1. Source Mix Strategy for STAGE OTT

Key Sourcing Channels:

1. **Employee Referrals:**

   o Encouraging internal employees to refer potential candidates can yield high-quality hires who align with company culture.

   o Incentives such as referral bonuses.

2. **Open-Source Communities & Developer Platforms:**

   o Platforms like GitHub help identify top developers based on contributions and expertise.

   o Actively reaching out to contributors with relevant skill sets improves engagement.

3. **Job Portals:**

   o Platforms such as LinkedIn, Naukri, Indeed, Instahire, Github cater to tech talent, ensuring better role-person fitment.

4. **University Partnerships:**

   o Collaboration with universities for internship programs and alumni networking ensures a continuous pipeline of fresh talent.

5. **Social Media:**

   o Leveraging LinkedIn for tech blogs, engineering culture videos, and success stories enhances employer branding.

Innovative Approaches:

· **AI-Driven Sourcing:** Using AI tools to identify passive candidates through behavioral and skill-based data analysis.

2. Key Hiring Metrics

Essential Metrics:

1. **Time to Hire:**

   o Tracks the duration from job posting to offer acceptance.

   o Helps optimize sourcing and interview processes for efficiency.

2. **Cost Per Hire:**

o Calculates the total recruitment expenses divided by the number of hires.

3. **Candidate Pipeline Health:**

o Measures the number of candidates at different hiring stages.

4. **Offer Acceptance Rate:**

o Indicates the percentage of accepted offers versus extended ones.

o Helps assess candidate engagement and market competitiveness of offers.

5. **Quality of Hire:**

o Ensures that sourced candidates align with business needs.

3. Enhancing Candidate Experience

(a) Steps for a Seamless Candidate Journey:

1. **Personalized Communication:**

o Crafting tailored outreach messages and transparent job descriptions enhances engagement.

o Providing feedback at every stage ensures a positive impression.

2. **Streamlined Interview Process:**

o Structuring interviews with clear expectations and minimal rounds prevents candidate fatigue.

o Utilizing pre-assessment tools to match skills efficiently before lengthy interviews.

(b) Customization for Senior Roles:

· **Exclusive Networking Sessions:** Hosting private discussions with leadership vision alignment.

· **Executive-Focused Interview Panels:** Involving senior stakeholders reassures candidates about growth prospects.

· **Personalized Offer Negotiations:** Addressing specific concerns, such as equity options and career trajectory, improves offer acceptance.

4. Sourcing for Data Infrastructure Engineer

site:linkedin.com/in ("Data Infrastructure Engineer" OR "Big Data Engineer" OR "Data Platform Engineer") AND ("Apache Spark" OR "Hadoop" OR "Kafka" OR "Snowflake" OR "Airflow") AND

("AWS") AND (Noida) -jobs

site:github.com ("Data Infrastructure Engineer" OR "Big Data Engineer") ("Apache Spark" OR "Kafka" OR "Hadoop") ("AWS" OR "GCP" OR "Azure") -forks

1. **LinkedIn:** Direct outreach to professionals with relevant cloud and big data experience.

2. **GitHub:** Identifying contributors with expertise.