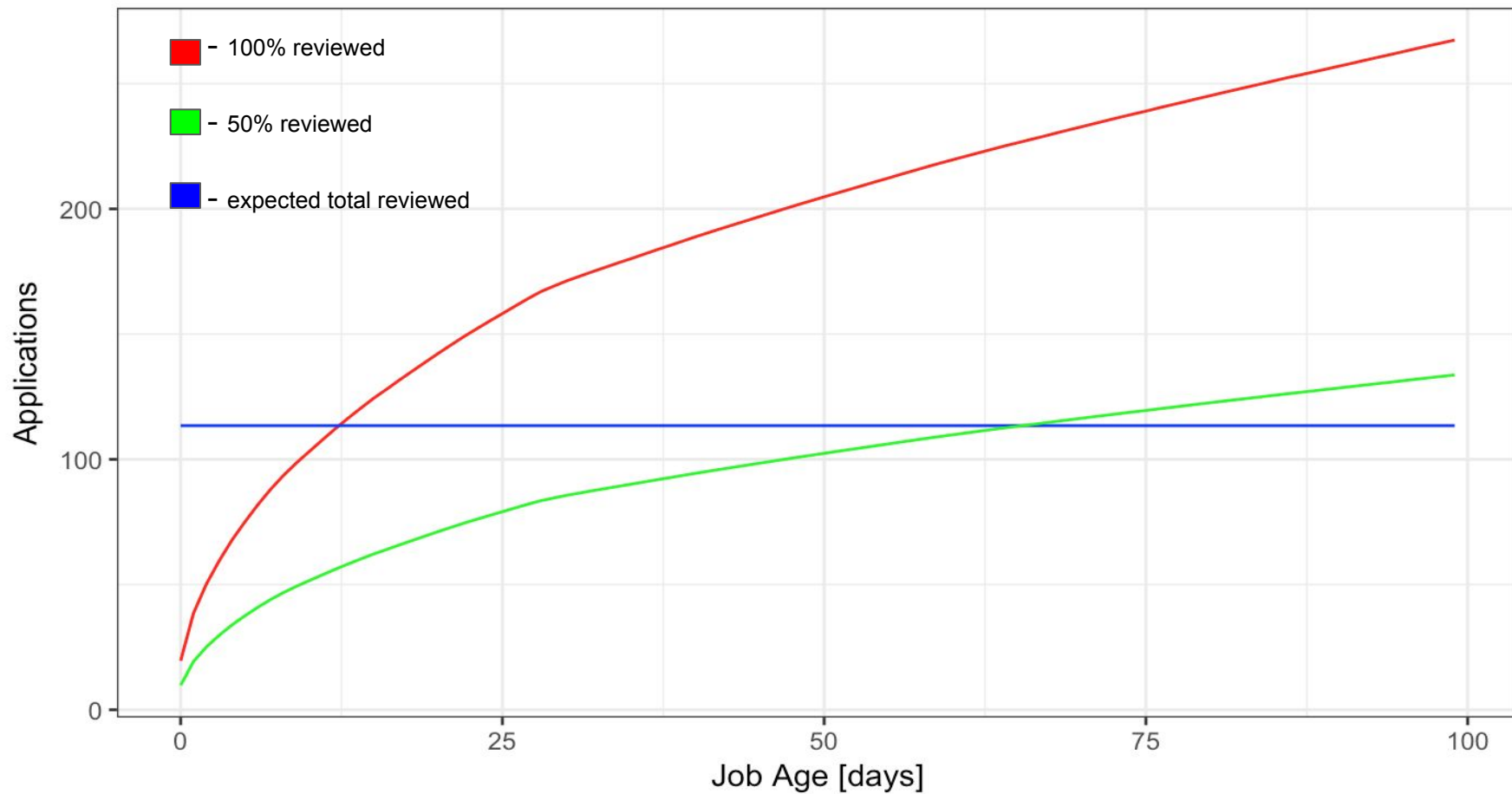
Mapping Percentile and Deadline

Percentile vs. Job Deadline
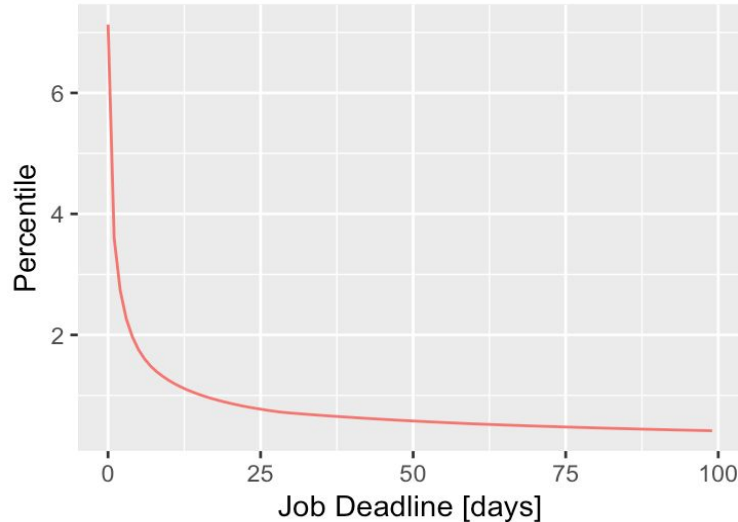
Linear relation of f(%) vs. Job Deadline

employerIndustry
— Beauty/Wellness
— Hospitality/Travel

TR = % * CA(DF)
% = TR/CA(DF)

R = Expected total reviews
% = Minimum percentile of applicant
CA = Cumulative applications received
DF = Expected age of job when filled

$DF = K*e^{(1/\%)} +C$