

thinaer

Diversity in Action: Thinaer's Hiring Process

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Names are important and hold meaning for many. However, research has shown that unconscious bias often leads recruiters and organizations to overlook individuals based on their names.

Research has also shown that an applicant's name can impact their callback rate. To reduce this bias, we anonymize candidates to ensure that we are focusing on relevant experience and the skills they can bring to our team.

Organizations can often miss out on great candidates because they do not have the relevant degree. We recognize that there are many ways to gain knowledge, so we do not require a degree in the field. This removes barriers for many who may not have had the resources to access higher education.

It also eliminates the idea that those with degrees are the only individuals with high-level skills. Those without a degree have skills from their lived and work experience that make them an asset. These individuals bring new perspectives and ideas that benefit our organization greatly.

Because of this, our company aims to seek out individuals with varying views. It is critical to note that a degree is not indicative of how well someone will perform.

Lastly, we look for enthusiasm for the role over qualifications. Communicating this to our potential applicants allows various individuals to apply, allowing us to hire diverse candidates.

We pursue individuals who are excited about our company and want to join our team to help us diversify our candidate pool. Enthusiasm is just as important as qualifications. Those who are enthusiastic are usually individuals who are committed, adaptable, willing to learn, and passionate about their work and the company's objective.

Applicants who show enthusiasm stand out; they tell us that this is where they see themselves. Regardless of the individual, enthusiasm will always supersede a degree and qualifications because passion and attitude are everything.