Iterating on a Hiring Process
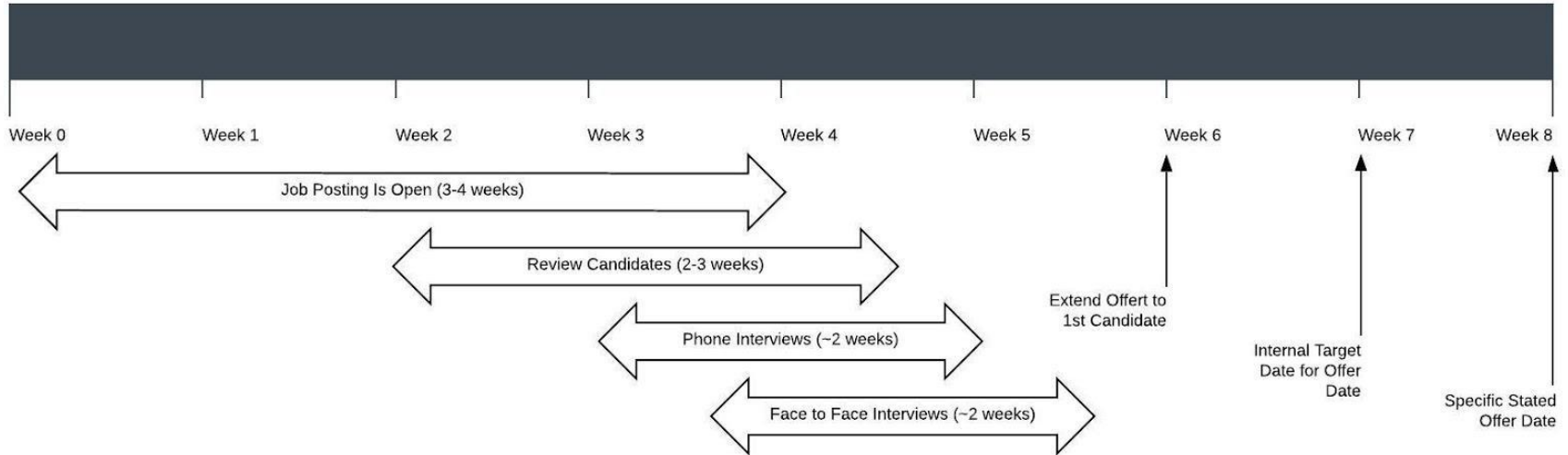
-Jeremy Friesen

Guiding Principle

Treat hiring a new employee as your most important project.

Roadmaps and Quorum

8 Week Hiring Timeline

Job Posting ≠ Position Description

Write a job posting that reflects your organization's aspirational best days

Create a Rubric

Before you get started, determine your measurement criteria.

Communication

Send your phone interview questions in advance and require written responses in advance of their phone interview.

Links

See a [more in-depth document](#) or contact me at jfriesen@nd.edu