**Technology and Analytics**

1. **Recruitment Analytics:** Optimize the hiring process through data-driven insights from LinkedIn Recruiter, Greenhouse
   1. Analyzed sourcing data to identify top-performing hiring channels.
   2. Introduced pre-employment assessments to predict candidate success.

Improved time-to-hire by 25% and enhanced the quality of hires as reflected in a 15% reduction in first-year turnover rates.

1. **Employee Engagement Surveys to** measure and act on employee satisfaction and engagement levels.
   1. Deployed bi-annual engagement surveys with tailored questions by team.
   2. Utilized sentiment analysis to identify areas needing improvement.

Engagement scores improved by 18%, with actionable insights leading to targeted interventions in communication and recognition practices.