

Case Study: **Foundation Medicine**



**FOUNDATION
MEDICINE**

- **Acquired by Roche**
- **20 full time recruiters**
- **Growing aggressively**

MAJOR BUSINESS CHALLENGES

Maximize recruiting efficiency

Leverage intelligent matching
and other capabilities

Support diversity hiring

Anonymize candidate review for
hiring managers

Increase positions filled by internal hires

Identify internal applicants &
roll out talent mobility



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AI Matching & Ranking

Automated candidate match to help recruiters focus their time better. 24/7 cross-job matching within candidate database

Employee Job Match

Automated employee job match workflow

Candidate Anonymization

Remove unconscious bias for the hiring managers during the candidate submission process

TA-centric design maximizing recruiting efficiencies

Automated AI candidate rediscovering without lifting a finger

The screenshot displays a recruiting dashboard for a 'Data & Analytics (Python) Analyst' role at Facebook. The dashboard includes a navigation bar with 'Jobs', 'Candidates', and 'Companies'. A progress bar shows the recruitment funnel: 38 Total direct applicants, 18 Resume screen, 11 Recruiter Phone Screen, 5 Hiring Manager Phone Screen, and 2 Interview and Selection. A summary box on the right shows 47 Active matches (13 HOT, 34) and 53 Passive matches (13 HOT, 34). The main area features candidate profiles for 'Lakshmi Suryanarayanan' (Active Candidate, Senior Technical Lead at Cisco), 'Alexander William Pearson' (Passive Candidate, Senior Technical Lead at Cisco), and 'Kamran Ghaedi' (Direct Applicant, Team player | Present). A 'Shortlist 4' section lists other candidates like Thomas Smith, Abbie Wilson, Emmalynn Mazzia, and Amelia Edwards. A 'Notes' section shows interactions from the recruiting and hiring teams. A 'Reverse matching' feature is highlighted, connecting candidates to the best-fit jobs.

Reverse matching connecting candidates to the best-fit jobs

Recruiting process flow management



MojoHire Delivers Results

50%

Faster recruiting times

65%

Time recouped from not
having to review unqualified
candidates

92%

Time saved in surfacing the
best qualified candidate

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**FOUNDATION
MEDICINE**

A  Company



Ian Ide

Vice-President, Talent Acquisition
Foundation Medicine

*We selected [MojoHire.ai](https://mojohire.ai) to help our team based on to their technology innovation, agility, and willingness to go above and beyond as a partner. Their solution is helping us better leverage both our internal talent and our candidate database by **breaking down silos and unlocking new talent insights**. I view their solution as a key part of our people strategy and OKRs.*