



Career.Place Case Study

Efficient, bias-free hiring with career.place

The Mann Center for the Performing Arts in Philadelphia is a non-profit with significant growth plans to better serve the Philadelphia community. To support this, they needed to hire a Director of Major Gifts, accountable for delivering on the fundraising commitments made to their board of directors.

Anthony Slade, Director of Operations and HR at the Center, faced two challenges when filling this already difficult position:

- 1) The Center is usually flooded with unqualified applicants and he didn't have the staff to deal with the volume.
- 2) The Center's hiring had been influenced by bias in past and had recently taken on the mission to improve diversity to better represent the community they serve.

Anthony turned to career.place to address these challenges. To reduce the volume of unqualified candidates, Anthony took advantage of career.place's automated criteria and assessment steps, eliminating unqualified candidates without wasting time or removing candidates for the wrong reasons. To address bias, he leveraged the career.place anonymous process so his hiring managers didn't know the background, demographics, and other biasing information when evaluating candidates.

What happened

Within two weeks, 25 people applied through career.place resulting in two highly qualified finalists.

Anthony achieved both goals; spending less than 20 minutes of time going from 25 to two while ultimately hiring someone who not only added diversity to the team, but was also someone who, admittedly and wrongly, would not have made it to the interview had they been using previous methods.

"I would have never considered the candidate if you had just brought them to me and I didn't expect the interview to go well," an executive told Anthony. "She didn't have the traditional background, the traditional personality, the traditional 'look'. However, it didn't take long to realize that you found the perfect person to run Major Gifts."

In Summary

Assumptions and biases can get in the way of finding the right hires. This is made even worse when jobs are flooded with unqualified applicants and teams don't have the time to sift through them all thoroughly. However, by automating the early qualification steps (without keywords, resume sifting, and other biasing methods) and applying anonymity to the process, the Mann Center rose to the challenge, saving time, finding great talent, and doing all of it while removing bias and promoting diversity.

"What matters when qualifying candidates is invisible to the eyes. We need to move past our biases in order to find the best person to achieve the goals of the organization. Career.Place helped us focus on only those things that mattered for the job while saving me and my team valuable time. Thanks, in part, to career.place, we achieved our goal of hiring to represent the best from our community to help us serve Philadelphia."

- Anthony Slade, Director of Operations and HR, Mann Center for the Performing Arts

Ready to find the right talent without wasting time and money or being influenced by misleading biases?

Check out [career.place](#), removing bias one hire at a time – fast, efficient, fair.

theMann.

Company profile:

Who: Mann Center for the Performing Arts

Industry: Non-Profit

Job: Director of Major Gifts