



Hiring Strategy

Defending Hiring Strategy with Data

Jennifer's challenge

Jennifer Kopatz, a Senior Engineering Recruiter for Autodesk, was faced with a challenge. Her hiring manager was looking for a new software engineering manager with 11 'must-have' prerequisites. Jennifer's instinct told her the expectations were unrealistic.



The solution

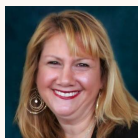
Only Talent Insights could prove Jennifer's instincts, showing **less than 300 candidate matches**.

San Francisco Bay Area

Professionals: **298**
Hiring Demand: **Very High**

“

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. I love it!”



Jennifer Kopatz
Senior Engineering Recruiter,
Autodesk

The results

With talent data in hand, Jennifer convinced her hiring manager to ease the selection criteria. After that, they easily extended an offer to a high-quality candidate – in record time.

**Extended offer
in two weeks**
instead of six
months

**Developed
more effective
hiring criteria**
based on
in-depth talent
pool data

**Built credibility
in team**
by backing
opinions with
data-driven
insights