

• **HIRE**  
**ASPIRATION**



**HIRE**  
**ASPIRATIONS**  
**SERVICES**

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# Introduction

Hiring is broken and needs a re-examination. Covid and "The Great Resignation" have changed the landscape of hiring and if you have not re-evaluated your hiring process, the time is now. The hiring process has several areas of inefficiency and even inadequacy. Those of you who have had to search for employment, participate in a job interview (on either side of the equation), coordinate a hiring process, or recruit for a position knowing that the status quo is not working.

When a job opening presents itself, the immediate need to fill the job opening is superseded by the need to plan and assemble a hiring team. We simply insert the job opening into the ancient hiring process and hope for the best. We, at Hire Aspirations, believe that there is a better solution and that is to improve the hiring process so that it is efficient, inclusive and empathetic.

**In our research and interviews with stakeholders, we have found different areas of concern that are common missteps among those involved in the hiring process. Let's examine some of these issues**

# COMMON PITFALLS

**We have looked at the hiring process from different perspectives:**

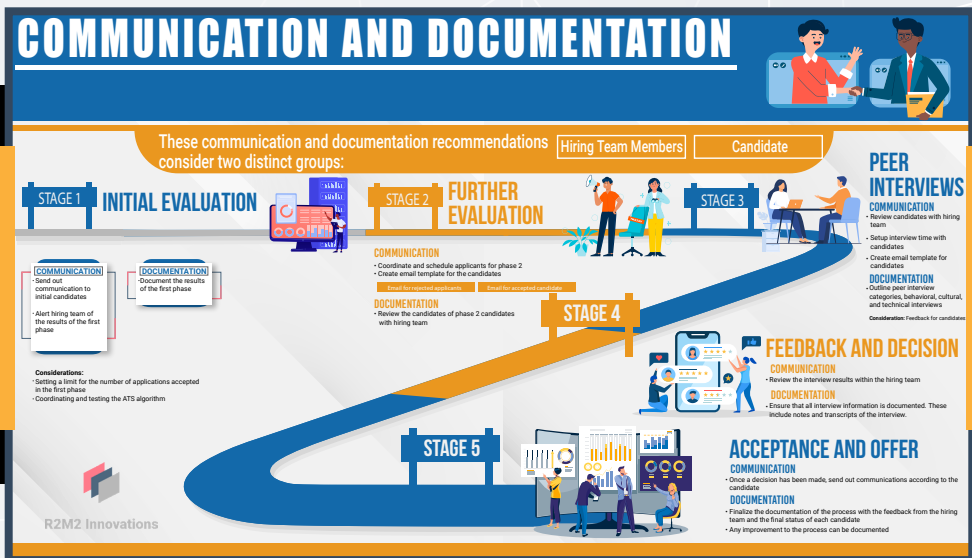
- ▶ From the point of view of the stakeholder that is tasked with putting together the hiring process for the company.
- ▶ As a hiring manager, trying to understand how to improve the hiring process to create a team of contributors that will help achieve the goals of the company.
- ▶ Human Resources professional challenges organizing the hiring process among different teams.
- ▶ As a peer who wants to help their company place the right person in the job opening and a colleague that will help alleviate the work that has been piling up.
- ▶ And the candidate that is looking for an empathetic company to join and contribute to achieving the company goals along with their career growth.

**From these perspective, we have identified some common issues in the hiring process**



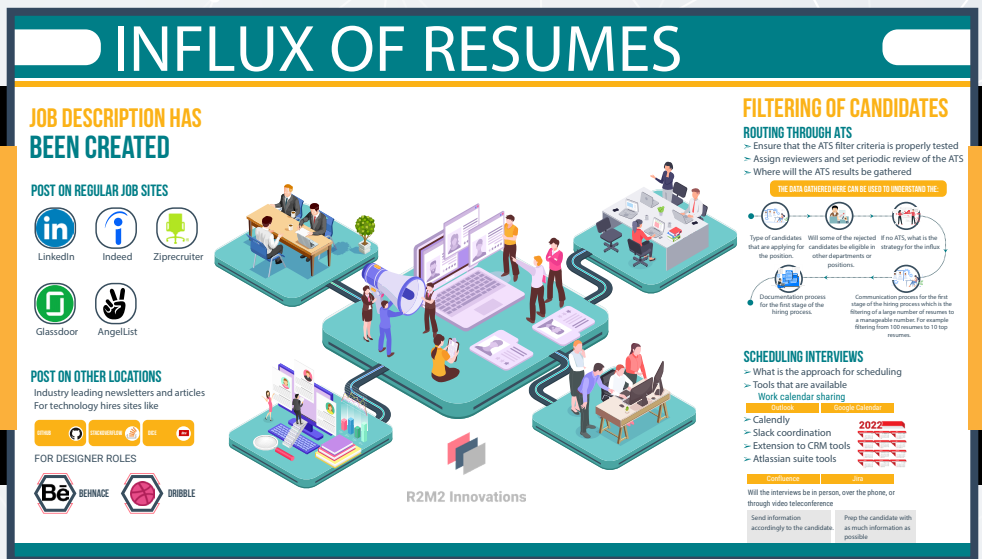
# COMMUNICATION BREAKDOWN

A broken communication channel will result in low numbers of application completion rates and increase time to hire. Missing documentation will result in inefficiency in the hiring process amongst the hiring team. Transparency and communication play an important role in the hiring process. A communication and documentation channel should be created which will promote transparency. This figure is an example of some of the recommendations that we provide for companies.














# LACK OF PRE-PLANNING

Restaurants would never open with only half a menu and no way for the executive chef to communicate with servers, but a similar scenario has been playing out in the hiring process, in different shapes and scenarios, of most employers. We look at different opportunities to streamline the hiring process by setting the stage for the job opening before the job is posted online. This pre-planning helps in promoting a transparent process for the hiring team and the candidates. Looking at the flow of resumes and the work that needs to be done to be prepared for this portion of the hiring process is one of the areas that we review as we are helping our clients adjust to the new hiring process.



# HIRING FOR STARTUPS

In the realm of hiring engineers (or anyone that contributes to the software development process like designers, technical project managers or business analysts), the most time consuming aspect is reviewing the applicants, finding the top qualified ones, performing a technical interview, and making recommendations. In some cases, this process can take anywhere from 2-8 weeks to complete. Hiring is also very expensive and understanding that cash flow is very important to startups, we have looked for areas where we can provide solutions for these situations with our “Hiring Acceleration” program.

COST OF HIRING IN TECHNOLOGY FIELD			
 ASSOCIATES	 SALARY	 JOB POSTING (DAYS)	 COST
 Hiring Manager	\$200,000.00	27	\$2,596.15
 HR/Internal Recruiter	\$120,000.00	32	\$1,846.15
 Senior Engineer	\$150,000.00	12	\$865.38
 Engineer	\$125,000.00	12	\$721.15
 Engineer	\$125,000.00	12	\$721.15
 Others	\$120,000.00	12	\$692.31
 Job board cost			\$300.00
TOTAL			\$7,742.31
External Recruiter	\$120,000.00		\$24,000.00
Total with external recruiter			\$31,742.31
ASSUMPTIONS			
 HR WILL SCREEN MOST APPLICATIONS  ONLY 5 APPLICANT WILL MOVE TO THE NEXT PHASE		 EACH OF THE CANDIDATES WILL BE INTERVIEWED BY HIRING MANAGER, THREE ENGINEERS, & POSSIBLY ONE OTHER INTERVIEWER  EACH CANDIDATE IS INTERVIEWED ONCE BY EACH INTERNAL STAKEHOLDER	
 R2M2 Innovations			



# OUR SERVICES

Our services have been created with the hiring team<sup>1</sup> in mind.  
**Here are a list of our services:**

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<sup>1</sup>The hiring team consists of HR, recruiters (external & internal), hiring manager, and peer interviewers.



# HIRE ASPIRATIONS

# ASSESSMENT PROGRAM

Being close to the hiring process sometimes creates a blind spot to areas that need improvements. Our **Hire Aspirations Assessment program** can provide a boost in this area.





## THE PROCESS

This program involves embedding our consultants to work with the human resources team and the hiring managers. We will interview them and all the other pertinent stakeholders in the hiring process. We will also look at the current hiring process by reviewing previous hires and observe a current job opening. At the end of our evaluation process, we will present report that will include:

- The current hiring process
- Areas of opportunities
- Customized solutions
- Timeline & budget



## WHO WILL BENEFIT FROM THIS PROGRAM

The Hire Aspirations Assessment program can benefit companies of all sizes. For smaller companies or startups, it can provide an opportunity to establish the infrastructure for hiring; providing solutions that can help as the company grows. For medium to large companies, this program can provide an evaluation of the current hiring process and a report that will outline custom solutions for a more efficient and inclusive hiring process.



## INVESTMENT

The investment needed for the hiring process evaluation process is: Our evaluation process takes **1-3 weeks** to complete (depending on the size of the company and the hiring needs).



# HIRE ASPIRATIONS

# TRAINING

## WORKSHOP

Our custom training program will help your **Hiring Team** navigate the entire hiring process and learn their role in the process, what they are responsible for, and when in the process they will be involved.

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## THE PROCESS

Our goal for our training workshop is to show the hiring team the best way to use their efforts to fill the job opening in a timely manner. In pursuit of this goal, we have organized our training workshop to consume as little time from its attendants as possible. The way we accomplish this is in two ways:

- The training process will emulate a real hiring process and therefore the training process will schedule the attendees according to the time they will have to commit to a real-life hiring process for example this means that the peer interviewers (engineers that will be doing the technical interviews) will only spend the necessary time to accomplish their part of the hiring process.
- A real job opening can be inserted in the training workshop The advantage of doing this means that at the end of training workshop not only will the attendees have a strong and efficient understanding of the hiring process but also will have a completed process for an actual job opening.



## WHO WILL BENEFIT FROM THIS PROGRAM

Medium to large companies (**companies ranging from 100+ employees**) can take advantage of this program. This program will train the hiring team by navigating the entire hiring process and training each member with their roles and responsibilities in mind and how they fit in the entire hiring process. We limit the number of attendees for this workshop to **10 people** in order to be able to address each member individually and guide them according to their role in the process.



## INVESTMENT

Our Hire Aspirations training workshops are a two week process:

- **FIRST WEEK:** In the first week of training, we will be working with the hiring team (hiring team consists of HR, Hiring Manager, and Peer Interviewers. Usually a team of 5-6 members) to create a custom hiring process, on a real job opening or a practice one. These are five 4-hour sessions. As mentioned, the 20 hours of training will not require every member to devote 20 hours. It can be customized based on the members' role in the process
- **SECOND WEEK:** In the second week, we will stay on as consultants and help the team to go through another real job opening and implement the custom hiring process that was established the week before.



# HIRE ASPIRATIONS

# ACCELERATION

## PROGRAM

The hiring process is time consuming and expensive. As a startup or smaller organization, outsourcing all or parts of the hiring process is an easy solution but not a complete one. This program helps take some of the time consuming aspects of the hiring process and compliments the **Hiring Team** with some aspects of hiring.



## THE PROCESS

When we get involved during the acceleration hiring program, one of the first tasks is to review the job description.

Once we collaboratively agree with the state of the job description, it will be posted on the relevant job sites. Our team will continue by helping to go through the applicants résumé and select the most qualified candidates. We will also help with:

- Conducting the behavioral and cultural interviews
- Schedule and perform the technical interviews
- Coordinate schedules for meeting with top applicants

At the end of this process, the hiring team will receive the interview recordings of the top 3 qualified candidates and our recommendations for hire.

The hiring team can review the interview recordings and make a final decision or choose to meet with some of the applicants to finalize the process. This process will save the company close to 80 hours of interview time which can translate to an average of **\$5,000 - \$30,000** in the hiring process.



## INVESTMENT

The investment in time will only require a minimal involvement from the **HR Department** and the hiring manager. There will also be final reviews by the entire hiring team.

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# CONTACT

## INFORMATION



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