TA Intern Challenge Puzzle

Talent Acquisition Intern Challenge Puzzle

Title: Global Talent Recruitment Strategy Challenge

Background:

Your role involves supporting the growth and expansion of a tech company through strategic talent acquisition. This challenge focuses on developing a recruitment strategy to attract top-tier global talent for a rapidly growing AI video tool company.

Task:

Referring to the job descriptions in the appendix, please develop a detailed recruitment strategy for hiring Growth Engineers and AI Product Managers from around the world, focusing on leveraging our company's innovative tools and inclusive work culture. For each position, include two LinkedIn profiles that you find to be potential candidates.

Requirements:

1. **Market Analysis**: Conduct an analysis of the current global market for AI specialists and content creators. Identify key trends and challenges in hiring these roles internationally.

2. **Strategy Development**: Create a recruitment strategy that includes targeted job postings, social media campaigns, and partnerships with universities and professional organizations.

3. **Onboarding Plan**: Outline an onboarding process that ensures a smooth integration of international hires into the company culture and work processes.

4. **HR Strategy Contribution**: Suggest ways to align the recruitment strategy with broader HR goals, such as diversity and inclusion, employee retention, and career development.

5. **Presentation Preparation**: Prepare a PowerPoint presentation summarizing your recruitment strategy, market analysis, and onboarding plan, highlighting how they support the company's business objectives.

Deliverable:

Submit a strategic recruitment plan document and a PowerPoint presentation that details your approach to attracting and integrating global talent into the company.

Senior/Staff Product Manager, AI/ML Core Product

Company Overview:
OpusClip is renowned as the world's leading AI video agent for social media, boasting over 6 million users shortly after its inception. As a pioneer in democratizing video content creation, OpusClip is supported by major investors like DCM, Fellows Fund, and AI Grant.

Job Description:
We are seeking a Senior/Staff Product Manager to lead the development of our core AI/ML products, enhancing our capabilities to serve millions worldwide. This role demands a strategic thinker who can merge cutting-edge technology with user-centric design to deliver exceptional product solutions.

Responsibilities:

- Become the go-to expert on professional video creation processes and trends.
- Drive the prioritization and development of generative AI features and models.
- Own business results by leveraging actionable insights from data analysis and user feedback.
- Collaborate with internal teams and external partners to ensure flawless execution.
- Utilize A/B testing to refine AI models and product features based on user data.

Requirements:

- 5-10 years of experience in consumer product management, with a focus on AI-powered products.
- Expertise in AI/ML model evaluation and data-driven product development.
- Strong analytical skills to drive decisions and innovations.
- Excellent team collaboration abilities, capable of working with a globally distributed team.

Location:
This position offers a hybrid/remote work arrangement based on the US West Coast, requiring evening collaborations up to three times a week.

Staff/Senior Software Engineer, Growth & New Product

Position Background:
Join our new U.S.-based team to develop the next generation of smart AI video editors. This role is crucial for hacking and building products that automatically edit videos based on user preferences and past interactions, aiming for a billion-dollar valuation.

Responsibilities:

- Initially familiarize with our product and growth funnels before moving to innovate and prototype new solutions.

- Collaborate with product, marketing, and data teams to ideate and launch features that drive user growth and enhance product value.

- Design and implement A/B tests to gauge feature impact, using insights to tweak strategies.

Qualifications:

- Bachelor's degree in Computer Science or related field, with 5-8 years of software engineering experience.

- Proficient in full-stack development, including front-end and server-side technologies.

- Demonstrated ability to develop products from an initial concept to completion.

- Strong entrepreneurial spirit, ideally with experience in a fast-paced startup environment.

Preferred Experiences:

- Proven track record in driving user growth and managing traffic acquisition.

- Familiarity with analytics tools such as Google Analytics or Mixpanel.

- Experience in developing personal projects or startups.

Benefits:

- Competitive salary and equity options.

- Comprehensive health benefits and professional development opportunities.

- Opportunities for global collaboration and offsite team building.

Location:
 Candidates must be excited to work onsite in our Sunnyvale office and collaborate with teams across different time zones, including Asia.