HiredScore

How Phillips 66 Achieved Diversity Goals While Increasing Strategic Recruitment

Ethical, compliant AI fueled Phillips 66 ATS talent rediscovery, increased applicant diversity and strategic recruiting efficiency

Company	**Company Size**	**Industry**	**ATS + HCM**
Phillips 66	+10,000 employees	Energy	SAP SuccessFactors

Diversity and inclusion are at the heart of Phillips 66's organization, and they deeply believe in fostering an inclusive workspace rich in diverse perspectives and talent. The company has led the way in introducing internal diversity and inclusion initiatives, championing candidates from underrepresented groups in their talent acquisition practices.

> *Our high priority TA goals of achieving more diverse applicant slates and increasing overall team efficiency can appear at odds with one another. HiredScore has enabled us to realize both by unlocking the rich source of diverse candidates who have previously applied to Phillips 66, while providing low change management and seamless-for- recruiter-use efficiency solutions."*

Leigh Harris
Talent Acquisition Manager at Phillips 66

In the current job market, recruiters are facing a challenge—they're competing for talent while trying to hit acquisition targets and diversity and inclusion goals. Combining HiredScore's intelligent masking for hiring managers, real-time diversity insights, applicant prioritization, and sourcing automation provided a power-packed, actionable solution for Phillips 66's talent acquisition team, enabling them to strategically optimize their processes and meet diversity goals.

Adding new tools and artificial intelligence solutions can typically require navigating challenges—time-intensive change management procedures, extended time to realize value, and unclear processes. But with HiredScore's real-time two-way integration with SuccessFactors, customized-per-client AI, enterprise-grade implementation, training, and support, Phillips 66 was able to realize ROI within six months from launch.

HiredScore | Connect with us today to revolutionize your hiring journey.

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Key 6-Month Outcomes

Precise, conversion-optimized talent rediscovery

Phillips 66 is now able to instantly match past applicants with current roles they're most likely to apply for, leading to high quality rediscovery and increased use of existing applicant database

Explainable, compliant AI yields intelligent, masked candidate profiles

Removing manual work and providing deeply integrated processes and technology has unlocked hiring manager satisfaction while simultaneously progressing diversity goals.

300 Quality candidates automatically sourced and applied

66% Interview rate for Fetch leads

28% Increase in diverse candidates passing Hiring Manager review