

JANE.



Scalable Hiring Solution for Growing Education Nonprofit

Success: Saved nonprofit \$12,240 per hire

“JANE has both streamlined and simplified our hiring needs from start to finish. I highly recommend them to any organization who needs a high-touch, highly effectively partner for your hiring needs!”

**- Donald Kamentz, Executive Director,
Character Lab**

JANE RESULTS

Total candidates:	650
Total hires:	8
Time savings:	328 hours
Recruiter cost:	\$14,400/hire*
JANE cost per hire:	\$2,560/hire

ROI/Savings: \$11,840/hire

**Average recruiter fee is 18% of new hires' first year salary.*

The Client.

Character Lab is an education nonprofit on a mission to help kids learn and flourish. They co-design and fund research about character with a K-12 classroom in mind and directly connect researchers with those who work in schools, produce and curate practical tools for teachers and families, and partner with researchers to scale and replicate the best ideas for schools and homes.

Character LAB

The Challenge.

In 2016, the nonprofit needed to quickly hire technical talent, and engaged JANE to take care of the recruitment process for them, so the management team could focus on interviewing the most qualified candidates, while continuing to advance their mission and their research projects.

The Solution.

After defining the profiles of the types of candidates Character Lab was looking to attract, one of their JANE hiring specialists developed the job ads, recruitment plan, screening process, and set up the following process in JANE's intuitive software:

- Job ads marketed under Character Lab's brand
 - Candidates applying online and resumes organized by job
 - Resumes reviewed and qualified candidates advanced to pre-screening by JANE hiring specialist
 - Phone screens conducted and assessment sent by JANE hiring specialist
 - Helped design and administer work sample tasks to qualified candidates
 - In-person interviews scheduled by JANE hiring specialist
 - Hiring managers equipped with interview questions and scorecards
 - Candidate correspondence and follow up managed by JANE hiring specialist
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The Outcome.

Starting in November 2016, Character Lab has transitioned all their hiring activities over to JANE's system and specialists. The open positions that Character Lab has hired for through JANE have included Director of Design, Executive Assistant, Software Engineers, Education Manager, Program Manager, Research Manager, and Interns.

Out of a total candidate pool of more than six hundred applicants, Character Lab has hired 8 employees through JANE and is in the process of filling two more positions through our system.



JANE makes your hiring so easy.

Let's make your hiring better & less costly, while saving you valuable time.
Call **Everett Reiss** at **(267) 564-1557** or email **ev@jane.hr**