

# GradSift Case Study



**Australian Government**  
**Department of Foreign Affairs and Trade**

The department provides foreign, trade and development policy advice to the Australian Federal government. We work with other government agencies to ensure that Australia's pursuit of its global, regional and bilateral interests is coordinated effectively.

DFAT runs a two year graduate program welcoming candidates from a diverse range of backgrounds. That's a mix of around 3,000 fresh graduates and graduates with several years of professional experience applying for 30 to 50 roles.

Their objective was to broaden diversity by screening on attributes and experiences they valued, instead of cognitive ability.

**“We invest heavily in graduate recruitment each year because of the strong contribution from the graduate cohort over their careers”**

They chose to use the GradSift Enterprise version, which included automated post-program analytics, covering demographic data, marketing effectiveness and hired candidate profiling. This instantly benchmarked their hired candidates against their pool of applicants.

They were able to use GradSift's filters to identify strong candidates from regional and lower-tier universities to ensure a more balanced, diverse and representative shortlist.

Candidates continued to apply directly via the organisation's applicant tracking system. After applying any mandatory eligibility filters, candidates were then invited to complete a GradSift profile.

## Results

“GradSift provided a way to use algorithms to screen candidates based on the department's needs rather than cognitive testing.

It delivered larger diversity among the shortlisted candidates progressing through the recruitment stages and the final outcome.

It's easy to use both from an employer and candidate perspective. We will definitely be looking to continue to use Gradsift”

Kathleen Cassells, Graduate Manager, DFAT

Streamline your graduate and entry-level selection process

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