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.

**The Goal:**

**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:**

**A trusted advisor**

As the team evaluated the platform via a referral, 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.

**Hired customer since 2018**

+50 hires since 2017

72% interview acceptance rate

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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
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.

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.

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.”

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