

SUCCESS STORY

AUTODESK USES LINKEDIN TALENT INSIGHTS TO BETTER SET HIRING EXPECTATIONS

Jennifer Kopatz was tasked with recruiting a senior software engineering manager in the Bay Area that met the hiring manager’s 11 ‘must-have’ requirements. Using LinkedIn Talent Insights, Jennifer discovered that fewer than 300 people fit the criteria and 30% of them had recently changed jobs, indicating that the available talent pool was even smaller. What’s more - a significant portion of the remaining pool worked for companies that offered higher compensation. For the first time, Jennifer had data to support her instincts that this role would be extremely difficult to fill under the proposed criteria. Using LinkedIn Talent Insights, Jennifer successfully convinced the hiring manager to relax the 11 role requirements. Within weeks, she was able to extend an offer without compromising on quality.

THE IMPACT

INFORMED THE HIRING STRATEGY	Equipped with data on the size and competitiveness of the talent pool, Jennifer successfully readjusted the hiring manager’s expectations and informed the strategy.
TIME SAVINGS	LinkedIn Talent Insights provided an instant, real-time view of the talent landscape that would have previously taken weeks to get.
INCREASING INFLUENCE	Jennifer is now able to bring this data to meetings and instantly have better conversations with hiring managers and HR business partners that she’s never been able to have before.

“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