Career.Place Case Study

Saving time with career.place

The Director of Talent Acquisition at a software company had a challenge – she was under staffed, overworked, and couldn't bring talent in fast enough. Piles of resumes, hiring managers demanding strong candidates faster, and more piles of resumes… in a never-ending, painful cycle.

The average time to hire was 42 days, with over 3 hours a day reviewing resumes and interviewing candidates.

When it came time to fill a business analyst position, she decided to try something new. She posted the job using career.place.
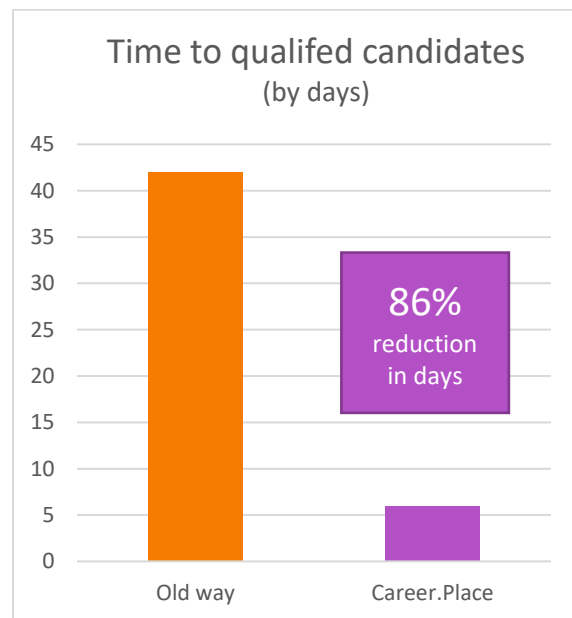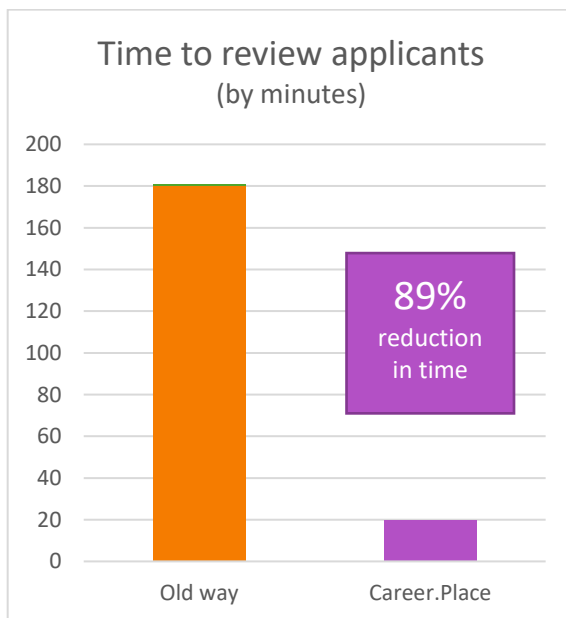
Company profile:

Size: SMB

Industry: Software

Job: Business Analyst

What happened:

After posting the job, it took two days to turn 240 applicants into three finalists (which could have been done the first day, but the TA Director didn't have time). What had previously taken numerous hours over the course of many days, she now completed in less than 20 minutes **without looking at a single unqualified resume**.

Time to review applicants
(by minutes)

	Old way	Career.Place
	180	20

89% reduction in time

Time to qualifed candidates
(by days)

	Old way	Career.Place
	42	6

86% reduction in days

Bonus: #NoBias

Not only did she save time, career.place addressed a second goal of hers – removing bias in the hiring process. This TA professional, like many, was passionate about removing bias, increasing diversity, and simply hiring the best candidates.

> *"Hiring without bias is difficult because every human has unconscious bias. Lack of "Culture Fit" is often used as "code" for biased hiring. That is a hard pill to swallow but a truth."*

> ***Career.place not only saved me a tremendous amount of time and work sifting through applicants, they also were able to refine applicants in an objective, non-bias way!"***