



# How Data can improve your hiring process

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**Hello!**

My name is

**Yuzhao!**

- Sr. Director of Engineering @ Turing
- Sr. Engineering Manager @ Google

Worked on Data-Driven products such as Google Assistant, Search, etc.

Currently, working in optimizing hiring process for Turing.

## Challenges with we faced in our early hiring process



**Too slow**

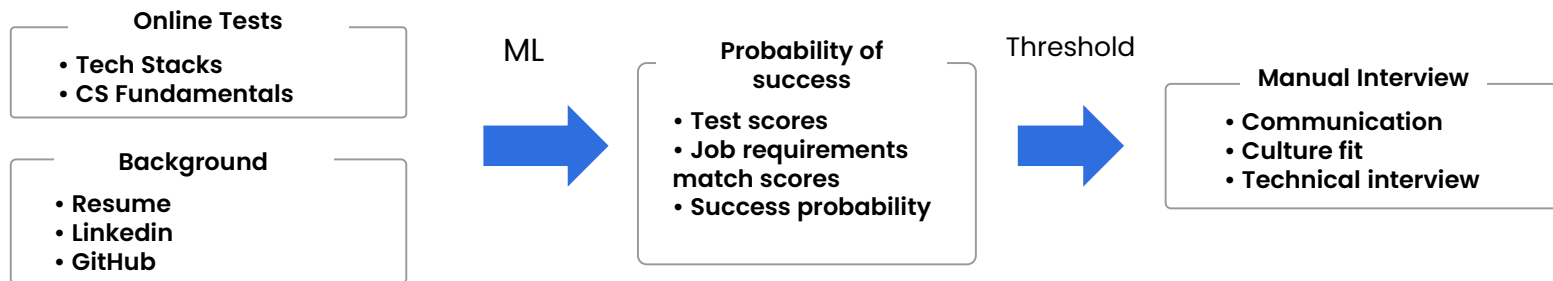


**Difficulty  
finding  
qualified  
candidates**

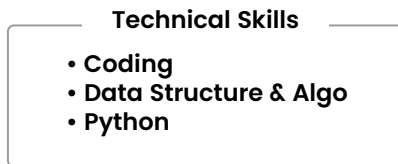


**Bias in hiring  
process**

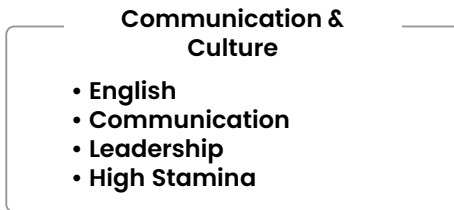
# Can we improve it with **Data**?



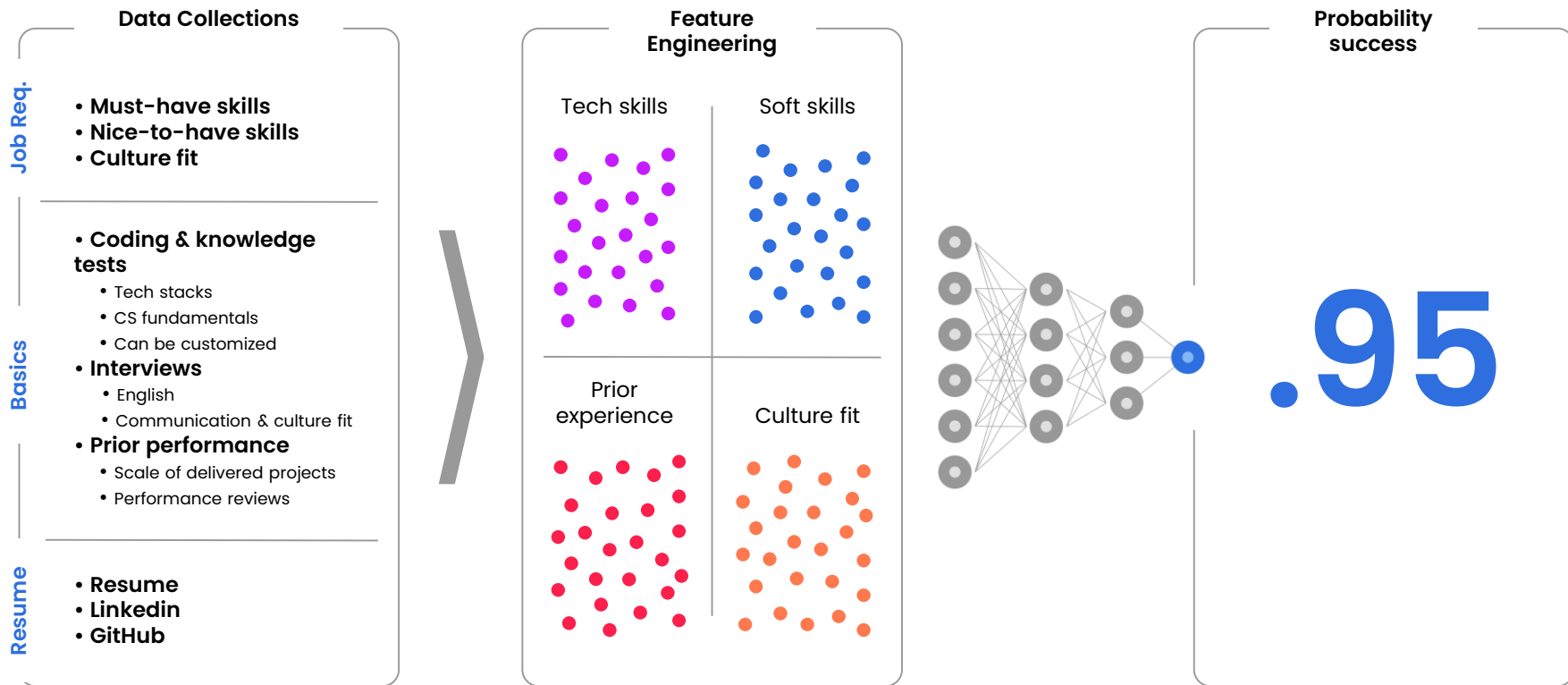
Base on



Candidate Model



# Training and Predicting



# Feature engineering for your candidates



Candidate Model

## Soft Skills Features

- Communication
- English
- Culture fit

## Tech Skills Features

- Coding
- Data Structure & Algo
- Programming Languages proficiency (e.g. Python, JavaScript, etc)

## Experience Feature

- Resume
- LinkedIn
- GitHub

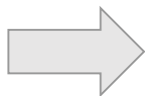
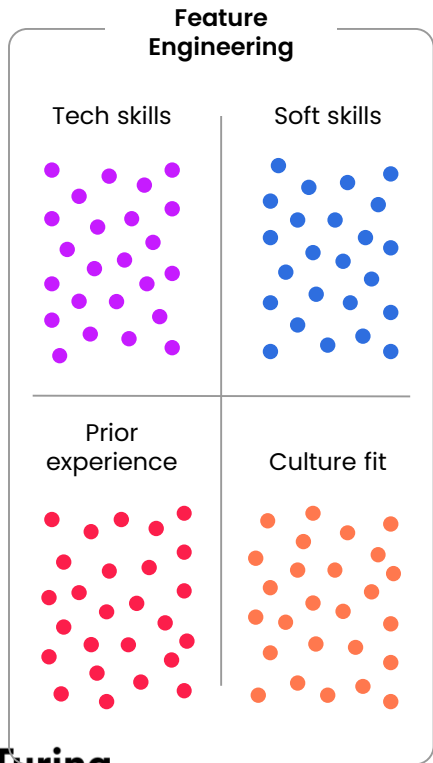
## Example

- Communication: 0.45
- English: 0.8
- Culture fit: 0.5

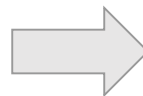
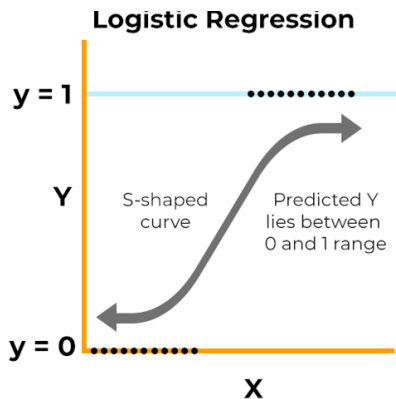
- Coding: 0.8
- Data Structure & Algo: 0.7
- Python: 0.8
- Javascript: 0.9

- Year of Experience: 2
- Top school graduate: True

# Train the ML models with the hiring data



## ML Model



## Probability success

**.95**

## Tips for building talent pool

- Use an ATS (either build your own or use a third party one).
  - Make sure data can be exported.
- Use automatic tech screening/assessment tools
- Build and grow your talent database.
- Promote your jobs (Jobs boards, social network, etc.) to attract large number of applicants.





**QUESTIONS?**



# Thank you!

Traditional recruiting is over.  
**Welcome to the Talent Cloud.**