



Dropbox Speeds the Path to Top Talent with Hired

THE COMPANY

Enterprise Software
Based in San Francisco
Hired customer since 2017

Dropbox is a leading global collaboration platform that's transforming the way people and teams work together. With more than 500 million registered users across 180 countries, Dropbox is on a mission to unleash the world's creative energy by designing a more enlightened way of working. Dropbox is headquartered in San Francisco, CA, and has 12 offices around the world.

A core part of Dropbox's success in a competitive market is due to its engineering-focused team. Mike Moriarty, head of Global Staffing for the Engineering function, and Kenny Koran, Technical Sourcing Recruiter, shared Dropbox's unique approach to success. "We are an engineering culture, and have a healthy appetite for people that want to do the impossible. If people want to impact millions of users, we want those people to come talk to us, because we have the technology and capacity to do that."

Single day
response rates

17
engineering
hires in 2017

Reduced
cost to hire

THE CHALLENGE

Standing out from the crowd in a competitive market

Dropbox knows how important a differentiated candidate experience is in today's crowded market. "We have attributes at Dropbox that we live by, and one of them is being unique and different, and creating a different experience for each candidate," said Moriarty. "Our goal is to not provide a cookie cutter experience, but rather making sure candidates feel valued and heard, and fairly evaluated."

Koran shared, "Our job as a recruiting team is to connect people. Making sure the engineers can connect with a manager to hear the full story about our company, and that they can really be understood as they move through the process, is important. To do this, we need to get both sides all the right data they need so they can make the best decision for themselves and their families."

Why Hired?

Dropbox found Hired through a referral. As the team evaluated the platform, they found that the constant stream of qualified vetted candidates, alongside insightful candidate profiles made it easy to see who would be a great fit for the team.

With real-time analytics, Hired made it easy for the team to see if their strategy was successful. As Koran shared, “With Hired, we can see who we’ve made an interview request to, who has accepted our requests,

and how we are doing compared to other people on the market. In a competitive market, that helps.”

Finally, Hired provides clients with an account manager that helps them get the insight they need to effectively compete, as well as advocates for them through the recruiting process. As Moriarty shared, “My Hired account manager isn’t just another vendor, she is truly a trusted advisor.”

REAL RESULTS

Active, engaged pipeline

Because the team had such rapid success with Hired, they quickly moved to a subscription model. Moriarty shared, “In my experience, Hired is the only tool on the market that provides you a pool of warm candidates that are looking currently, and makes it easy to connect with them. From a sourcing perspective, knowing a candidate is looking is invaluable.”

Because Hired carefully screens for highly engaged and active candidates, participants are quick to respond and engage with Dropbox.

“I like how fast the replies are when you reach out to candidates on Hired.

Response rates have been within less than a day.”



Kenny Koran
Technical Sourcing Recruiter, Dropbox

Reduced time-to-fill

The recruiting world is driven by efficiency and timing. Because Hired delivers highly engaged candidates that are quick to respond, and engage with Dropbox recruiting, the time to hire is dramatically reduced. “It takes us multiple quarters on average to court a passive candidate before they’re interested in Dropbox,” Moriarty said. “With Hired, we’ve cut all that time out.”

Once the initial connection is made, workflow and scheduling tools streamline the back and forth. This means the entire process is efficient and fast.

“Because Hired cuts multiple quarters out of the recruiting process, we bring in quality candidates faster. That has saved us a lot of time and money.”



Mike Moriarty
Head of Global Staffing, Engineering, Dropbox

Better insight into performance

Hired accepts the top 5% of candidates that apply to the platform, and uses a sophisticated mix of algorithms and human curation to ensure only the best candidates are presented.

“I’ve been using Hired since January, and it’s just gotten better and better,” said Koran. “I think the quality of candidates has gotten better—as well as the sheer volume—and you keep adding more people to the platform. This has been great, especially as you’ve branched out beyond software engineers to QA, business intelligence, PM, and design.”