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# OUR APPROACH TO QUALITY OF HIRE

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# Agenda

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**1** Our Why

**2** Our Approach

**3** What's Next



# Our Why.

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Measuring Quality of Hire allows us to **validate** our internal processes and maintain a **rigorous bar** as we build the future of Rapid7.

As AI shifts the talent landscape toward specialized skills and strategic impact, this metric provides insight to validate our hiring decisions in an **ever-evolving market**.



# Our Approach.

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**01**

## Bring People on the Journey

Built cross-functional project group including people in TA, PS, PS Ops, PD, and HRIS. Established work streams within the group to efficiently tackle the project plan.

**02**

## Needs Analysis & External Research

Conducted needs analysis with input from the business, PS leadership, and group participants.

Benchmarked ideas against industry “standards” and what other companies are using to calculate QoH.

**03**

## Define QoH

Established definition of QoH at Rapid7, defined the 4 indicators that would calculate.

**04**

## Enable & Launch

Deployed “check ins” through Workday starting with Q4 of 2025 hires.

Developed enablement resources for managers, targeted communication to managers & leaders.

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# Quality of Hire

## Defining QoH

**Quality of Hire (QoH)** measures the organization's ability to hire talent who quickly **integrate**, effectively **apply** their skills, and **contribute** to our culture.

It evaluates the **effectiveness of our talent lifecycle** - from initial identification through the critical first year - confirming our processes attract and enable employees to drive company success.

## Indicators

**Manager Insights:** 6-month and 1-year feedback aligned to company, craft & culture

**Retention & Tenure:** Whether the hire is staying and thriving in their role long-term.

**Cultural Alignment:** Evidence of the hire living out our core values in their daily work.

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**QoH = [6 month avg] + [1-yr avg] + [1-yr rehire] + [1-yr retention]**

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**# of indicators completed**

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## What's Next.

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**As we receive more concrete results, our next steps for QoH are:**

- ❑ Add QoH to leader dashboards
- ❑ Incorporate QoH as a key metric in people-related conversations
- ❑ Analyze trends and conduct gap analysis to help guide business leaders on how to adjust their approach to hiring in an intentional way
- ❑ Adjust formula if needed



**RAPID7**

**THANK YOU!**

2025/3

