

Four Keys to a Successful Hiring Assistant Rollout



Week 0

1. Strong internal leader

A leader who has elevated the importance of onboarding and drives users to engage.

A strong internal leader connects Hiring Assistant to their core objectives and overall strategy.



Day 1

2. Select the right users

Users who are both open to new tech and hiring for roles where Hiring Assistant excels.

Ensure seats are assigned immediately after Hiring Assistant is ramped to make the most of your onboarding.



Week 1

3. Set the right expectations with users

There is a learning curve. While many users may be super users for Recruiter, this is a different workflow that will require effort.

Ongoing reinforcement will be needed from Admin and team sponsor.



Week 2-12

4. Committed to investing the time

Dedicate time to learning, practicing, and partnering with our team.

We are in this together but need users to engage in learning and attend consultations.

User Selection:

Hiring Assistant Seats

Ideal Users

- High InMail activity over the most recent 2-3 months
- Sends more bulk vs. 1:1 messaging
- >3% InMail acceptance rate
- Recruiting for 3 or more roles
- Regularly sources for English speaking roles

- Works in Recruiter as their primary workspace
- Are AI-forward or open to change and trying new technologies
- High Adopters of AI features in Recruiter

Ideal Hiring Use Cases

- Roles below Director level
- Roles with clear, structured requirements – more tangible than intangible (e.g. “5+ years of experience in software development” vs. “leadership potential”)

Hiring Assistant is less useful for recruiters with lower sourcing activity or for executive or niche roles

How to get the most value out of your onboarding

Your role as a Team Sponsor



Strong internal champion: Responsible for connecting Hiring Assistant to broader talent strategy and driving success.



Drive excitement: Send a welcome email to reinforce that users have been specifically selected to help the organization advance the team's innovation.



Prioritize Learning: Ensure the team has enough time in their team calendar for trainings and self-paced learning.



Understand progress: Dedicate time to check in with your account team to understand how the onboarding is progressing.



Elevate champions: Help elevate those who are making the most of their Hiring Assistant seat and position them to inspire peers.