

JANE.



Scalable Hiring Solution for Growing EdTech Venture

Success: Reduced cost per hire by \$7,450

“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 effective partner for your hiring needs!”

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

JANE RESULTS

Total candidates:	8202
Total hires:	39
Time savings:	3,120 hours
Recruiter cost:	\$14,400/hire*
Jane cost per hire:	\$6,950/hire

ROI/Savings: \$7,450/hire

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

The Challenge.

In 2016, Character Lab needed to quickly hire technical talent, and engaged JANE to take care of the recruitment process for them. The management team could then focus on interviewing the most qualified candidates, while continuing to advance their mission and their research projects. Since then, Character Lab has been using JANE to manage all of their hiring.

Character LAB

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.

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 Character Lab's ATS:

- Job ads marketed under Character Lab's brand
 - Candidates sourced and active candidates applying through a variety of channels based on candidate marketing & sourcing strategy JANE outlined with Character Lab
 - 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, Director of External Affairs, Director of School Partnerships, Director of Strategic Partnerships, School Partnership Managers, Research Partnership Managers, Executive Assistant, Software Engineers, Education Manager, Program Manager, Project Manager, Research Manager, UX Designer, Visual Designer, and Interns.

Over the last 4 years of working together, JANE has developed a diverse pool of more than 8,000 candidates, out of which Character Lab has hired over 35 employees through JANE.



Jane makes your hiring so easy.

Let's make your hiring better & less costly, while saving you valuable time.
Call us at **(844) 439-5263** or email **hello@jane.hr**