



Streamlining Large-Scale Hiring for the Semiconductor Industry

Delivered a scalable, end-to-end assessment platform to enable the company to rapidly recruit and nurture skilled professionals, standardizing evaluation quality across multiple college recruitment partnerships.

Overview

There was a need to rapidly and accurately hire a large number of skilled professionals in the highly competitive semiconductor space. This requirement was constrained by inconsistent evaluation standards and resource-intensive manual processes.

- Delivered Evalgator, an end-to-end automated assessment platform that replaced disconnected solutions and manual methods.
- Ensured consistent assessment quality across college recruitment drives by providing a standardized platform with realistic, weighted questions aligned to critical R&D skills.
- Enabled prioritization of essential skills using the weighted questions feature and provided detailed result screens for informed, data-driven hiring decisions.
- Achieved easy scalability from startup phase, reduced time-to-hire by automating evaluations, and minimized risks of human error and bias.



Client Profile

Our client is an R&D and design company that leverages advanced technology to innovate and develop electronic solutions.

Challenges: Inconsistency and Manual Bottlenecks

The client's mass hiring efforts were hampered by issues endemic to large-scale, specialized recruitment:

- **Inconsistent Evaluation Quality:** Relying on recruitment partnerships with multiple colleges led to wide variability in assessment quality and criteria, making standardized hiring difficult.

- **Resource Intensive Development:** Developing and maintaining a scalable, evolving assessment platform in-house was deemed too resource-intensive for the growing R&D arm.
- **Risk of Bias and Error:** Manual evaluation methods posed significant risks of human error and bias, potentially slowing down the hiring process and undermining the accuracy and fairness of assessments.

Evalgator—A Scalable Assessment Platform

QBurst delivered Evalgator, an end-to-end, automated hiring solution that centralized the assessment process and prioritized skill alignment and fairness.

- **Realistic Question Selection:** The platform provided a library of carefully curated questions that were relevant to real-world semiconductor challenges, ensuring that assessments were practical and not excessively difficult.
- **Weighted Evaluation:** The key feature of weighted questions was implemented, enabling interviewers to dynamically assign varying importance to specific skills and competencies critical to their specialized R&D roles.
- **Detailed Result Screens:** The system provided a comprehensive breakdown of candidate responses, highlighting complete and partial answers. This feature offered deep insights into candidate performance, facilitating informed hiring decisions based on quantitative data.
- **Scalability and Flexibility:** The solution was designed with built-in scalability to transition seamlessly from startup recruitment needs to full-scale manufacturing operations, with the flexibility to customize assessments as organizational needs evolved.
- **User-Friendly Interface:** An intuitive design was prioritized, enhancing usability for the hiring team and streamlining the entire evaluation process.

Technical Highlights

The solution focused on core features that automated and refined the evaluation process:

- **Weighted Question Assignment:** Custom logic allowing administrators to prioritize skills by assigning weights to specific question types or sections.
- **Detailed Performance Breakdown:** Generation of granular result screens that show performance by skill area and question, providing a clear map of candidate competency.
- **Scalable Architecture:** Designed to handle high concurrent usage needed for mass college recruitment drives.
- **Automated Evaluation:** Elimination of manual grading to ensure consistency, accuracy, and fairness across all assessments.

Impact: Ensuring Reduced Time-to-Hire with Automated Efficiency

The Evalgator platform delivered immediate and long-term benefits for strategic growth:

- **Guaranteed Consistency:** Ensured a uniform assessment quality across all college recruitment partnerships, eliminating variability in hiring standards.
- **Automated Efficiency:** Automated evaluations significantly reduced the time-to-hire, enabling the company to secure specialized talent promptly and maintain competitiveness.
- **Scalability for Growth:** The platform easily scaled from startup phase to accommodate the needs of full-scale manufacturing operations.
- **Informed Decision Making:** Detailed result screens empowered recruiters to make data-driven hiring decisions, while weighted questions ensured alignment with the company's critical skill requirements.
- **Intuitive User Experience:** The user-friendly interface streamlined the evaluation workflow and reduced the need for extensive training for the hiring team.