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ExtraHop accelerates diversity hiring with SeekOut

Global technology leader for network detection & response hires a woman Engineering Manager in less than 30 days.

ExtraHop

About

ExtraHop Networks is a fast growing, enterprise cyber analytics company that is on a mission to arm security teams to confront active threats and stop breaches. The company is driven by their commitment to build a diverse workforce.

Objective

Leverage AI to source qualified technical talent faster in a rapidly growing company, while still meeting diversity.

Highlights

Discovered 100+ qualified candidates within one week

Took under 30 days to hire qualified, diverse tech talent

Built a better rapport between recruiters and hiring managers

The Challenge

ExtraHop is committed to building a diverse workforce. It is no secret that engineering is a male-dominated field in STEM. When Beth Kester-Warner was promoted from Technical Recruiter to Recruiting Manager at ExtraHop, she made it her number one initiative to reduce the time to hire qualified yet diverse technical leaders, while also improving overall recruiter productivity.

ExtraHop found technical roles particularly hard-to-fill in Seattle's highly competitive talent market where candidates are in high demand and many have sparse or no LinkedIn profiles. On top of these challenges, discovering highly qualified women engineers, given they still make up only 20% of all engineering graduates, was a tough job for their recruitment team.

The Benefits

Within a week of using SeekOut, Beth's team uncovered hundreds of highly qualified candidates, previously invisible with any other solution. With SeekOut, ExtraHop has significantly reduced the time to hire qualified yet diverse technical leaders, while also improving recruiter productivity.

It took less than a month for ExtraHop to source and hire a highly-qualified female engineering manager, the first of its kind for ExtraHop.

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

The Solution

Looking for creative ways to expand ExtraHop's candidate pool and identify diverse engineering talent, Beth turned to SeekOut based on a personal recommendation. SeekOut's unique approach to sourcing empowers companies to go beyond LinkedIn, turning to sources including GitHub contributions, patents, papers, and postings on other social sites to recruit this untapped pool of hard-to-find talent.

- SeekOut's comprehensive database of whole- person profiles, intuitive AI search, and personalized messaging gives companies the ability to find and engage with in-

- demand professionals. ExtraHop has access to the talented candidates they need with SeekOut, while also maintaining their commitment to diversity. Powerful

- diversity filters and features to reduce unconscious bias, helps companies further narrow the qualified candidate pool to meet specific diversity goals. ExtraHop now has access to the talented candidates they need with SeekOut, while also maintaining their commitment to diversity in a male-dominated field.

> SeekOut exceeds our expectations, especially when we are hiring for diversity. We hit a home run and SeekOut is now deployed across our entire team.
>
> **Beth Kester-Warner,** Recruiting Manager

Request a demo

Ready to build a more talented, diverse team? **Get a demo** to see how SeekOut provides customers a competitive edge in recruiting hard-to-find and diverse talent for Digital Transformation.

seekout.com/demo