

Data helps defend the hiring strategy at Autodesk.

SUCCESS STORY

Autodesk was in search of a new software engineering manager but had set lofty role requirements that made finding candidates extremely difficult. Armed with data provided by Linkedln Talent Insights, recruiter Jennifer Kopatz was able to reduce job requirements while maintaining quality searches. Within two weeks an offer was extended.



More effective hiring strategy

With insight into the size and competitiveness of the talent pool, Kopatz quickly adjusted the hiring manager's expectations and informed the strategy.



Offer extended in record time

With a holistic view of the talent pool, she was able to limit "must haves" without compromising on quality.



Better-informed hiring managers

Data helps Kopatz engage in more productive conversations with hiring managers and HR business partners.





THE CHALLENGE

An extensive "required skills" list

Autodesk Senior Engineering Recruiter Jennifer Kopatz was working with a hiring manager who had 11 "must-have" prerequisites for a new software engineering manager role. Her instinct told her the expectations were unrealistic.

THE SOLUTION

A more realistic view of the talent pool

Using **LinkedIn Talent Insights**, Kopatz discovered that fewer than 300 people fit the criteria and 30% of them had recently changed jobs or worked for companies that offered higher compensation, further limiting the pool. Equipped with these insights, she convinced her hiring manager to cut the must-have role requirements by 50%. She was also able to identify adjacent skills to expand the search. Within two weeks, Kopatz extended an offer without compromising on quality.

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Now we have real-time, exact data on the talent landscape so we can have more productive conversations with hiring managers and can make better decisions. Hove it!



Jennifer Kopatz
Senior Engineering Recruiter
Autodesk

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