

HOW WE REDUCE RECRUITING COSTS USING DATABRICKS FOUNDATION MODELS

GARY NAKANELUA | BLUEPRINT

ABOUT ME

Two Truths & A Lie

1. My daily driver vehicle is a **800 horsepower** Dodge Challenger Hellcat.
2. I play bass in a Seattle **rock band** that has released three albums on vinyl.
3. This is my **first time** presenting at Data and AI Summit.



THE SITUATION

By The Numbers



AVG # RESUMES
TECH REVIEWED

15 RESUMES
PER ROLE



AVG TIME FOR
TECH REVIEW

15 MINUTES
PER RESUME



AVG COST PER
RESUME REVIEW

25 DOLLARS
PER RESUME

\$375

PER ROLE

X

25

OPEN ROLES
(MONTHLY)

= **\$9.3k / \$112k**

MONTHLY
COST

ANNUAL
COST

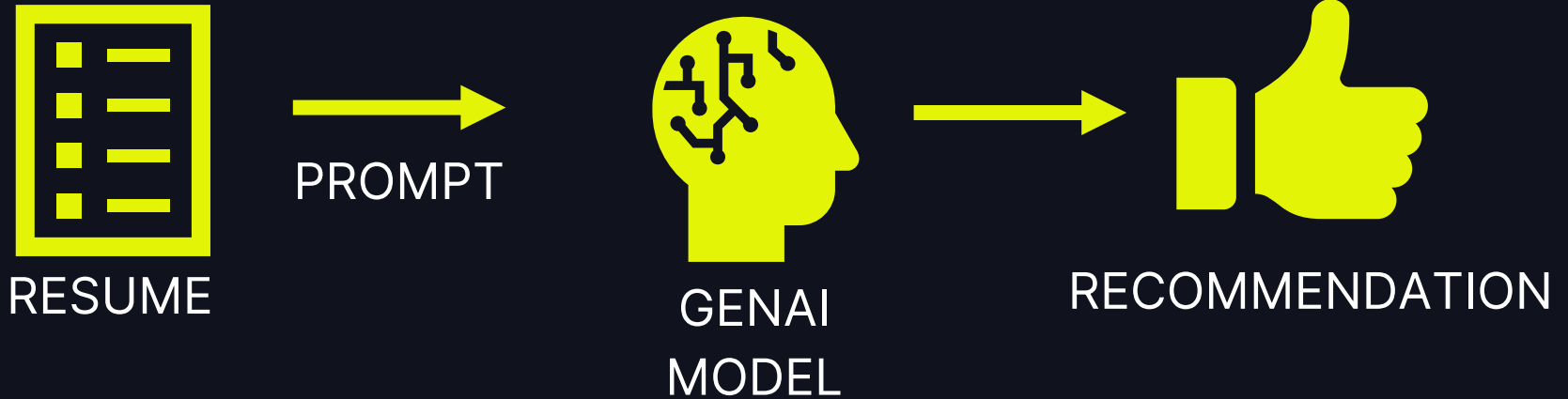


THE ONE QUESTION

COULD GENAI
REDUCE OUR
RECRUITING
COSTS?

THE IDEA

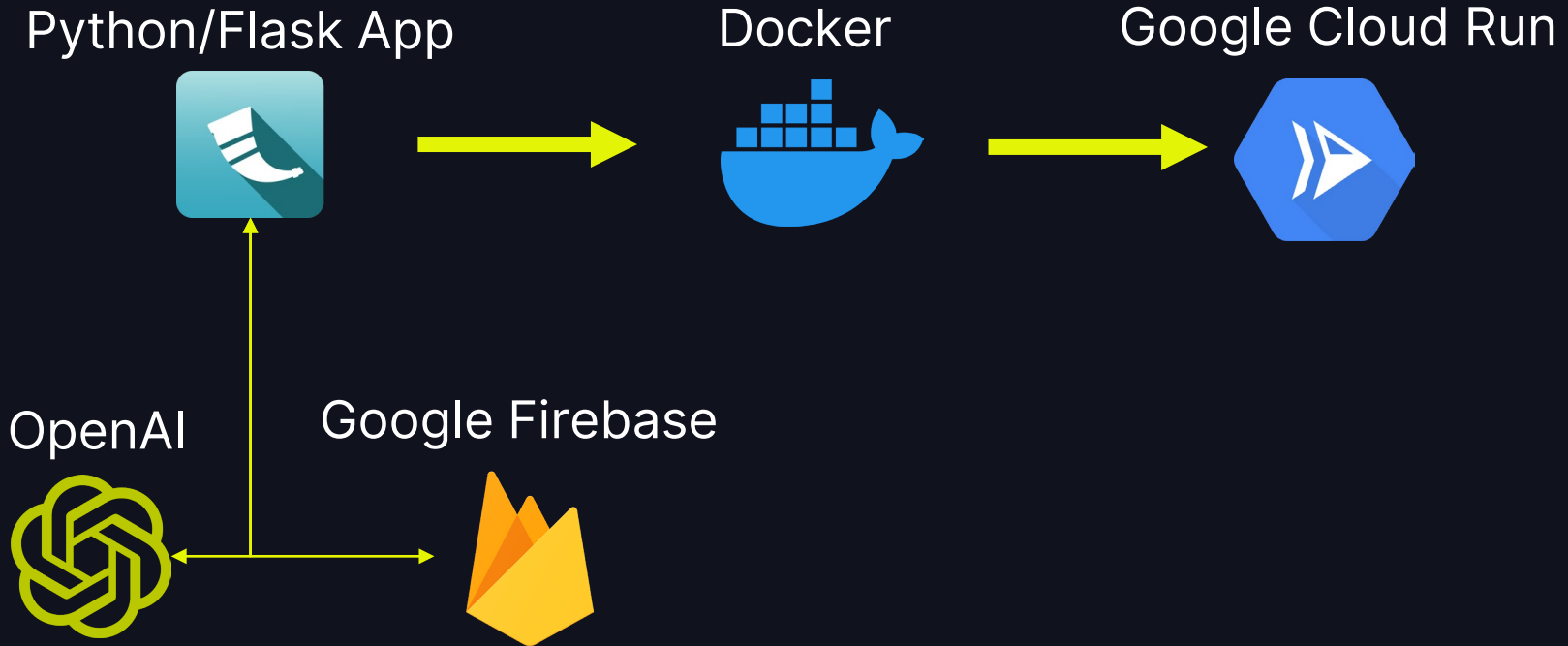
Leverage GenAI To Remove Need For Tech Reviews



PRO-TIP: Start simple.

THE POC

Where We Started



THE LEARNINGS

THERE WERE MANY... HERE ARE THE TOP TWO:

1

ONE PROMPT TO
RULE THEM ALL
WASN'T A FIT

2

KEEP THE DATA
WITHIN THE DATA
ESTATE

THE PILOT

How We Evolved

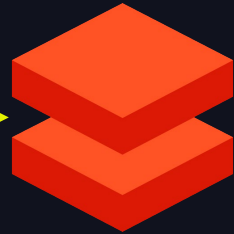
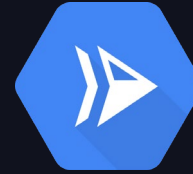
Python/Flask App



Docker



Google Cloud Run



Unity Catalog
Vector Search
Foundation Models

THE RESULTS

How It Turned Out

The Feedback

From Vincent, the role reviewer



I am a Yes, your résumé has the experience that aligns with the job description.

1. **Sr. Cloud Solutions Architect/Engineer at PwC, March 2022 – Present**
Duration: Less than a month

Why it's relevant:

Your role involved leading new cloud projects, big data modeling with Google Cloud Platform. Plus you apparently handled GCP Solutions Architect position. Plus you apparently handled GCP experience with Google Cloud Platform we're looking for.

2. **Sr. Cloud Architecture/Advisor -iCTO at Fiserv, January 2021 – February 2022**
Duration: 1 year, 2 months

Why it's relevant:

Your cloud optimization and pre-sales architecting for cloud-native data cloud platforms and solutions architecture. Not to mention your containerization/k8s strategies.

Royale

About



Step 1: Select Job Description

Select the job description, in .PDF format.

No file chosen

Step 2: Select Resume

Select the candidate's resume, in .PDF format.

No file chosen

Step 3: Submit Candidate

Now it's time to submit the candidate.

100%

ADOPTION RATE

70%

REDUCTION IN TECH REVIEWS

\$63k

FORECASTED ANNUAL SAVINGS

The Feedback

From Jules, the technology reviewer



I'm a Yes, for this candidate, [redacted] considerin' his experience and skills against the requirements listed by Blueprint.

Now allow me to break it down for you:

1. **Google Cloud Platform (GCP) Experience:** Lookin' at [redacted] resume, he's during his time at PwC (1 year) and Fiserv (1 year, 2 months). Also, his certifi all, he's got a total of 2 years, 2 months hands-on experience with GCP.
2. **Large-Scale Data Platforms/Solutions:** At Accenture (1 year, 3 months), T Joseph Health (6 years, 8 months), [redacted] had responsibilities involving desl platforms or solutions. This adds up to about 9 years, 8 months of direct ex
3. **Data Warehousing, ETL, and BI Services:** [redacted] mentions working with th time at various roles including Accenture (1 year, 3 months), TCS (1 year, 9 n Total experience kind of tallied up to 4 years, 2 months.
4. **Cloud Data Management Patterns:** While at PwC (1 year), Fiserv (1 year, 2 months), [redacted] gained hands-on experience with cloud data management p months of experience.
5. **Leadership Experience:** [redacted] leadership experience is obvious, and I wd significant roles he held at PwC, Fiserv, and Accenture. It all totals to a chun

In conclusion, there may be a couple of areas where [redacted] can beef up his chops in for this position at Blueprint. [redacted] and this Solutions Architect role? It's ill cut for the right crowd!

The Recommendation

From Winston, the final reviewer



Yes, indeed, we should move the candidate, [redacted], into the interview loop.

Why:

First off, let's talk in years and months. From what we see here, they got a whopping 4 years and 2 months of experience with Google Cloud Platform (GCP), which is what we need for our Solutions Architect spot. In addition to this, they also show a solid experience of 9 years and 8 months with large-scale data platforms/solutions. They weren't light on data warehousing, ETL, and BI services either, they got 4 years and 2 months on that. Then there's a nice add-on of their hands-on experience of 3 years and 5 months with cloud data management patterns. What's more, their leadership skills speak for themselves, boasting a hefty 8 years and 7 months. Taking all this into consideration, they've got most of the boxes ticked off our requirements list. A couple of areas could use a little beefing up, but overall, this candidate is cookin' with gas for the position.

Interview questions to Validate the Candidate:

1. Could you give us a rundown of a time you implemented Big Data models with ETL & Databricks, specially at PwC?
2. You were leading pre-sales teams at Accenture, which is a key aspect of our job description, can you provide more detail on what that entailed and how it might apply to the work at Blueprint?
3. We see on your resume, you've handled complex business / tech requirements in your role at Tata Consultancy Services (TCS), can you give us an example where your solution gained notable success?
4. You've been hands-on with various cloud platforms, namely GCP, AWS, Azure, can you describe a project where you had to use two or more of these platforms and how you managed that?
5. Can you provide some examples of how you used Azure Sentinel to provide comprehensive visibility / protection for containerized apps?

That's it, my friend. We should be having a sit down with [redacted] over here as soon as we can. But remember, the devil is in the details. We got to make sure that all what's put down on paper checks out in person, because the last thing we want, is a Picasso who can't paint.

GETTING STARTED

JUST FOR EVERYONE HERE AT DAIS

1

IDEATION LOUNGE

W Hotel

(Follow the stairs to the left)

2

NOTEBOOKS



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