



FOUNDATION MEDICINE

# How MojoHire Created Success for Foundation Medicine

## Quick Facts

**Foundation Medicine (FMI)**, a molecular information company dedicated to a transformation in cancer care, has 20+ full-time recruiters, and is growing aggressively.

- 1,987 employees
- On Oracle HCM and Recruiting Cloud
- Averaging ~60 hires monthly

## Challenges

- Clunky Systems slowing down hiring – recruiters buried in clicks and inefficiencies
- Time to hire not sufficient to support rapid growth
- People and data silos slowing down hiring
- Internal mobility and retaining talent

## MojoHire to the Rescue



### Made Their Systems Work

MojoHire overlays on-top-of FMI's Oracle HCM\*, making it much easier to use and simply work for recruiting.



### Maximized Recruiting Efficiency

Leveraging intelligent matching and AI capabilities for lightning quick, accurate results, candidates are instantly matched to open jobs, no matter where their data resides, or how they were sourced. Approximately 50% of new hires come from existing system data and could have been missed without MojoHire.



### Supported Diversity Hiring

Anonymized candidate review for hiring managers and remove unconscious bias helped to meet diversity goals.



### Increased Internal Mobility

Identify internal applicants, cross match to open roles & roll out talent mobility resulting in a massive increase in internal hires and less overall attrition.

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*We selected MojoHire to help our team based on to their technology innovation, agility, and willingness to go above and beyond as a partner. Their solution is helping us better leverage both our internal talent and our candidate database by breaking down silos and unlocking new talent insights. I view their solution as a key part of our people strategy and OKRs.*



**Ian Ide**

VP of Talent Acquisition,  
Foundation Medicine, Inc.

\* MojoHire can integrate with any ATS or HRIS

# MojoHire in Action

TA-centric design maximizing recruiting efficiencies

Automated AI candidate rediscovering without lifting a finger

Reverse matching connecting candidates to the best-fit jobs

Recruiting process flow management

## “A Game Changer”

Implementing MojoHire was a game-changer for Foundation Medicine. They are hiring faster (by 50%) thanks to more efficiency in their systems, better collaboration and moral, and instant matching of direct applicants, active and passive candidates, current employees, and even former employees. Recruiters have a hot list of interested candidates to reach out to the moment a job is posted. Everyone touching the hiring process, recruiters, hiring managers, candidates and employees are all happier, providing stellar feedback on the impact MojoHire has had. Teams are working better together as MojoHire has broken down silos in both people and data.

MojoHire has brought Foundation Medicine’s talent acquisition game to the next level.

## Up Your Hiring Game with MojoHire

Address your own unique needs and achieve your hiring goals using the MojoHire platform. **Get more info at [MojoHire.ai](https://mojihire.ai).**



**Click Here to Watch the Exclusive Case Study Video with Foundation Medicine**