

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 with the following elements:

- Navigation:** Tabs for Jobs, Candidates, and Companies.
- Job Listing:** A job titled "Data & Analytics (Python) Analyst" in Durham, United States. It shows a funnel of 38 total direct applicants, 18 resume screens, 11 recruiter phone screens, 5 hiring manager phone screens, and 2 interview and selection stages.
- Match Summary:** A box on the right shows 47 active matches (13 hot, 34 cold) and 53 passive matches (13 hot, 34 cold).
- Candidate Profiles:**
 - ACTIVE CANDIDATE:** Lakshmi Suryanarayanan, Senior Technical Lead at Cisco, 8 years of experience, San Francisco, CA. Status: LS, HOT.
 - PASSIVE CANDIDATE:** Alexander William Pearson, Senior Technical Lead at Cisco, 8 years of experience, San Francisco, CA. Status: AP, HOT.
 - DIRECT APPLICANT:** Kamran Ghaedi, Team player | Present, Irvine, CA. Status: KG, HOT.
- Shortlist:** A list of 4 candidates: Thomas Smith (HM Phone Screen), Abbie Wilson (Rejected), Emmalynn Mazzia (Interview and Selection), and Amelia Edwards (Resume Screen).
- Notes:** A section for team notes, with tabs for @RECRUITING TEAM and @HIRING TEAM.
- Process Flow:** A progress bar at the bottom for Kamran Ghaedi showing stages: Resume Screen, Interview and Selection, and others.

Reverse matching connecting candidates to the best-fit jobs

Recruiting process flow management



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 Fastr.ai to help our team based on their technology innovation, agility and willingness to go above and beyond as a partner. Fastr.ai's 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.