box

Box Talent Acquisition Increases Competitive Advantage With Hired

THE COMPANY

Internet Technology

Based in Redwood City

Hired customer since 2015

Box makes businesses more productive, competitive, and powerful by connecting people and their most important information. Today, Box helps 80,000 customers worldwide untether from their desks and share and collaborate around content in the cloud.

Better insight into performance	Faster time-to-hire	Higher quality pipeline

THE CHALLENGE

The best candidates go off the market in weeks—if not days

Software enthusiasts know Box as an exciting and well-respected brand, but according to Harry Dannenbaum, Lead Technical Recruiting Manager at Box, "While we do well with people that have heard of us, we don't have the same outreach ability to consumer-driven candidates from Google and Facebook."

To create opportunities to educate highly sought-after technical candidates about Box, Dannenbaum's team had to get to them first—before they were approached by the competition. Dannenbaum shared, "Everyone you talk to has six or seven offers at this point, and is interviewing at Google, Facebook, AirBnB, or one of the smaller startups. Engineers can go through the interview process in just 2–3 weeks, so to attract those diamonds in the rough, we need to get to them faster."

"Engineers can go through the interview process in just 2–3 weeks, so to attract those diamonds in the rough, we need to get to them faster."

Henry Dannenbaum
Senior Manager of Technical Recruiting, Box

For Box, the decision to use Hired came down to two things: high quality candidates, and an easy-to-use product. "Hired is one of the few companies we do work with; the value was very obvious to us."

In particular, Dannenbaum liked that Hired made it easy to incorporate hiring managers into the process. "Because Hired made it very easy to bring hiring managers into the process, with little-to-no learning curve, hiring managers could provide faster feedback, or even go after warm candidates on their own. This really increased the productivity of the teams."

"Because Hired made it very easy to bring hiring managers into the process, with little-to-no learning curve, hiring managers could provide faster feedback, or even go after warm candidates on their own. This really increased the productivity of the teams."

Henry Dannenbaum
Senior Manager of Technical Recruiting, Box

REAL RESULTS

Increased team productivity

Because every candidate on Hired gets an individual profile, with rich information about their past experience, future goals, project preferences, willingness to relocate, and salary requirements, Box wastes less time with candidates that aren't a good fit.

"The profile transparency is great." said Dannenbaum. "In a rapidly growing company like Box, you need to be able to adapt and shift. Technologies might change, so it's important to see that candidates can keep up with that. We don't want people who are jumping, we want people who are committed and interested."

Higher candidate conversion rates

Like many cutting edge recruiting teams, Box is incredibly metrics-driven. "We try to maintain a certain level of conversion rates in the funnel, from technical screen to offer acceptance rate." With Hired, the team reports predictable top-of-the-funnel supply, and good closing rates. "We've had a lot of success with diversity, especially women engineers."

Much of this success can be attributed to the personalized support Hired provides its users. "In particular," said Dannenbaum, "the closing support the Talent Advocate provides on the candidate side is great. Mary Catherine did an excellent job of helping us get 3-4 hires in the first quarter alone."

Of course, the biggest contributor to success are the high quality candidates. "The most value is that these are warm candidates with a high response rate, ready to talk to hiring managers. For every search, we go back and look at how the hiring manager rated the quality and consistency of the candidates we presented. With Hired, the quality has been good. That's the top level."

More effective collaboration

"Hired exposes the low hanging fruit, and it's easy-to-use. This means we can bring the hiring managers into the process."

Dannenbaum shared, "Hiring managers can spend 15 minutes on Hired and get a high yield and feel engaged in the process. This gives sourcers more time to find passive candidates for critical roles, and increases their ability to collaborate effectively with hiring managers about what candidates are good."