

Vision:

The fastest and most effective hiring process in the industry



Problem statement:

The traditional in-person interview process takes too long and is limited by geographic proximity or travel arrangements, leading to delays in filling vacant positions.

Hypothesis:

Video interviewing will allow the organization to more flexibly interview a broader range candidates to make faster, better hiring decisions.

User Story Development

Types of Users:

What do they need out of this solution?

Why?

Hiring Manager	Ability to quickly hold interviews with qualified applicants	So I can fill my open positions as soon as possible
Hiring Manager	Ability to schedule interviews at any time of the day	So I can make the interviews fit my busy schedule
HR Recruiter	Screen and interview candidates in a way that we can visually interact	So I can quickly eliminate candidates who are not a fit and speed the best candidates through the process
Candidate	Ability to schedule interviews at any time of the day	So I can make the interviews fit my busy schedule
HR Manager	Reduce the costs associated with in-person interviews	So we can make high quality hiring decisions at a lower cost
HR Manager	Have hiring processes that keep up with today's technology	So we stay competitive with other tech-savvy organizations

Which is the most important constraint:

Scope - The project must have this functionality:

A video interview process that is accessible by the candidates

or

Timeline - The project must be completed by this date:

or

Budget - The project must be completed for this budget:

Sprint

Choose timeframes that are reasonable for delivering value:

Iteration

Dedication to making ideas into good ideas and good ideas into great ideas



Approach Summary:

For this project we anticipate a one-week period for planning and analysis after each sprint. Sprints will vary based on the amount of work needed to get an acceptable value from the cycle.

We will update our subsequent estimates based on outcomes of the previous sprint.

High-Level Project Planning

	Sprint 1	Sprint 2	Sprint 3	Sprint 4	Sprint 5
Target date	12/1/18	1/1/19	2/1/19	3/1/19	4/1/19
User Stories					
As a Hiring Manager, I want the ability to quickly hold interviews with qualified applicants, so I can fill my open positions as soon as possible.	A. Pilot video interviewing with 2-3 open requisitions				
As a Hiring Manager, I want the ability to schedule interviews at any time of the day, so I can make the interviews fit my busy schedule.					
As an HR Recruiter, I want to screen and interview candidates in a way that we can visually interact, so I can quickly eliminate candidates who are not a fit and speed the best candidates through the process.	B. Choose a video solution that is free and widely used by typical candidates				
As a candidate, I want the ability to schedule interviews at any time of the day, so I can make the interviews fit my busy schedule.					
As an HR Manager, I want to reduce the costs associated with in-person interviews, so we can make high quality hiring decisions at a lower cost.	C. Establish flexible interview scheduling with internal clients				
As an HR Manager, I want to have hiring processes that keep up with today's technology, so we stay competitive with other tech-savvy organizations.					
Benefits Captured					
Faster process for hiring qualified candidates - 30% faster	10% faster				
Faster screening of unqualified candidates - 60% faster	30% faster				
Reduced cost of recruiting - 25% reduction per position	10% savings				
Risks Averted					
Losing high quality candidates to faster competitors					
Reputation of being an organization behind the times					