One of the world's largest manufacturing multinationals faced difficulties hiring for specialized technical roles. Their existing hiring process was proving too long, too expensive, and involved too much risk of a bad hire for operationally critical roles. Uiba's Predictive Recruiting solution identified precisely the right people, significantly reducing hiring cost, time, risk, and frustration.

Challenges

Operating in a hyper-competitive market requires leveraging technology to identify and exploit every possible efficiency. Hiring for a sophisticated technical role that has a substantial impact on operations means any mistakes are punishing both to productivity and profitability.

Because the company operates across multiple continents and has subsidiaries of varying size and focus, the hiring process is standardized to maintain consistency and reduce hiring risk. Hiring managers create job descriptions then pass them to HR for distribution to internal recruiting, external recruiting, and various employment-oriented sites. Job applicants are funneled into the process and their resumes are sent to the hiring team for review and possibly phone and in-person interviews.

This process creates three large challenges:

1) Each job description is different, even for exactly the same job. Applicants are never entirely clear about the nature of the role and therefore apply when they shouldn't or don't apply when they should.

2) The hiring team spends significant time reviewing and interviewing candidates, many of whom aren't appropriate for the role.

3) Data from this process isn't captured in a comprehensive manner. Sourcing, reviewing, interviewing, hiring, and employment performance are discretely captured so the ability to improve the process is limited.

Solution

Uiba's Predictive Hiring solution was implemented in 2 steps to overcome these challenges and get the right person in the role immediately.

1) Uiba's algorithmically-driven solution learned the role, its requirements, and how it fit within and supported the larger team. Once complete, Uiba's platform created a precise job description that offered clarity and specificity of role requirements.

2) Uiba reviewed past and current employees from the role and identified those deemed successful and those not. All previous applicants were analyzed including those not reviewed due to the applicant tracking system or other screening mechanisms, those reviewed but deemed unsatisfactory, those deemed satisfactory but not hired, those hired, and those who were and were not successful in the role.

Once this data was gathered it was modeled to identify precisely the right people given the role and team requirements. As the applicants were routed into the process, the platform tracked how strong a fit they were, from where they were sourced, who was interviewing them, and the outcomes.

Results

The result: Uiba's Predictive Recruiting solution identified the best people for the role with 100% accuracy each time. Of the hundreds that applied:

- Ten applicants were recommended as strong candidates - all ten were invited to interview.
- Of those ten, Uiba identified three as the most promising - all three were offered jobs.

A process that once took over 60 hours of team involvement for each role now requires less than a third of that. A process that once yielded sub-par candidates now identifies and recommends only the best candidates. Time, cost, and frustration are all reduced as is the chance of mis-hires.

For more information or for an in-person demonstration of our services suite, contact us today.