



How L3Harris Technologies uses SeekOut people insights to improve talent search

A global aerospace and defense technology innovator streamlines their recruiting strategies by gaining access to a 4x wider talent pool.



About

L3Harris Technologies is the sixth-largest defense contractor in the world who rapidly responds to challenges with agile technology – creating a safer world and more secure future.

Objective

Move away from old processes, adopt newer technologies and leverage data-driven insights to win in the talent wars.

Highlights

L3 Harris gained access to a **4X wider** talent pool

Doubled the number of phone screens in a week

Improved their recruiting strategies and **streamlined their candidate searches**, to be able to hire faster



The challenge

L3Harris Technologies found it challenging to find quality candidates with the right skill set that matched their hiring needs. Old processes and a lack of visibility into available talent pools for their job requisitions made hiring slower and harder.

L3Harris Technologies previously had limited data to inform their candidate searches. Instead, they relied on basic historical data from their ATS, anecdotal stories or word-of-mouth marketing to help understand the talent pools for job requisitions limiting their candidate search.

Ramone Mellis, Sr. Talent Acquisition Partner at L3Harris needed to find a Program Financial Analyst that demonstrated Financial Analyst skills, had experience in the Defense industry, a Security Clearance, and more. Coupled with these requirements and the desired location of New York, the team found that it was extremely challenging to find individuals who checked all the boxes.

The benefits

Upon reaching alignment with hiring managers, Mellis' team has found four times the number of applicable candidates and doubled the number of phone screens booked in a typical week. Now, with the power of SeekOut People Insights, the hiring managers at L3Harris Technologies have better alignment with recruiting teams and are more strategic in sourcing quality candidates, faster.

L3Harris Technologies doesn't have to solely rely on job boards anymore to attract talent. Rather, they analyze and target high quality candidates with SeekOut's trusted AI-powered talent intelligence platform, which has immensely improved their recruiting strategies and streamlined candidate searches.

ExtraHop continues to achieve their diversity goals by leveraging SeekOut's Power Filters and features making ExtraHop attractive to other women candidates.

“Relying on job boards to attract talent could take over 90 days and is a thing of the past here at L3Harris Technologies. Instead of ‘post and pray’, we now analyze and target.”

—Ramone Mellis, Sr. Talent Acquisition Partner

The solution

Mellis, understood that in order to win in the talent wars, his team needed to innovate, change old processes and leverage data driven insights. After exploring various tools in the market, L3Harris Technologies chose SeekOut as a key component of their recruiting strategy. The team selected SeekOut to improve their understanding of the talent landscape, pinpoint high caliber candidates and identify passive job seekers with the skills they were looking for.

SeekOut empowered Mellis' team to source more strategically by leveraging SeekOut's powerful People Insights feature and making it a core part of their recruiting strategy. When hiring for the Program Financial Analyst role, L3Harris Technologies used People Insights to loosen location parameters. This resulted in a larger talent pool without compromising on candidate quality.



Ready to learn more about SeekOut?

[Request a demo](#) to see how SeekOut can provide you with a competitive advantage in understanding your talent needs and recruiting hard-to-find and diverse candidates.