

WILLIAM ROONEY

PORTFOLIO & WORK EXAMPLES



Talent Acquisition Accomplishments

2

The items below are some notable examples of Talent Acquisition related projects, initiatives and improvements

Rebuilt the TA Function

Developed a vision and strategy for the TA function and the business cases to support the hiring/transition of new team members along with the tools and services to support TA.

ATS Implementation

Researched, negotiated and developed the business case to acquire Lever as our new applicant tracking system. Implemented, configured and created process documentation.

Hiring Manager Training

Developed and piloted an interactive training to educate hiring managers on all components of the end-to-end hiring process.

MVP – Diversity Recruiting Strategy

Developed a vertical slice MVP strategy for ensuring our hiring process meets our diversity goals

TA Team SharePoint

Developed and launched the public TA team SharePoint which serves as the source for TA related information including a repo of all our performance profiles.

Candidate Evaluation Process

Designed a comprehensive approach for structured and objective candidate evaluation through all stages of the hiring process (inc. templates, guides, etc.)

People Ops Accomplishments

3

The items below are some examples of People Ops related projects, initiatives and improvements.

Compensation Audit

Conducted a comprehensive job analysis and compensation audit to identify internal inequity and create initial standardization. Led implementation and configuration of Payscale.

COVID Response SharePoint

Developed and maintained a SharePoint site to house all COVID related information, documentation and communications.

Internship Program MVP

Developed the MVP for an Internship Program (planned pilot interrupted by COVID)

Employee Engagement Survey

Designed and executed the annual engagement survey, collected & analyzed results, developed analysis summary and results presentations.

Year-End Recognition Process

Co-developed the process and evaluation criteria to request a promotion, raise or bonus for year-end. Member of the evaluation committee. Designed and facilitated calibration workshop.

Career Progression Framework

Developed comprehensive approach for career progression & growth inc. positions, pathways, levels, etc

DASHBOARD & REPORTING SAMPLES

A grayscale photograph of a subway station platform. The platform is on the left, with several people standing. The tracks run straight down the center of the image, leading towards a tunnel entrance in the distance. The ceiling is a complex, grid-like structure with many small, square panels. The overall atmosphere is quiet and somewhat somber due to the monochrome palette.

OKR Performance

People Ops performance against the 2021 Objectives & Key Results (metrics based OKRS only).

STATUS	OBJECTIVE	KEY RESULT	OKR TARGET	2021 PERFORMANCE	2021 PERFORMANCE VS OKR TARGET
EXCEEDED	Deliver the right talent at the right time	Achieve an annual average 28 days Time-to-Fill	28.0 days	24.8 days	11.4% better than target
EXCEEDED	Create and maintain efficient and effective operational services and processes	Reduce the monthly number of incoming requests to the HR Inbox by 20% (Baseline: 38)	30.4 requests	26.4 requests	15.1% better than target
ACHIEVED	Create and maintain efficient and effective operational services and processes	Reduce delivery-support functions response times to a maximum 24-hrs for tier 1 requests	24 hours	7.3 hours	69.5% better than target
ACHIEVED	Provide the best experience our candidates have ever had	Achieve an overall average 80% (4 out of 5) candidate experience rating	4.0	4.7	17.5% better than target
ACHIEVED	Provide exceptional and persistent support to our managers, team members and partners	Achieve an overall average 80% (4 out of 5) hiring manager experience rating	4.0	4.2	5% better than target
ACHIEVED	Create and maintain efficient and effective operational processes	Achieve 85% compliance with SLAs (from the time that the SLA's are implemented)	85.00%	86.24%	1.24% better than target

OKR Performance

TA's performance against the 2021 Objectives & Key Results (metrics based OKRS only).

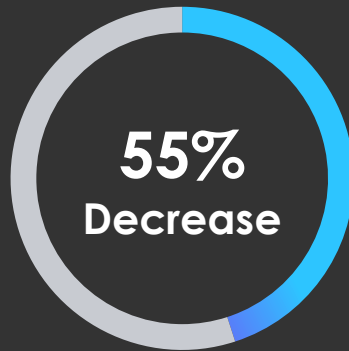
STATUS	OBJECTIVE	KEY RESULT	OKR TARGET	2021 PERFORMANCE	2021 PERFORMANCE VS OKR TARGET	
					DIFFERENCE	% CHANGE
EXCEEDED	Deliver the right talent at the right time	25% increase in the Interview 2 to Offer Ratio	68%	75.90%	+7.90%	+11.61%
EXCEEDED	Deliver the right talent at the right time	25% increase in the Application to Offer Ratio	2.61%	4.05%	+1.44%	+55.23%
ACHIEVED	Deliver the right talent at the right time	Achieve an 80% (4 out of 5) average Hiring Manager Satisfaction Rating for Candidate Cohort Diversity	4.0	4.0	0.0	0.00%
EXCEEDED	Deliver the right talent at the right time	15% reduction in Cost Per Offer	\$4,876.00	\$3,771.17	-\$1,104.83	-22.66%
ACHIEVED	Provide the best experience our candidates have ever had	Achieve an overall average 80% (4 out of 5) candidate experience rating	4.0	4.7	+0.7	+16.88%
ACHIEVED	Provide exceptional and persistent support to our managers, team members and partners	Achieve an overall average 80% (4 out of 5) hiring manager experience rating	4.0	4.2	+0.2	+4.17%
ACHIEVED	Create and maintain efficient and effective operational processes	Achieve 85% compliance with SLAs (from the time that the SLA's are implemented)	85.00%	86.24%	+1.24%	+1.45%

2020 vs 2021 Talent Annual Expense

7

The total 2021 expense compared to total 2020 expense for the TA team.

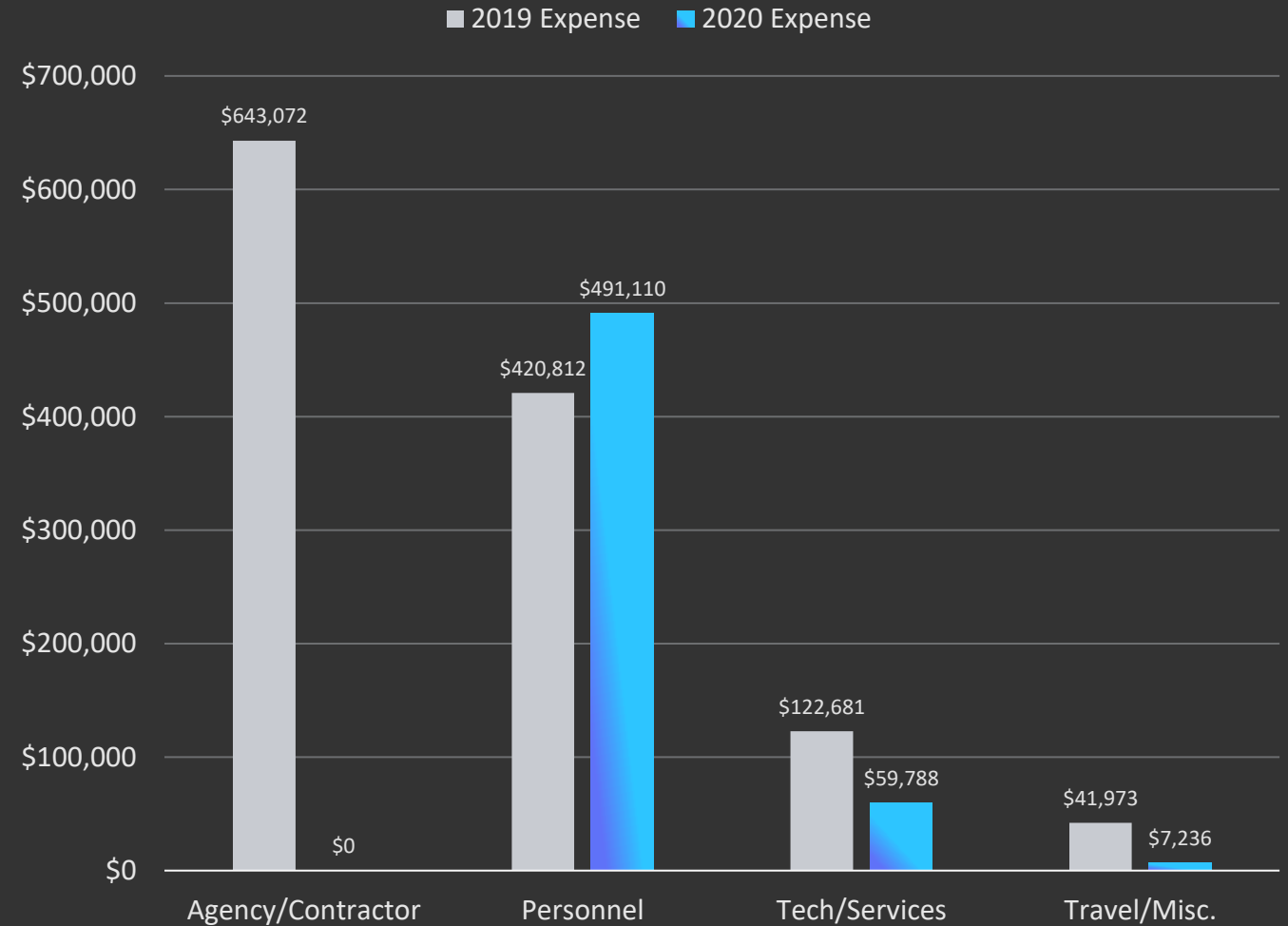
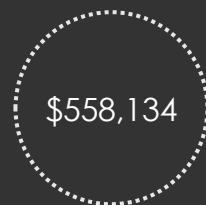
\$670,404
Reduction in Annual TA Expense



2019
Total Expense



2020
Total Expense

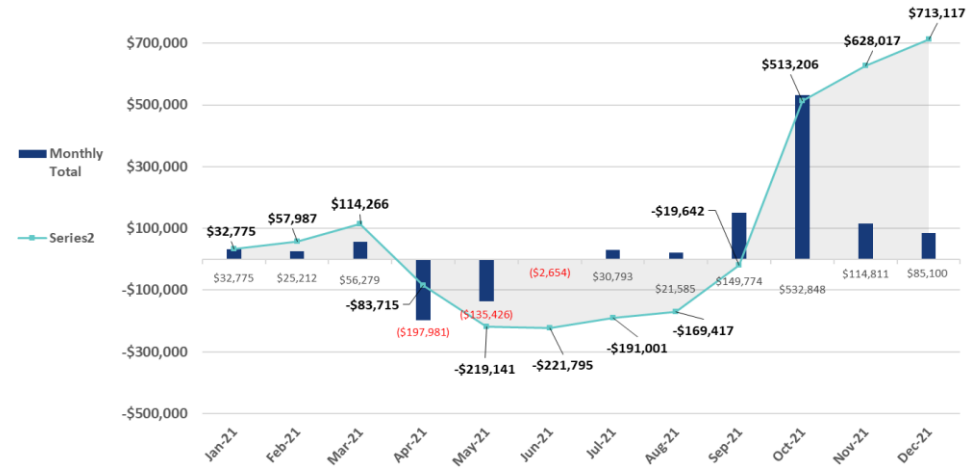


[Link to TA Source Data](#)

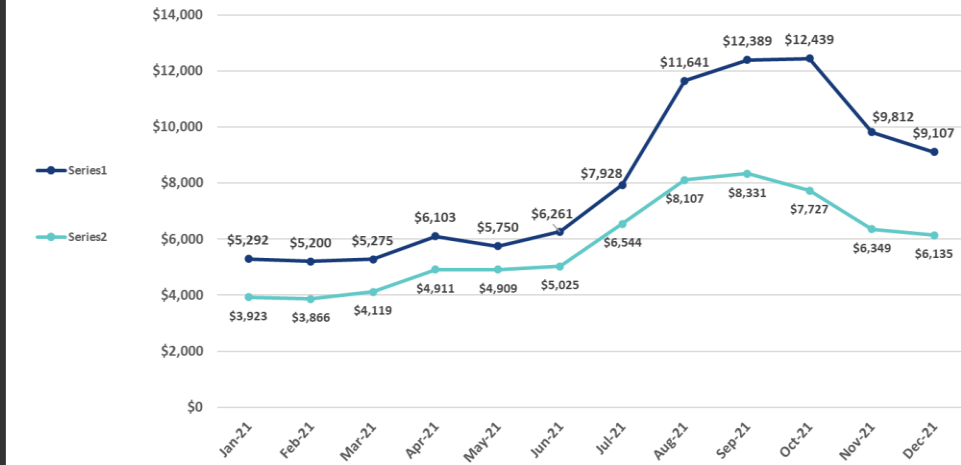
Data Visualization Examples

8

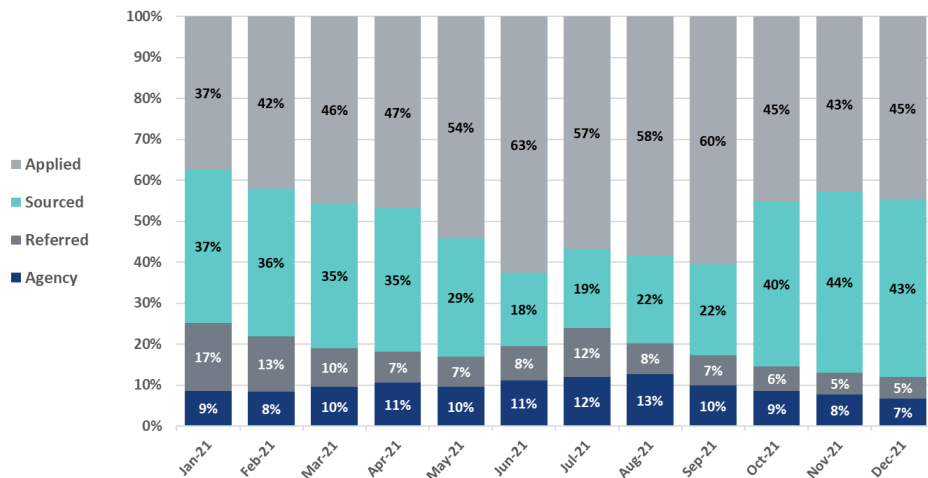
Recaptured Gross Revenue - Year-to-Date



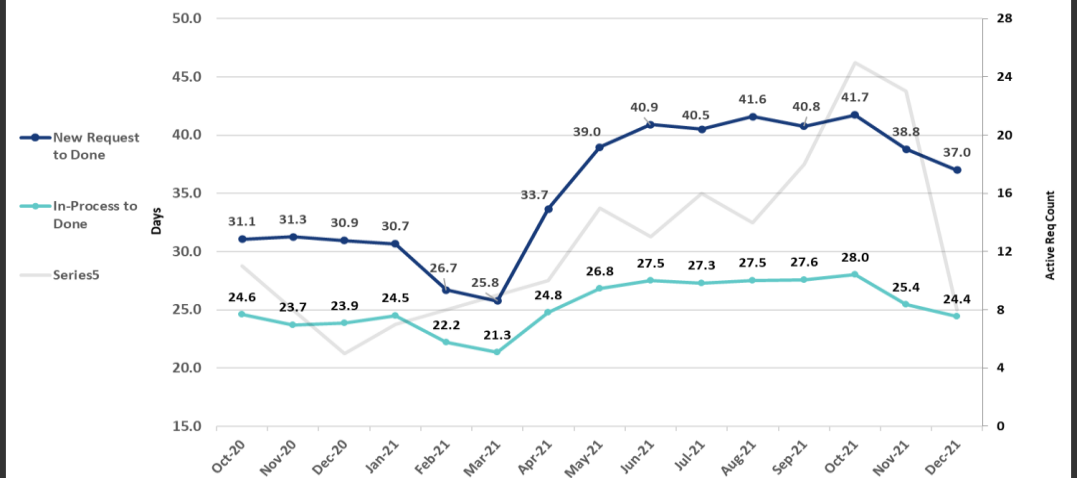
Avg. Cost Per Start/Offer - 12m Trailing



Total Offers by Candidate Source 12m Trailing



Avg. Time-to-Fill (Days) - 12m Trailing



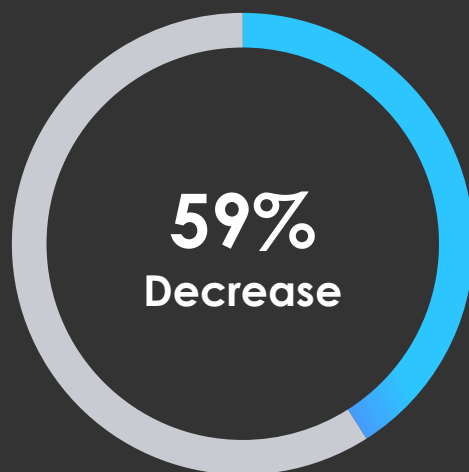
Cost Per Offer

The average cost (talent expense) per offer made.

Represents the efficiency of the talent acquisition function and the ROI on talent acquisition expense.

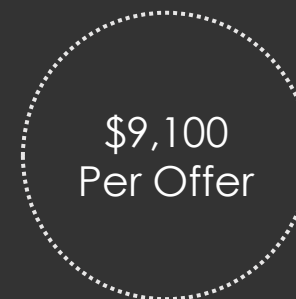
\$5,329

Reduction in Avg. Cost per Offer



2020

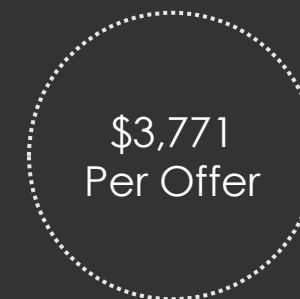
Performance



Avg. Cost Per Offer

2021

Performance



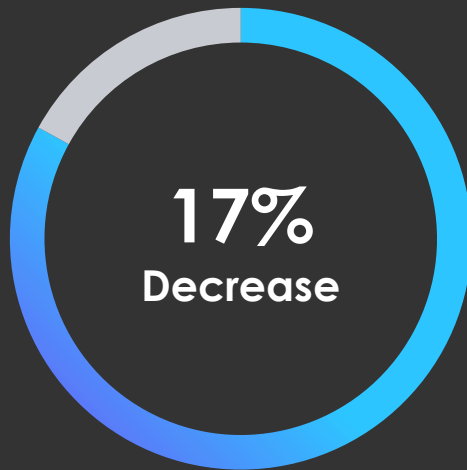
Avg. Cost Per Offer

Time to Offer

10

The total days from the time a candidate is identified to the time that they receive an offer
Represents the speed and efficiency of the talent acquisition process.

3.7 Days
Reduction in Time to Offer



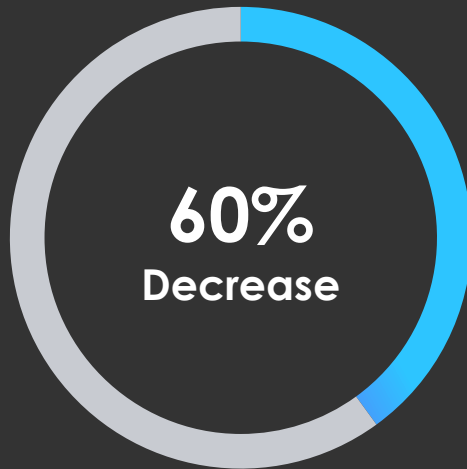
Candidates to Offer Ratio

11

The ratio of the total number of candidates to the total number of offers made.
Represents the quality of candidates introduced into the hiring process.

37 Candidates

Decrease in Candidates to Offer Ratio



2020
Performance



Candidates to Offer Ratio

2021
Performance

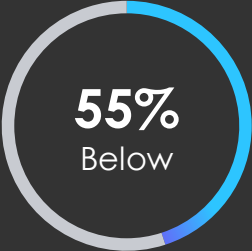


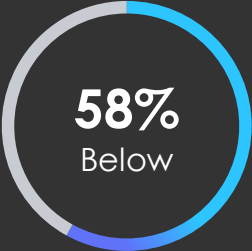


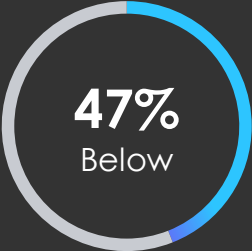




Candidates to Offer Ratio

Performance vs Industry Benchmark

12

TA's performance metrics against industry benchmarks.

	Performance vs Benchmark	Industry Benchmark Information Technology	2021 Performance
Cost per Hire	\$4681 Below Cost Per Hire Industry Benchmark  55% Below	 \$8,543 Per Hire	 \$3,771 Per Hire
Time to Fill	25 Days Below Time to Hire Industry Benchmark  58% Below	 43 Days to Fill	 17.96 Days to Fill
Apps. per Hire	84 Apps Below Apps. Per Hire Industry Benchmark  47% Below	 109 Apps Per Hire	 24.7 Apps Per Hire



THANK
YOU