Data-Driven Strategic Hiring Plans

“Hacking” A Corporate Approach

Global and Shared recruitments

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The Federal recruitment process is a treasure trove of data that — when mined carefully — reveals important information on how to strategically build a hiring plan based on historical data and optimize limited resources to deliver on our customer’s business goals. With a combination of HR analytics and strategic workforce planning, the NIH Office of Human Resources is able to improve HR’s business impact as it relates to more credible timelines for customers, increased customer outreach, an overall reduction in time and resources dedicated to recruitment activities and an overall increased applicant pool. This is done through various mechanisms that provide a corporate approach to expedite and streamline the hiring process, all based on data-driven decision making and data-driven tools. The purpose of this presentation is to share the processes in which these corporate mechanisms—Global and Shared Recruitments—come into play in hopes of equipping HR staff across the Department with the knowledge of how to effectively and efficiently incorporate Global and Shared Recruitments into their hiring plans and provide knowledge of the associated data tools that optimize these mechanisms to improve HR’s productivity and ultimately, yield recruitment success.
Definition of Life Hack

informal
: a usually simple and clever tip or technique for accomplishing some familiar task more easily and efficiently

• "Life hacks," as they are known, are all about eliminating life's manifold frustrations in simple and deliciously clever ways. The best involve tricks that are free, efficient and stunningly obvious in retrospect, deploying household items (like the humble toilet roll) for purposes beyond their wildest aspirations. —Michael Kozioł
Definitions

**Shared Recruitment:**
If there is more than one (1) program area with similar recruitment requirements such as same title, series, grade, FPL, and duty station and there isn’t a certificate open and available to be used.

**Global Recruitment:**
If there are more than five (5) program areas with similar recruiting requirements such as same title, series, grade, FPL, and duty station and Leadership determines there is a need for a Global Recruitment.
Agenda

01 The Birth of Global (GR) and Shared Recruitments (SR) at the NIH

02 Reporting Tools for Active Recruitments

03 Identifying Shared Hiring Needs

04 Corporate Recruitment and Strategic Outreach

05 Applicant Reporting Tools

Data-driven Strategic Hiring at the NIH
STOP DOING WHAT DOESN'T WORK
The Birth of GR and SR at the NIH - 2010

1. Ask Questions
2. Understand Fears
3. Establish Metrics
4. Package Insights
5. Start Small

April, 2018
How do we increase customer outreach and enhance the ability to reach candidates of interest?

How do we reduce time and resources dedicated to recruitment activities?

How do we improve the timeliness of hires?

How do increase the quality and quantity of the candidate pool?
The Birth of GR and SR at the NIH - 2010

108 Hiring Managers

- Traditional Recruitment
- Global Recruitment

108 Recruitment Packages

108 Announcements

1-5 Standard Recruitment Packages

1 - 5 Announcements

Establish Metrics

April, 2018
The Birth of GR and SR at the NIH - 2010

Understand Fears

- Standard Position Descriptions and Announcements
- Attracting Candidates with Specialties
- Lack of Program Area-specific Information to Share with Candidates
- Hiring non-Citizens
- Posting Program Area-specific Announcements Outside of the Process
The Birth of GR and SR at the NIH - 2010

Start Small

NIH Top 20 Series

April, 2018  Data-Driven Strategic Hiring Plans
Reporting Tools for Active Recruitments

- Status of Recruitment Report
- Shared Certificate Report
- Public Global Recruitment Calendar
- Public Shared Recruitment Calendar
## Identifying Shared Hiring Needs

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<th>A</th>
<th>Division/Branch</th>
<th>B</th>
<th>Selecting Official/Supervisor</th>
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###Hacking
Hacking
Reporting Tools for Announcements

- Applicant Rosters
- Applicant Specialty Reports
- Applicant Narrative Reports
Questions?

Comments?
Contact Information

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