

# GradSift Case Study



The purpose of the Queensland Audit Office is to provide independent, valued assurance and insights. Auditing state and local government public sector entities, the QAO examines the efficiency, effectiveness and legislative compliance of important aspects of public services.

The Queensland Audit Office runs annual undergraduate and graduate programs. Occasionally they recruit at the graduate level outside of these programs.

A need arose for an Analytics Graduate role. They advertised on a major job board receiving an overwhelming 500 applications for the single role. They quickly needed an efficient and effective way to finalise a shortlist.

**“GradSift made the shortlisting process really easy. From our 360 applicants, the candidate we hired was ranked 8<sup>th</sup> and our back-up 16<sup>th</sup>.”**

Because the QAO has successfully used GradSift for its graduate programs, HR recommended the hiring manager use the GradSift platform. Applicants were invited to create a GradSift profile, adding a showcase video, which demonstrated communication skills, personality and likely team fit. 360 candidates completed the step, taking less than 15 minutes.

The hiring manager’s team used GradSift to create their selection criteria, with the AI assessing behaviours, performance and job fit. They applied additional filters, reviewed videos and documents to finalise a shortlist.

## Results

Instead of manually reviewing 500 applications, the team were able to assess applicant data in a fraction of the time. They decided what criteria was most important for the role, with GradSift instantly screening and ranking candidates on that basis. They focused on the top 50 candidates, saving a huge amount of time. They liked that the process offered consistency in assessment and found the showcase video especially valuable.

While GradSift does not say you should hire the #1 ranked candidate, in this case their hire was ranked 8<sup>th</sup> out of 360 and the back-up candidate was 16<sup>th</sup>.

Streamline your graduate and entry-level selection process

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