





A Smart Way to Find Smart People

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Problem

Amazon's Strategic Recruiting Team (SRT) aims to hire talent in niche domains of applied and research sciences. In the process to identify, engage with, pursue, and hire these candidates, the SRT faces the following challenges:

-  Absence of a central repository on expert candidates
-  No dedicated communication tool to share insights and information about candidates
-  Time consuming process to match the talent pool with the right team
-  Difficulty in assessing the quality of the candidate's existing connections with Amazon
-  Analyzing the macro and micro trends within niche domains globally

Process

User Research

- Six user interviews
- Generative research
- Affinity diagramming
- Distilled information needs and features

Data Gathering

- Web scraping
- Internal datasets
- Data modeling

Iterative Prototyping

- Mockups
- Wireframes
 - Low-fidelity
 - High fidelity
- Interactive prototype

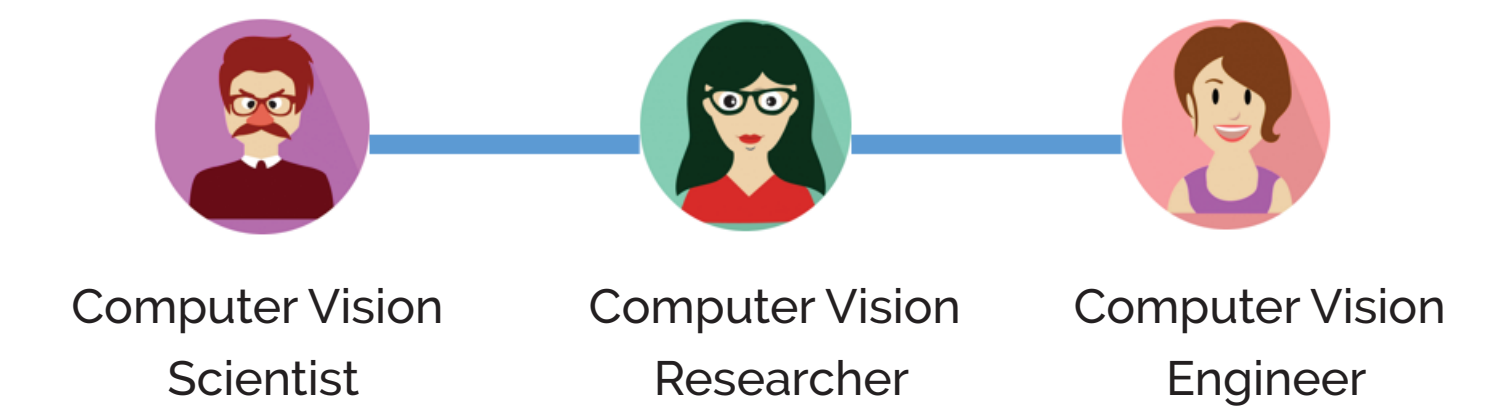
Intelligence

- Text analytics
- Social network analysis
- Clustering
- Data visualization

Features

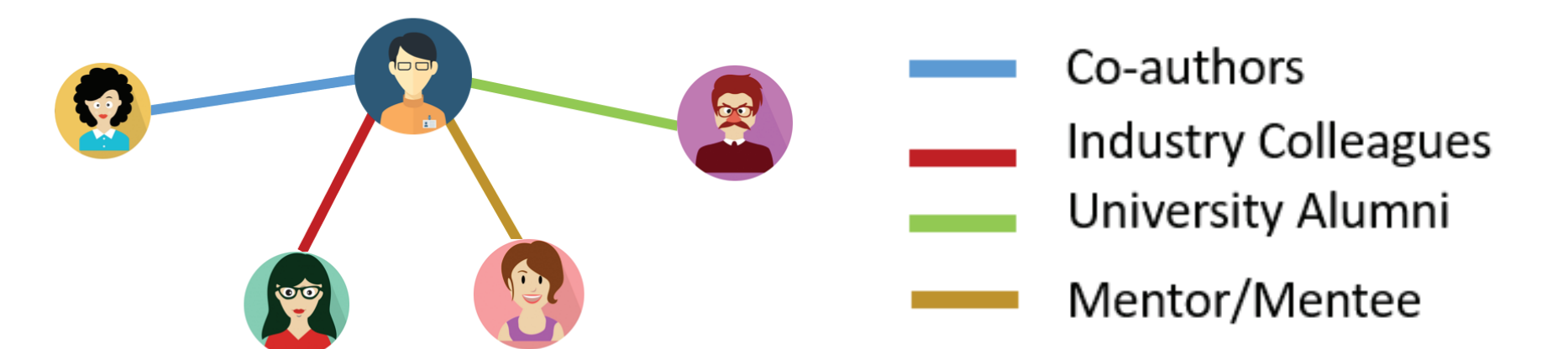
Similar candidates

Compare candidates and broaden the hiring pool



Network Connections

Identify existing links with Amazon and the community



Research Interests

Infer candidate specialization from candidate articles and publications

