

Case Study



How eBay reduced applicant review time by 70% and unlocked their early career funnel.

eBay is a multinational, public eCommerce company with 13,000+ employees.

Challenge One

eBay has a small but mighty team of full cycle recruiters who can only visit a limited number of campuses each year. They don't have a dedicated sourcing team but wanted to ensure anyone interested in a role at eBay in the U.S. had the ability to apply.

Outcomes

900+

Schools Reached



Automatically reached and educated 28,000+ students from 900+ schools, in all 50 states.

Challenge Two

Over twenty thousand applicants apply to eBay's internships and full-time programs each season. Prioritizing applicants and responding to candidates in a timely manner was impossible with the use of spreadsheets and other manual processes.

Outcome

735 Candidates | Sorted by: Candidate Score ▾

70%<

Schools Reached



Paityn Herwitz

95



Handshake



Marley Carder

92



Facebook

Spent 70% less time reviewing applicants.
Responded to **ALL** applicants in days vs weeks.

“The RippleMatch platform has all of the analytics, right at your fingertips.”



Cindy Loggins

Global Head of University Recruiting & Programs



Challenge Three

eBay spent a lot of time, money, and resources recruiting but didn't have a clear picture of what their funnel looked like because they used spreadsheets to track data. Those spreadsheets were very time-consuming to manage and didn't provide a visual picture of how candidates were moving through the hiring funnel.

Outcomes



Unlocked visibility into their entire early career hiring funnel.



Real-time data to be able to pivot their strategies mid-season.



See where candidates drop off in their funnel to mitigate bias.

Platform



Automated Sourcing



Recruiting Analytics

Upgrades



Sort



Communities



Events

RippleMatch's recruitment automation platform eliminates the time-intensive work required to build diverse, high-performing teams by connecting employers with Gen Z.

To achieve the above results, eBay used RippleMatch Platform, our entry-level product as well as Sort. Platform includes automated sourcing and recruiting analytics. Sort automates applicant review and gives you insights into your entire early career funnel.